

THE UNITING CHURCH IN AUSTRALIA
SYNOD OF NEW SOUTH WALES AND THE ACT

MINUTES of the thirty third Meeting of the Synod of New South Wales and the ACT of the Uniting Church in Australia held 23 – 27 September 2011 at the University of Newcastle. The theme of the Synod was *“on new and risky paths...”*

CANDLE The Moderator lit the candle at the commencement of the Synod Meeting to signify the Synod was a Safe Place

WELCOME TO COUNTRY Rev Felicity Amery, Chairperson of the Hunter Presbytery, introduced key leaders and local Aboriginal people who had participated in the preparation of four large banners telling their stories of connection with the land. Each day a different story was shared and respect was paid to the Awabakal people, custodians of the land from time immemorial.

BIBLE STUDY Bible Studies were led by Rev Dr John Hirt, Rev Dr Monica Melanchthon, Rev Tim Hein and Ms Katalina Tahaafe-Williams respectively with the following themes and readings –

“Following God...on new and risky paths” – Genesis 22:9-19

“Walking with Jesus...on new and risky paths” – Mark 1:14-20, Luke 9:57-62 and 1 Kings 19:19-21

“Led by the Spirit...on new and risky paths” – Acts 1:1-8

“Sent out...on new and risky paths” – Matthew 10:5-16

WORSHIP Worship and music in association with Bible Studies at the commencement of each day was led by groups invited by the Worship Committee from Hunter Presbytery. Musicians from the Hunter Presbytery Ms Miriam Williams, Ms Emma Davison, Mr Tim Evans, Ms Caitlin O’Reilly, Mr David Evans and Ms Katerina Arbon led the music and Ms Rads Sukumar was on hand to play at other times when the Synod needed to sing. Two special songs written for the Synod, “On New and Risky Paths” composed by Rev Phil Newton and Rev Michael Earl and “Will You Walk this Path with Me” composed by Mr Ben Cross and Ms Rads Sukumar.

The meeting closed each evening with prayers by –

Saturday	–	Mr Andrew Goodwin
Sunday	–	Boards of Mission and Education Thanksgiving Service
Monday	–	Ms Rads Sukumar
Tuesday	–	The Moderator

DECISIONS

Decisions recorded in these Minutes were reached by consensus unless otherwise indicated

MEMBERS OF SYNOD

129/11S

Resolved

That the Synod determine

- (a) that the membership of Synod shall comprise ex officio and board members, together with those persons nominated by presbyteries or co-opted, being listed on pages of these papers
- (b) that any alterations to the list of members be advised in writing to the Synod General Secretary by the Presbytery Chairperson no later than the close of Synod on Tuesday 27 September 2011

(The list of members is attached as Appendix A to the Minutes)

AGENDA AND TIMETABLE OF SYNOD

130/11S

Resolved

That the Synod

adopt the timetable of Synod as printed and amended, subject to review by the Business Committee and alteration by the Synod

SAFE PLACE

131/11S

Resolved

That the Synod

- (i) determine the "Respectful Communication Guidelines" on page A4.1 of the Synod Working Papers will be the basis for the Synod to be a safe place for all who participate
- (ii) note the Policy on the Prevention of Vilification and Harassment within the Uniting Church in Australia as documented on Pages A4.2 and A4.3 of the Synod Working Papers

SYNOD BUSINESS COMMITTEE

132/11S

Resolved

That the Synod,

on the recommendation of the Synod Standing Committee, appoint the following persons to the Business Committee for Synod 2011

Mr Richard Hansford (Chairperson)
Rev Dr Andrew Williams
Mr Warwick Van Ede

Mr Ian Lawrence
Ms Rebecca Lindsay
Ms Sandra Wright
Ms Lynda Stanford

**SHAPING
OF THE
SYNOD 2011
AGENDA**

133/11S

Resolved

That the Synod,
on the recommendation of the Synod Standing Committee,
request the Synod Business Committee, when considering the Agenda and
business priorities at the 2011 Synod, to arrange the Synod's work so that
priority is given to those items which best assist the Synod to support the
missional vocation of the Church within New South Wales and the ACT and
the goals of the Synod

**ASSOCIATED
MEMBERS**

134/11S

Resolved

That the Synod
associate the following people

	Session
Ms Lynda Stanford	all sessions
Mrs Sarah White	4
Ms Tina Rendell for sessions	5 – 12
Mr Jonathan Rae	all sessions except closed sessions
Mr Robert Knox	16
Mrs Helen Weavers	16
Mr Michael Anderson	3
Mr Tony Dimauro	4
Rev Dr Tony Floyd	7
Mr Iain Brown	12
Rev Geoff Smith	12
Rev Jan Reeve	12
Mr John Oldmeadow	8
Rev Nicole Fleming	8
Mrs Sally Ann Davis	8
Mrs Rowena Tagaloa	8
Dr Ruth Powell	8
Mrs Sue Willgoss	8

**RETURNING
OFFICER**

135/11S

Resolved

That the Synod

note that the Synod Standing Committee has appointed Mr Ian Lawrence as Returning Officer and Mrs Margaret Gregory as Assistant Returning Officer respectively

**SYNOD
MINUTES**

136/11S

Resolved

That the Synod

request the Synod Standing Committee to approve the Minutes of the 2011 Synod Meeting

**MINISTERIAL
REPORTS**

The General Secretary tabled the names of Deacons, Ministers of the Word and Youth Workers who have resigned, transferred to another Synod, or had their recognition as Ministers withdrawn, and the names and details of service of Deacons, Ministers and Youth Workers and their spouse/widow and those lay leaders who have died since the 2010 Synod

137/11S

Resolved

That the Synod

receive the names tabled and attach them as Appendix C and D to the Minutes

**MINISTERIAL
MATTERS –
RECOGNITION
SERVICE**

The General Secretary tabled the names of Deacons, Ministers of the Word, Youth Workers and Lay Pastors who have been received by the Uniting Church within the Synod of New South Wales and the ACT by ordination, commissioning, reception from another denomination or by transfer from another Synod since the 2010 Synod; of Deacons, Ministers of the Word and Lay Pastors who have retired since the 2010 Synod; and Ministers of the Word and Deacons who have celebrated major anniversaries of their ordination since the 2010 Synod. Appropriate details are in the Order of Service of the Recognition Booklet (Appendix B)

ADOPTION OF REPORTS

138/11SC

Resolved

That the Synod

- (i) note the recommendation of the Synod Business Committee that the following reports be adopted *en bloc*

Proposal No	Title of Proposal
21	Historical Society
22	Uniting Creative
23	Constitutions
24	Faith and Unity
25	Stamp Committee
26	Synod Fund Management Committee
27	Synod Music Committee
28	Appreciation – Mr Alan Haagensen
29	Appreciation – Mr John Oldmeadow
30	Appreciation – Mr Gavin Pretorius
31	Congregations
33	Appreciation – Rev Elizabeth Walker
42	Congregations

- (ii) determine that the proposals listed in Clause (i) be received *en bloc* in Session 16 unless a request is received by the Chairperson of the Business Committee or General Secretary for other consideration by no later than lunchtime Monday 26 September 2011

REPORTS

139/11SC

Resolved

That the Synod

receive reports either oral or written from

Synod Standing Committee

Beneficiary Fund

Board of Education

Board of Mission

UnitingCare NSW.ACT

Uniting Resources

Assembly

Tertiary Chaplaincy

Uniting Aboriginal and Islander Christian Congress

United Theological College

Historical Society

Uniting Creative

Constitutions

Faith and Unity

Stamp Committee

Synod Fund Management Committee

Synod Music Committee

PRESBYTERY REPORTS

140/11S

Resolved

That the Synod
receive written reports from the Presbyteries of –
Canberra Region
Macquarie Darling
Far North Coast
Georges River
Illawarra
Ku-ring-gai
Mid North Coast
Parramatta-Nepean
Riverina
Sydney
Sydney North
The Hunter
Korean Commission

and presentations from –
Canberra Region
Ku-ring-gai
Mid North Coast

NEW ENGLAND NORTH WEST PRESBYTERY

141/11S

Resolved

That the Synod

- (i) note that the New England North West Presbytery did not report to the 2011 Synod meeting
- (ii) require the New England North West Presbytery to report to the November 2011 Synod Standing Committee

EX-MODERATOR'S REPORT

142/11S

Resolved

That the Synod
receive the report and attach it to the minutes as Appendix E

**UNITINGCARE
BURNSIDE
CENTENARY**

143/11S

Resolved

That the Synod

- (i) remember
- (a) the establishment of the Burnside Homes in 1911 by the Presbyterian Church of Australia in the State of NSW
 - (b) the initial gift of £500 and 45 acres of land by Sir James Burns which provided the means to establish the Burnside Children's Homes; and by the time of his death in 1923 his final bequests included his family home, Gowan Brae, 240 acres of land and an estimated \$200,000
 - (c) those benefactors who enabled the building of the respective homes:

Blairgowrie	17 June 1911	The Burnside Board & the
Cumbrae	21 Sept 1912	Presbyterian Church of NSW
Dunkeld	10 May 1913	"
Airlie	31 Dec 1914	"
Eskdale	20 Nov 1915	Sir Samuel McCaughey
Novar	29 April 1916	Highland Society of NSW
The Hospital*	15 Dec 1917	Miss Margaret Harris
Sargood Hall	9 Aug 1919	Mr Frederick G Sargood
Robertson	11 Jan 1919	Dr James RM Robertson
Ivanhoe	11 Jan 1919	Mrs SM McGaw
Son of the Rock	10 April 1920	Mr Adam Forsyth
Blackwood	6 Aug 1921	The Blackwood Family
War Memorial Home	21 April 1922	Sir James Burns
Burnside School	21 April 1922	Sir James Murdoch
Manual Training School & Swimming Pool –	July 1922	Mr George Wright & friends
Reid	Sept 1922	Mr Andrew Reid
Ritchie	Nov 1927	Mr John M Ritchie
Troup	Oct 1933	Mrs Mary F Troup
Ross	Nov 1935	Mr John R Ross
Lincluden	Feb 1936	Sir James Burns
The New Hospital	Nov 1938	Board & Church
Campbell	Mar 1941	Mrs Christina Campbell

*When the new hospital was built this building was named Blair Athol and the new hospital bore the name of Margaret Harris

- (d) the Honourable J. T. Walker first Chairman of the Board and all those subsequent chairmen and board members, especially:
- the Very Rev Dr Ronald G Macintyre,
Original Board member and Burnside Director 1910 – 1946
 - Sir James Murdoch
Burnside Director 1919 – 1939
 - Donor of Burnside Public School
 - Bequest, by his daughters, of holiday home in Huskisson

- (e) Mr Albert Jones first Superintendent and all subsequent superintendents and staff, especially:
 Mr Montrose (Monty) G Ross
 One of the first two children admitted to care in 1911
- | | |
|---|-------------|
| Secretary Accountant | 1926 - 1933 |
| Superintendent | 1939 - 1966 |
| Mr Gordon Hardie Secretary Accountant | 1939 - 1966 |
| Superintendent | 1967 - 1972 |
| Mr Ray J H Jenkins Superintendent | 1973 - 1981 |
| Rev Graham Jackson Dir. Professional Services | 1982 - 1992 |
| Mr Keith Henning Joint Director | 1982 - 1987 |
| Ms Rhonda Stien Chief Executive Officer | 1992 - 2000 |
| Ms Jane Woodruff Chief Executive Officer | 2001 - |
- (ii) give thanks to God for UnitingCare Burnside in its Centenary Year 2011
- (a) for the care given to the more than 10,000 children and young people who resided at Burnside Homes at North Parramatta from 1911 to 1997
- (b) for the care and support now given each year to more than the 13,000 children, young people and family members, many from vulnerable and disadvantaged communities, throughout NSW and the ACT
- (iii) acknowledge
- (a) the strength, resilience, courage and the capacity for change of vulnerable and disadvantaged children, young people and their families when they are surrounded by emotional and physical safety, stability, relationships and opportunities
- (b) that many children placed in Burnside's care until 1990 did not receive the consistent and loving care that they needed and deserved
- (c) that Burnside joined with the church and non-government agencies in Sydney on the 19th September 2009 at the Healing Service and commemoration for the Forgotten Australians; and also makes its own apology to the many people who have been placed under its care since 1911
- (iv) note that Burnside story is told in a number of publications:
- (a) The Story of Burnside (Macintyre, R. G., Sydney, Angus and Robertson, 1947)
- (b) Burnside: 75 Years of Caring (Keen, S., North Parramatta, Burnside Homes for Children, 1986)
- (c) Because Children Matter (UnitingCare Burnside 2011 North Sydney, Focus Publishing, 2011). (Burnside acknowledges with thanks the sponsorship of Uniting Financial Services.)
- (v) affirm the Centenary Celebration events:
- (a) the launch of the Centenary book, *Because Children Matter*, by Professor Marie Bashir, Governor of NSW, at Government House on June 17.
- (b) the opening of the newly renovated Museum and lighting of the Burnside Buildings at North Parramatta on 14 July.
- (c) the social media advocacy campaign *Because Children Matter* running from June to September

- (d) the *Investing in the Future* fundraising campaign.
- (e) Open Days in September at a number of Burnside Programs as well as other services within UnitingCare Children, Young People and Families (i.e. Unifam, Children's Services and Disability).
- (f) the Centenary Ex-Burnsider's Reunion, Saturday 15 October, at the Burnside Homes at North Parramatta.
- (g) the Synod Service of Thanksgiving for the Centenary of Burnside, Sunday 16 October, at the Centre for Ministry, North Parramatta.
- (vi) hear afresh the words of the Lord Jesus Christ: "The Spirit of the LORD is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favour" Luke 4:18 NRSV
- (vii) commit itself to continue in the work of social justice with compassion.
- (viii) urge interested Synod members to join Burnside's advocacy community through www.becausechildrenmatter.org.au

REALIGNMENT/ INTEGRATION OF THE BOARDS OF MISSION AND EDUCATION

144/11S

Resolved

That the Synod

- (i) receive the report
- (ii) thank and discharge the Combined Boards Working Group

CONGREGATIONS

145/11S

Resolved

That the Synod

- (i) note the decision of the Sydney North Presbytery to amalgamate the Chester Street and Oxford Street Congregations
- (ii) note the decision of the Sydney North Presbytery to create a unified Congregation to be known as the Epping Uniting Church
- (iii) note the decision of the Georges River Presbytery to close the Arncliffe Uniting Church
- (iv) note the decision of the Sydney North Presbytery to close the Chatswood South Uniting Church effective 31 July 2011

**SYNOD
2013
MEETING
DATE**

146/11S

Resolved

That the Synod

determine the 13 – 16 April 2013 as the date for the next Synod meeting

**ISSUES
SPECIFICALLY
FOR PRESBYTERY
AND SYNOD
RELATIONSHIPS –
COMBINED
PRESBYTERIES’
REPORT ON FUTURE
SHAPE OF
PRESBYTERIES**

Preamble

Noting

- the role of presbyteries as an integral council of the church, with both specific obligations and general expectations with respect to congregational life and witness and
- that congregations are seeking increasing assistance and guidance,
- that the presbyteries of Hunter, Ku-ring-gai, Parramatta -Nepean and Sydney North have agreed that the time is opportune for presbyteries to collectively review the structure, composition and resources of presbyteries.

147/11S

Resolved

That the Synod:

- (i) ask the General Secretary to liaise with the Presbyteries to establish a Task Group with membership drawn from all Presbyteries to undertake the review and request the General Secretary to convene and resource the Task Group
- (ii) with the intention that the Task Group will:
 - (a) initiate a program of consultation with each presbytery, including the Korean Commission and UAICC
 - (b) re-imagine the way presbyteries work to ensure effective sharing of resources across the Synod
 - (c) review the number of presbyteries
 - (d) attend to such other matters as may be deemed necessary to facilitate the process
- (iii) ask the Task Group to report to meetings of the Synod Standing Committee where Presbytery representatives are present, as well as to subsequent meetings of Synod Standing Committee about progress made through consultations with presbyteries
- (iv) authorise the Synod Standing Committee to institute such changes as are mutually agreed at these review meetings
- (v) request the Task Group to report back to the next Synod

(by agreement)

**UNITINGCARE
BURNSIDE**

148/11S

(a) Juvenile Justice

Resolved

That the Synod

- (i) note that
 - (a) NSW has the highest proportion of young people in custody in Australia, an average of 434 each day in 2009/2010
 - (b) changes to the NSW Bail Act in 2007 has increased the number of children and young people held in detention
 - (c) research shows that contact with a Juvenile Justice centre is a leading factor in future offending
 - (d) almost half of the children and young people in custody are held on remand and yet only 1 in 5 children and young people go on to receive a custodial sentence
 - (e) 59% of the juvenile detention population is Aboriginal
 - (f) the NSW Government have commissioned a review of the NSW Bail Act.
- (ii) call on the NSW Government to
 - (a) as a first step in reform of juvenile justice in NSW, make changes to the Bail Act that will divert children and young people away from detention centres
 - (b) implement 'Justice Reinvestment', as outlined in the Noetic Report [A Strategic Review of the New South Wales Juvenile Justice System, Report for the Minister for Juvenile Justice, April 2010, p175], as the basis for reform of juvenile justice in NSW
- (iii) encourage congregation members to contact their local State MP, the Attorney General and the Premier to seek their support for changes to the Bail Act
- (iv) encourage Synod members to become supporters of Burnside's *Because Children Matters* campaign

(b) Out-of-Home Care

149/11S

Resolved

That the Synod

- (i) note that
 - (a) NSW has the highest proportion of children and young people in out-of-home care in Australia
 - (b) in the 5 years from 2005-2010, the number of children in out-of-home care in Australia rose by 51%
 - (c) as at 30 June 2010, the rate of Aboriginal and Torres Strait Islander children in out-of-home care was almost 10 times the rate of non-Indigenous children
 - (d) children and young people in out-of-home care are over represented in statistics such as school suspension and contact with the juvenile justice system
- (ii) call on the NSW Government to deliver on their commitment to transfer all out-of-home care services and placements to accredited non-government service providers so that children have access to good quality care

- (iii) call on the NSW Government to increase investment in early intervention and family preservation programs to prevent children entering care
- (iv) encourage congregations to write to their local State MP and the Premier in support of a fully funded transfer of out-of-home care services to the non-government sector, as well as greater investment in early intervention and family preservation services to prevent children coming into care
- (v) encourage Synod members to support UnitingCare Burnside's *Because Children Matter Campaign*

**REVIEW OF
CURRENT
STRUCTURES
AND PROCESSES
OF SYNOD**

(a) Our Foundation

150/11S

Resolved

That the Synod

- (i) reaffirm its understanding and its joy that its foundation in Christ is to be a fellowship of reconciliation, and an instrument through which Christ may work and bear witness to himself. It dedicates itself to a structure and practice which seeks to live out this calling

(b) Our Relationship

151/11S

Resolved

That the Synod

in hearing the wisdom of the Basis of Union and giving heed to the resolutions of the 9th Assembly

- (i) affirm its commitment to reflecting the character of a generous and relational God in its structures, staffing and operations and therefore commits itself to
 - (a) structures which recognise the limits of its own authority
 - (b) flexibility in form and in operation so as to increase its capacity to respond to the Spirit of God
 - (c) ensuring that each presbytery is equipped with or has access to the human and financial resources required to fulfil their duties and responsibilities
 - (d) exploring co-operative work with other councils of the Church, particularly Presbyteries and Synods, in order to achieve greater efficiencies and effectiveness within the Synod, or other Councils

(c) Our Purpose

152/11S

Resolved

That the Synod

- (i) affirm that its purpose can only be fully understood in relationship to the other Councils of the Church

- (ii) commit itself to exercising its roles and responsibilities through the constant perspective of promoting and encouraging the mission of God in and through the Church; and
- (iii) dedicate itself to developing diverse ways in which local expressions of the Body of Christ may be initiated, sustained, nurtured and empowered

(d) Implementation Process

153/11S

Resolved

That the Synod

- (i) affirm that matters of policy for the Synod shall be determined by a meeting of the Synod or its Standing Committee
- (ii) move to a flexible structure of Areas of Ministry and Mission, rather than the current Divisions of Synod
- (iii) note that Areas of Ministry and Mission will be determined by the Synod (or its Standing Committee) within the policies and priorities as determined by the Synod from time to time
- (iv) note that Areas of Ministry and Mission may be staffed by people in Synod placement or employment, or may be conducted through other lead Councils, agencies, bodies or individuals
- (v) resolve that the nature of leadership, management and ministry delivery in the Areas of Ministry and Mission, including whether or not a Board is appropriate, is determined by the Synod (or its Standing Committee)
- (vi) request the General Secretary, in order to assist the Synod to make the determinations in (v) above, to obtain legal advice regarding the most effective way of implementing the Ministry Area structures within any current legislative obligations paying special attention to the statutory and taxation requirements of UnitingCare and other Synod bodies
- (vii) affirm the role of the General Secretary as the Executive Officer of the Synod and determine that all Executive Directors and other similar leadership roles of Areas of Ministry and Mission be accountable to the General Secretary
- (viii) determine that the General Secretary, or their nominee, be an ex-officio member of the leadership body of each Ministry Area of the Synod
- (ix) request the General Secretary to implement integrated support structures such as accounting, IT, communications, human resources and legal support, unless there is a strong reason not to implement such integrated structures in any specific circumstance
- (x) request the Synod Standing Committee appoint an Implementation Team to include one representative from each of the 3 Synod Boards to put into place the changes approved by the Synod, including necessary changes to the By-Laws with the approval of the Synod Standing Committee
- (xi) request the Implementation Team to bring a comprehensive report to the next Synod meeting regarding the implementation of these proposals

- (xii) request the General Secretary implement a comprehensive communications strategy regarding the changes, involving Presbyteries, Congregations, and other Councils of the Church
- (xiii) in the context of (xii) above, the General Secretary be requested to invite each Presbytery and the Korean Commission, UAICC and MMRG to send 2 people to attend the sessions of the Synod Standing Committee where substantial reports or proposals regarding the implementation of the new Synod structure be considered

REVIEW OF KOREAN COMMISSION

154/11S

Resolved

That the Synod

- (i) receive the report *(by agreement)*
- (ii) in accordance with Regulation 3.5.12(b) resolve to form a Korean Presbytery within the bounds of the Synod, with all the powers and responsibilities of a Presbytery, and with these provisions
 - (a) that the date of inauguration of the Korean Presbytery and the name of the Korean Presbytery will be determined by the Synod Standing Committee no later than February 2012
 - (b) that all Korean congregations and faith communities within the Synod which are currently part of the Korean Commission will join the Korean Presbytery, unless they choose otherwise
 - (c) that any Korean congregation or faith community can decide with at least 3 months' notice to vary their previous decision regarding joining or not joining the Korean Presbytery
 - (d) that the membership of the Korean Presbytery will be in accordance with the Regulations plus additional members comprising:
 - the General Secretary of the Synod or his/her nominee
 - the Principal of United Theological College or his/her nominee
 - two persons appointed by Uniting Mission and Education
 - one person appointed by each other presbytery in whose geographical bounds there are present one or more Korean congregations or faith communities which are part of the Korean Presbytery
 - three Koreans in specified ministries trained in recognised colleges of the Uniting Church, appointed by the Synod Standing Committee
 - additional lay members under Regulation 3.4.15(d)(ii) to provide for each Korean Congregation to appoint up to four representatives to Presbytery in order to include at least one woman and at least one person under 40 years of age in their Presbytery representation

- authorise the Synod Standing Committee to seek Assembly approval if needed for the above membership provisions
- (e) that Synod funding will be provided to the Korean Presbytery from the date of its inauguration consistent with the funding provisions made for other presbyteries within the Synod
- (iii) recommend that the Korean Presbytery continues the practice of the Korean Commission in operating in both Korean and English languages at Presbytery meetings and Presbytery Standing Committee meetings
- (iv) recommend that the Korean Presbytery maintain the practice of the Korean Commission in establishing a Second Generation Committee
- (v) resolve to review no later than 2017 the ongoing need for the Korean Presbytery
- (vi) continue the Korean Commission as constituted and functioning at present until the date of inauguration of the Korean Presbytery
- (vii) remind each Presbytery of the availability of the Cross-culturalism relationships workshops that are now in the hands of the Assembly
- (viii) take steps to ensure that a regular section of Insights be published in the Korean language
- (ix) encourage the English-speaking Presbyteries to undertake to learn about the Korean churches and develop meaningful relationships with Korean members of the Church

(by formal majority)

**REV DR ANN
WANSBROUGH**

155/11S

Resolved

That the Synod

- (i) refer the recommendations relating to changes of Regulations to the general Secretary and Synod Standing Committee for appropriate action, including making suggestions to the Assembly for change
- (ii) refer the matter in regard to the recommendation that “steps should be taken to address issues related to loss of Ministry and the affect of Dr Wansbrough’s professional and academic reputation... which would be of benefit to both Dr Wansbrough and the Synod”, to the General Secretary and the Synod Standing Committee for action
- (iii) note that in regard to financial matters, there were two issues
 - (a) the Panel recommended that the church consider an appropriate notice of termination for Ann in the light of her very lengthy service to the Board and the Synod of one year; and “offer to pay reasonable notice of termination in an amount not less than twelve months of her usual salary”
 - (b) in regard to costs relating to health and legal issues, the Panel recommended that the Synod take steps to
 1. ensure that the process by which Dr Wansbrough’s past and future medical costs are paid is expedited
 2. undertake to ensure that the Synod and UnitingCare’s actions in relation to any workers compensation claims for future economic loss are sensitive and assist in expediting any payment owed to Dr Wansbrough

3. offer to pay the legal costs incurred by Dr Wansbrough in relation to her claim before the Industrial Relations Commission and otherwise associated with this matter
- (iv) refer the matters in (iii) to the General Secretary and the Synod Standing Committee, with two instructions
 - (a) that these matters be dealt with in the spirit of the Report; with grace and genuine desire to make amends for the errors of the church, and not simply to reduce the church's response; and
 - (b) that the financial responsibility for these matters rests with UnitingCare
- (v) request the Synod General Secretary to take steps to ensure that the processes of the church are well understood by staff and Boards, including around issues of complaints, bullying and conflict of interest
- (vi) note that the last few years have caused Ann enormous stress and have impacted on her physical and emotional health. It has also been a financially draining process as she has employed legal assistance and has had to struggle very hard with little support to achieve a review of her situation. The Synod accordingly recommends that in the course of hopefully bringing to conclusion a long and painful process, an apology in appropriate form be offered to Ann by the Moderator on behalf of the church. The Synod further recommends that these matters be dealt with in the spirit of the report with grace and a genuine desire to resolve the hurt
- (vii) express its thanks to the Panel and to Professor James Haire
- (viii) make available the copy of the report within the Synod Meeting for perusal by members of the Synod but not for copy or wider distribution

SCRUTINEERS

156/11S

Resolved

That the Synod
 appoint the following persons as Scrutineers
 RETURNING OFFICER
 ASSISTANT RETURNING OFFICER

RED TEAM (A)

Mr Philip Bickerstaff (Leader)
 Rev Warwick Cadenhead
 Mr John Rumens
 Mrs Stella Naimet
 Mr Andrew Steele
 Mrs Val Moase
 Rev Ray McIlwraith
 Mr Bruce Robinson
 Mrs Marion Wilson
 Mr John Algar

BLUE TEAM (B)

Ms Carol Bickerstaff (Leader)
 Mr Bill Hawkins
 Mr Andrew Goodwin
 Ms Jacquie Stempel
 Mr John Fletcher
 Mr Noel Watts
 Mr Greg Christie
 Mrs Kayleen Cooper
 Rev Oto Faiva
 Rev Ian Tucker

Mr Jim Vickery
Rev Owen Butt
Ms Sandra Roberts
Mr John Martin

Rev Nancy Brawn
Rev Gareth Thomas-Burchell
Ms Teresa Read
Mr Cameron Mackenzie
Mr John Cutts

MEMBERSHIP OF SYNOD STANDING COMMITTEE

157/11S

Resolved

That the Synod

- (i) modify the decision of the Synod Standing Committee (M116/11SC)
- (ii) determine that the membership of the Synod Standing Committee for the period 2011-2013 be elected as follows:
 - (a) the ex-officio members of the Synod Standing Committee shall be:
 - 1. the Moderator, ex-Moderator and the General Secretary [pursuant to **Regulation 3.5.44(a)**] 3 people
 - 2. the Executive Director of each Board [pursuant to **Regulation 3.5.44(b)**] unless unable to attend in which case a person will be nominated by the respective Synod Board; 3 people
 - 3. the Principal of the United Theological College unless unable to attend in which case a person will be nominated by the Ministerial Education Board; 1 person
 - (b) 14 people are to be elected from nominations made by the Presbyteries and the Korean Commission (one from each Presbytery and Korean Commission) with the names known to the Synod meeting in advance of the ballot for Standing Committee. Such people must be members of the Synod. UAICC and the Multicultural Ministry Reference Group may elect 1 member each. Presbyteries, UAICC and Multicultural Ministry Reference Group may also name an alternate who must also be a Synod member. The Synod then elects the further 15 people based on the criteria required to achieve the necessary balances and in keeping with existing by-laws and regulations as described in (c) – (e) below
 - (c) not less than one third (1/3) will be women
 - (d) not less than five persons under the age of 35 years at the date of the ballot
 - (e) not less than the minimum number of lay persons required to comply with paragraph 36 of the Constitution and **Regulation 3.5.45**.
 - (f) no Presbytery be permitted to have more than 3 members of the Synod Standing Committee (excluding ex-officio, UAICC and Multicultural Ministry Reference Group members)
 - (g) Synod Standing Committee meets 8 times between the 18 monthly Synod meeting outside of normal business hours

- (h) co-opt up to 2 members [**Reg 3.5.44 (d)**] to bring any necessary skill balances that are needed once the elected membership is known

(by agreement)

**FINANCING
OF FUTURE
FOSSIL FUEL
POWER STATIONS**

158/11S

Resolved

That the Synod

as a major customer of Westpac and ANZ banks

- (i) write to Westpac and ANZ banks asking the bank to commit to ceasing its financing of the building of new coal fired power stations in Australia and fund transition strategies to clean energy
- (ii) determine that if these banks are not willing to make this commitment,
 - (a) request the Ethical Investment Monitoring Committee of the Synod to consider adding these banks to their investment blacklist
 - (b) request Uniting Financial Services to consider this in their ongoing review of banking services contracts
 - (c) ask both Boards to report to the Synod Standing Committee on their final decisions

**MINISTRY
OF DEACON**

159/11S

Resolved

That the Synod

- (i) request the 2012 Assembly to
 - (a) note the 20th anniversary of the renewal of the diaconate in the UCA as foreshadowed in paragraphs 13 and 14c of the Basis of Union
 - (b) give thanks to God for the ways Deacons have broadened the church's understanding of ministry and led the Uniting Church in new missional directions.
 - (c) ask the Assembly's MEC and the Synod's MEB to review the materials provided to applicants and mentors in the Period of Discernment and in the selection process to ensure that the Ministry of Deacon is presented accurately and fully.
 - (d) consider revising Profile and Placement procedures to more adequately reflect the uniqueness of the ministry of deacon and ensure full consideration of deacons and diaconal ministries when profiles are prepared and placements are considered."

**FACILITATION
GROUP**

160/11S

Resolved

That the Synod
appoint the following persons to the Facilitation Groups

Mr David Freeman
Mrs Penny Archer
Rev Rachel Kronberger
Rev Graham Perry
Rev Chris Udy
Mrs Jill Robertson
Rev Alan White
Rev Kath Merrifield
Rev Gregor Henderson
Rev Christine Bayliss Kelly

**NOMINATION OF
PRESIDENT-ELECT**

161/11S

Resolved

That the Synod

- (i) nominate not more than one person as President-Elect
- (ii) determine that the selection of a President-Elect nominee shall be by ballot, that members may vote for any or all candidates, and that the Synod shall nominate the person receiving the highest number of votes, provided that the number exceeds 60% of those participating in the ballot
- (iii) determine that if a member of the Church in New South Wales and ACT Synod is nominated by Synod to be President-Elect, that person be appointed a member of the Assembly and the number of lay or ministerial members to be elected by ballot be reduced accordingly

**APPOINTMENT
OF UNITING MISSION
AND EDUCATION
EXECUTIVE
DIRECTOR**

162/11S

Resolved

That the Synod

appoint the Rev Kath Merrifield as the Executive Director of Uniting Mission and Education

**MACQUARIE
DARLING
BASIN**

163/11S

Resolved

That the Synod

- (i) receive the report
- (ii) endorse the action taken by the Rural Ministry Unit of the Board of Mission

**ASYLUM
SEEKERS
AND PEOPLE
SMUGGLING**

164/11S

Resolved

That the Synod

- (i) express its grave concern at the Federal Government's attempts to deal with people smuggling to Australia by overriding and disregarding the human rights obligations to which Australia has committed itself in becoming party to the *UN Convention Relating to the Status of Refugees*, the *Protocol Relating to the Status of Refugees* and the *UN Convention on the Rights of the Child*.
- (ii) call on the Federal Government to:
 - (a) abandon its attempts to send asylum seekers who arrive in Australia to other countries for processing
 - (b) continue its efforts to end people smuggling, in cooperation with other governments in the region, through law enforcement efforts aimed at those controlling people smuggling operations, rather than through measures designed to punish desperate asylum seekers exploited by people smugglers; and
 - (c) help deter asylum seekers from turning to people smugglers by increasing the humanitarian intake to Australia progressively to 20,000 by the 2013–2014 financial year
 - (d) substantially increase health and mental health services for asylum seekers and refugees
- (iii) encourage congregations and faith communities within the Synod to take action in support of the above calls on government, including through writing letters to government, signing petitions and visiting local Members of Parliament
- (iv) write to the Prime Minister, the Minister for Immigration and Citizenship, the Leader of the Opposition, the Shadow Minister for Immigration and Citizenship, the Leader of the Greens and to all New South Wales and ACT members of Federal Parliament to inform them of this resolution

**TERTIARY
MINISTRY
REVIEW GROUP**

165/11S

Resolved

That the Synod

- (i) affirm its support for Tertiary Ministry and recognise the continuing need to grow communities of vibrant believers across tertiary institutions in which we work, for the sake of Christ and the Church. Tertiary ministry aims to help staff and students grow in their faith with an intentionality, rigour and depth appropriate to tertiary education, and to encourage that faith to find expression. As representatives of the Uniting Church and ministers of Christ within the competitive milieu of tertiary education, chaplains and mission workers hope to embody through community, study, pastoral care and relationship, a life-giving alternative to the often negative, destructive and despairing world-views that are on offer. In response to the stark apathy and complacency of much of contemporary life, tertiary ministry offers a vital witness to the crucified One in a needy world. We aim in all we say and do to live out together the way of Jesus - the way of non-violence, equality, justice and grace
- (ii) recognise the positive impact that the ministry of chaplains and mission workers has had on the life of university communities in which they have been working, and on the wider life of the Uniting Church
- (iii) request UME as lead division to give urgent attention on behalf of the whole Synod to the resource needs of Tertiary Ministry, to enable this vital outreach ministry to continue and to grow
(by agreement)
- (iv) request the Tertiary Ministry Committee to invite requests from presbyteries, or from congregations through their presbyteries, for the allocation of funding for tertiary ministry from July 2012
(by agreement)

**CONSTITUTION
AND REGULATIONS**

166/11S

Resolved

That the Synod

propose to the Assembly that

- (a) the Assembly undertake a study of any changes to Uniting Church Constitution and Regulations and any other actions that would facilitate Uniting Church congregations and Faith Communities entering into cooperative arrangements with congregations of other denominations
- (b) recommendations be made to the Assembly Standing Committee

APPOINTMENTS

167/11S

Resolved

That the Synod

- (i) appoint the persons nominated to membership of the Synod Standing Committee
- (ii) elect the following persons to the membership of boards, councils and committees of the Synod as listed
- (iii) authorise the Synod Standing Committee to approve the additional appointments indicated (*) when nominations are received

1. SYNOD STANDING COMMITTEE

(a) Ex Officio Members

Moderator	Rev Dr Brian Brown
Moderator-Elect	Not applicable
Ex Moderator	Rev Niall Reid
Synod General Secretary	Rev Andrew Williams
Executive Director, UnitingCare	Rev Harry Herbert
Executive Director, Uniting Resources	Mr Jim Mein
Executive Director, Board of Uniting Mission & Education	Rev Kath Merrifield
Principal, United Theological College	Rev Assoc. Prof. Clive Pearson

(b) Presbytery Representatives

Presbytery	Members	Alternates
Canberra Region	Miss Natalie Willis	Rev Duncan Macleod
Macquarie Darling	Mr Brian Mowbray	Mr Allan Callow
Far North Coast	Rev James Annesley	**
Georges River	Rev Grant Bilbey	Rev Nancy Brawn
Illawarra	Mr David Jones	Rev Mark Greenlees
Ku-ring-gai	Mrs Brenda Ohye	Rev Greg Woolnough
Mid North Coast	Mrs Joan Moss	Mr Noel Watts
New England North West	Rev Simon Hansford	Mr Bruce Crosby
Parramatta-Nepean	Mr Trevor Knight	Mr John Cutts
Riverina	Rev Geoff Flynn	Mrs Barbara Guymmer
Sydney	Rev Neil Ericksson	**
Sydney North	Rev David Gore	Rev Annette Hawken
The Hunter	Mr Peter Lynn	Mr Doug Hewitt
Korean Commission	Rev Ki Soo Jang	**

(c)

Multi-Cultural Ministry Ministry Reference Group	Rev Liva Tukutama	Mr Levon Kardashian
UAICC	Ms Dianne Torrens	Mr Howard Amery

(d) **Members**

(15 persons elected)

Rev Felicity Amery
Mrs Penny Archer
Ms Sarah Bryan
Rev Karyn Burchell-Thomas
Mr John Cutts
Mr James Ellis
Mr Levon Kardashian
Mr Ian Lawrence
Ms Rebecca Lindsay
Rev Bronwyn Murphy
Rev Graham Perry
Ms Hannah Reeve
Rev Dr John Squires
Mrs Jacki Watts
Ms Pearl Wymarra

2. **BOARDS**

(a) **Uniting Resources Board:**

(5 people elected for 3 years, 1 person elected for 18 months)

Mr John K Martin
Mr Brian Mowbray
Mr Geoff Naylor
Mr Carolyn Oddie
Mr Chris Seung Yong Park (18 months)
Ms Paula Reid

(b) **Uniting Mission & Education:**

(12 persons elected)

Rev Janet Dawson
Rev Ken Day
Rev Jane Fry
Ms Julie Greig
Rev Gaby Kobrossi
Rev Dr Chris Lockley
Rev Bronwyn Murphy
Dr Narelle Murray
Mr Ross Neville
Rev Elizabeth Raine

- Rev Geoff Smith
 Rev Dr John Squires
(c) UnitingCare Board
(3 persons elected for 3 years)

Ms Libby Davies
 Mr Howard Packer
 Rev Gordon Ramsay

- (d) Ministerial Education Board (MEB)**
(5 persons appointed for 3 years)

Rev Christine Bayliss Kelly
 Rev Michael Earl
 Rev Nicole Fleming
 Ms Stella Kim
 Mr Andrew Thornley

3. CHAIRPERSONS

- (a) Advisory Committee on Ministerial Placements**

Rev Chris Udy

- (b) Chairperson of Ministerial Education Board**

* extend the appointment of the Rev Dr Chris Budden until 31/12/11
 * appoint Rev Jane Fry from 1/1/12

- (c) Chairperson of Synod Fund Management Committee**

Mr Ian Gray

4. THE UNITING CHURCH IN AUSTRALIA PROPERTY TRUST (NSW)

(5 persons elected)

Mr Bryce Bridges
 Mr John Graves
 Mr Timothy L'Orange
 Ms Paula Reid
 Mr Warwick van Ede

5. ASSEMBLY REPRESENTATIVES

- (a) PRESBYTERY REPRESENTATIVES TO THE 13TH ASSEMBLY**

Presbytery	Ministers	Lay People
Canberra Region	**	**
Macquarie Darling	Rev Jorge Rebolledo	Mr Brian Mowbray
Far North Coast	Rev Ken Day	Mr Bruce Robinson
Georges River	**	**
Illawarra	**	**
Ku-ring-gai	**	**
Mid North Coast	**	**
New England North West	**	**

Parramatta-Nepean	**	**
Riverina	**	**
Sydney	**	**
Sydney North	Rev Alan White	Pastor Jo Drayton
The Hunter	Rev Felicity Amery	Miss Amanda Dixon

(b) MEMBERSHIP OF ASSEMBLY

Ex Officio

General Secretary of Synod

Moderator

Ministers

(11 persons elected)

Rev Christine Bayliss Kelly
 Rev Lindsay Cullen
 Rev Simon Hansford
 Rev Ki Soo Jang
 Rev Amelia Koh-Butler
 Rev Duncan Macleod
 Rev Bronwyn Murphy
 Rev Assoc. Prof. Clive Pearson
 Rev Ian Pearson
 Rev Sue Scott
 Rev Alimoni (Moni) Taumoepeau

Lay People

(13 persons elected)

Ms Laura Baird
 Ms Emma Davidson
 Mr James Ellis
 Mr Tim Evans
 Ms Rebecca Lindsay
 Mr Ross Neville
 Ms Caitlin O'Reilly
 Ms Emma Parr
 Ms Radhika (Rads) Sukumar
 Ms Pearl Wymarra
 Ms Charissa Suli
 Mrs Jacki Watts
 LP Geoff Wellington

**APPRECIATION –
 REV PAUL SWADLING**

168/11S

Resolved

That the Synod
 affirm the minute of appreciation for Rev Paul Swadling

I apologize for not wearing a tie. When I first became Moderator and turned up in the Synod Office without a tie, the then General Secretary, Paul Swadling was shocked and maybe even appalled. Subsequently, if ever I came into the Synod Office wearing a tie - he would say, "this must be a special occasion."

Well this is a special occasion and I wouldn't like you, Moderator, or Paul to think otherwise, but unfortunately my fine selection of ties, mostly \$2.00 ties from Hong Kong, is in Sydney.

Just a word of advice Moderator, a heads up if you like - your General Secretary has a little thing about clerical collars that you might like to be aware of. I notice you haven't worn one since becoming Moderator - could be an issue!

Rev Paul Swadling served as General Secretary of the Synod of NSW (renamed Synod of NSW & the ACT during his term of office) from 2005 - 2010.

Paul retired after the last Synod - there was a closure of ministry service and a gift was given in recognition of Paul's service. However, it is appropriate for a minute of appreciation to be recorded by this Synod given that Paul, as General Secretary, served as Executive Officer of the Synod.

Last night Paul and I and others had a conversation about the appropriateness of using the term God for God, speaking of God. Paul said that he tried not to refer to God in his speaking. It was my turn to be shocked and appalled, with my view that as Uniting Church people we do not speak of God enough.

However, the conversation went on and Paul indicated that he was of the opinion that the Jewish idea of not naming God made sense to him because the term God actually and particularly as we use it was limiting of God, maybe at time demeaning in fact conjured up ideas of God that were not true to who God is.

Paul and I probably do not agree on this point.

Now some might misconstrue Paul's lack of God language as an indication of a lack of faith, devotion, dedication to God, whereas in fact it reflects a deep reverence for the mystery and holiness of God who in our familiarity we can take for granted.

What I have learnt of Paul is not always to take him at face value, or judge him on the first sentence he utters, or the first conversation you have with him.

As I said at Paul's closure of ministry, when I first met Paul he was wearing red framed glasses which I didn't think much of - a bit flashy really for someone of his age (he is almost exactly 10 years older than me - incidentally we have the same star sign which really means it is just not possible to believe in that stuff) and in the course of my first conversation I wasn't sure I was going to like the man - he seemed a bit on himself I have to say. Well with the passing of the years, particularly after he and Janet became members of the congregation at Gordon where I was minister and then as General Secretary when I became Moderator, I came to appreciate some of the qualities of a man of genuine faith, who at times spoke of playing golf in retirement and yet as a disciple of Jesus would, I know, be quite unsatisfied with retreating to the golf course because he sees his Christian commitment and faith as being given expression to in all of his life.

What I discovered was that a relationship with Paul is like a good red wine - it improves with the years, as the subtleties and depth and richness are brought out. Paul is a person I would trust and indeed have trusted to give counsel on matters that concern me, knowing that he would give it deep and considerable thought.

Paul has seen that his gift and what he has been able to offer has been in administration and indeed in the role of General Secretary he has offered that gift and been diligent in giving faithful expression to it through times of significant transition and change, steering the Synod through some

challenging and difficult circumstances and relationships, not always as well as he would have liked and often better than he might believe.

So what can I say? Paul Swadling, Swadling from Swaddler. His email byline tells me, an 18th century nickname for a Methodist and especially a Methodist preacher. So, what does that make of Swadling, a little Methodist preacher? I don't think so.

There is nothing little about Paul
A voice that fills the room
A character and a faith that walk tall
A heart that is far from small
And sure he began his ministry a Methodist clergyman
But in 1977 he turned and never looked back
Uniting to the core, committed and true

Although it should be said
He would adamantly refrain
From any talk of 'his' ministry
For it is the ministry of Christ
Which alone he can proclaim

Working in the wee small hours
Composing carefully worded letters
Often consigning drafts to the bin
Refining agendas, preparing papers
Dashing off emails, to sleeping computers
A builder of the Secretariat team
A caring and pastoral heart often exercised
Maybe not always seen

Paul, a little like the apostle
With whom he shares a name
A man of incredibly strong opinion
Stubborn? Too right!
Quite capable of raising people's ire
Unmovable it would often seem
Then, unexpectedly from the depths
With humility and grace
A confession that he was wrong
And yes, willing to sing another's song

Initiator of conversations and reforms
Some of which people wonder
Was anything achieved?
But if only they would see
The foundations for things to come
Planned, prepared and laid
Maybe never to be acknowledged
Other than here
But without which the leap to new and better things
Could never have been conceived.

Paul,
For your contribution and years of Service
For the gifts you have brought
The qualities you have shared
The integrity you have displayed
For what you have achieved for the church you love
We give you thanks
And pray that you will know continued blessings
As you and Janet continue to serve
Christ and the church in new and different ways.

Moderator, I propose this minute of appreciation.

**APPRECIATION –
MR ALAN
HAAGENSEN**

169/11S

Resolved

That the Synod

acknowledge the valuable contribution that Mr Alan Haagensen has made to the life of the Uniting Church through his membership of the Ministers Support Fund Committee.

Alan has chaired the Ministers Support Fund Committee since 1982 having been appointed to represent the Board of Finance & Property. He formally retired from the Committee in December 2010 after a membership period of 29 years.

As an accountant, Alan brought very significant skills to the Committee's work but was always able to balance those skills with a pastoral care and sensitivity to the needs of those people who sought help. He also provided friendship, wisdom and counselling to the Committee and will no doubt be remembered for the quips, both humorous and serious, that he was able to inject into the work of the Committee.

Our thanks and prayers are extended to Alan as he continues to serve our Church through his congregational activities.

**APPRECIATION –
MR GAVIN
PRETORIUS**

170/11S

Resolved

That the Synod

receive the minute of appreciation for Gavin Pretorius

The Synod of NSW and ACT of the Uniting Church in Australia expresses its enormous gratitude to Gavin Pretorius for his significant seven years of leadership to the Church as the Executive Director of Uniting Resources and of Uniting Financial Services.

Gavin leaves his role at the rising of this Synod Standing Committee and the Church prayerfully wishes him every success as he advances his career with Anglican Retirement Villages as their Chief Financial Officer.

We also thank his supportive family and trust that they will see more of him in this new role. His balancing of time between the Church roles and his family is one of the hallmarks of his leadership.

Gavin brought exceptional professional qualifications and experience to the Church. His tenacity to persist with even the most difficult tasks, despite their intricacies, difficulties and political overtones will be an ongoing model for all those who have worked with him. For this and because of his love of bike riding, half and full marathons and cross country running, he could be called the “iron man” or the “marathon man” (he has run the iconic and arguably the premier Australian endurance race, the Six Foot Track from Katoomba to Jenolan Caves on a number of occasions and under 6 hours for the 45 kilometres). This energy and his stamina have also enormously benefited the Church.

Gavin’s colleagues, fellow board members and staff have each attested to his qualities of leadership, especially:

- His faith, theological visioning and commitment to God and the Church.
- His high ethical standards, role modelling, humility yet confidence, preparedness to listen to other points of view yet draw his own analysis and clearly proffer workable solutions, and his mentoring.
- His pastoral sensitivity and generosity of support have been highly valued as has his equanimity despite some aggressive attacks on him, his staff and the Boards he served.
- His vast array of initiatives in taking the two Boards to higher achievements in a frequently changing context such as those caused by the Global Financial Crisis, the increasingly risk averse business and insurance climates and the forever increasing compliance environment.
- Benefited the Church with his networking of outside expertise where the Church needed it so that the best outcomes and advice could be reached.
- His quick grasp of the vagaries and mysteries of the Uniting Church and finding solutions that work within our polity.
- His contribution to improved governance within the Church, yet still able to see new approaches and innovations to working better. In this vein, he gave his staff freedom and encouragement to look for better ways to work and service the Church and backed them up in their quests
- His time management set a high standard for all with timely counsel, proposals and report writing.
- His insistence on half-yearly performance reviews for feedback on his service and leadership.

As a former colleague summed up: “Gavin can look back on a job well done. He leaves the Uniting Church, NSW / ACT Synod in a financial position which is the envy of other synods and many secular institutions. The Synod is the richer in so many senses for his sojourn with us. Conciliatory,

consultative, collaborative in all endeavours, Gavin brought stakeholders along with the necessary but sometimes new and unpalatable changes. Gavin was driven by a deep personal faith in all he does and coming from beyond the UCA, Gavin has been changed by the experience with the UCA and has changed us.” Thank you Gavin.

**APPRECIATION –
REV ELIZABETH
WALKER**

171/11S

Resolved

That the Synod

receive the minute of appreciation for Rev Elizabeth Walker

The Ministers Support Funds Committee wishes to place on record the Church’s appreciation for the contribution Elizabeth has made to the work of the Committee. Elizabeth has been a member of the Committee from 18 May 1995 to 9 December 2010. Her pastoral care for people in ministry and their families has been exercised in the insightful and helpful way in which she has contributed to the discussion of matters before the Committee. Often her questions helped the committee to think through issues carefully and to come to wise decision. We thank Elizabeth for her significant contribution to this important part of the life of the Uniting Church.

**APPRECIATION –
REV NIALL REID**

172/11S

Resolved

That the Synod

receive the minute of appreciation for Rev Niall Reid

Ken Day:

Niall, and we are aware of the support of Paula, Jonathan and Robert, on behalf of the Synod of New South Wales and the ACT, we wish to now praise a famous man who has led the people by his counsel, spoken prophetically, guided us through our structures and taught us with wisdom.

In the months prior to the commencing of the ministry as Moderator, you only followed paths if they were confirming the call of God to you and this church; even as you lived with dis-ease for a time, in that you and the church prayed to discern God’s call through that experience.

Niall, we have been glad to be with you because we knew that you only went where you sensed God had called, and therefore that’s where we wanted to be too.

Sue Conde:

Niall, as Moderator, you chose the theme – with Grace and Courage – and you started your journey with the aim to explore how grace has the power to transform communities. In the past four years you have conducted Grace Workshops in every Presbytery across the Synod, including the Korean

Commission, you have led a number of retreats, taken a keen interest in the possibility of developing “fresh expressions” of church in the Uniting Church context, and challenged us to step into and become part of the stream of grace that flows from the heart of God. You have called us to be channels of that grace, to be a community of people who live out a life of grace.

You have travelled, you have continued to build houses and bring hope in Mexico, you have inspired us each month with your message to the Synod in the “Insights” magazine, sharing with us your joys, your experiences, your highs and lows, your prophetic insights, and at all times you have called us to be agents of God in whatever we do, wherever we are. Thank you for your encouragement to us. We recognize the courage you and your family have shown to us all as you have obeyed God’s call on your life and ministry, and we are thankful.

John Jegasothy:

My first impression of you is that you are an extremely gifted speaker, full of wit, humour and poetical rhetoric and that you are a grace-filled man. Throughout your ministry as the Moderator, you lived up to it. You challenged us to be generous, inclusive and just, within the church and without.

In March 2010 at the Celebration of Service staged by the Tamil refugees, mostly Hindus, you spoke the prophetic word to the hearts of the traumatised young people that they are welcome into this country and they are precious in the sight of God and the church. Let your words echo in the hearts of all Australians especially at this time of political strife.

You enthusiastically gave leadership to Sydney Alliance to strengthen the civil society and at the historic Founding Assembly on 15 September where 2000 people gathered to show their unity and commitment to make a change in this country. You brought the message of hope that made all 235 delegates from the Uniting Church proud. You gave yourself generously and for that, we are ever so thankful to God.

Pearl Wymarra:

Niall, we thank our gracious, loving and all knowing God for your ministry as Moderator over the past four years.

You talked with us about Grace and Courage and you showed it by your actions, as mentioned by the previous speakers. You have demonstrated your commitment to do your part, in further shaping the Uniting Church in Australia, as an inclusive church.

Your leadership during the debate about the Preamble was appreciated throughout the Synod of New South Wales and the ACT. Your way of leadership encouraged and inspired us to travel the journey as genuine brothers and sisters of Jesus Christ.

We give our heartfelt thanks to you, Paula, Jonathan and Robert for all your work. We ask the Good and Holy Spirit for everlasting guidance and protection on all your future pathways.

May the Lord continue to bless, carry and keep you all, eternally safe and in the Palms of His hands.

Ken Day:

And now we will continue to seek God's call for you Niall and for us together as we seek to be as courageous, inclusive and generous as God has been toward us and all people, and will continue to be.

**APPRECIATIONS
FOR STAFF OF THE
BOARDS OF MISSION
AND EDUCATION**

173/11S

Resolved

That the Synod

receive the minute of appreciation for the following members of staff from the former Boards of Mission and Education

**MR JOHN
OLDMEADOW**

It was with regret that we received the news that John Oldmeadow would be leaving his position as Executive Director of the Board of Education to take up a senior position with Scholastic Australia, a company with which he has had a previous long and distinguished association. John will leave his position after the Synod Standing Committee meeting of 19 February when the Board of Education is scheduled to give its final report.

John first took up his role as Executive Director in February 1999. For 12 years he has provided outstanding leadership to the Board and carried out his tasks with vision, energy and enthusiasm. His contribution to the Board and the wider church has been significant and his deep sense of spiritual direction and guidance will leave a lasting impression on the work of the Uniting Church in the Synod of NSW & ACT. His departure will leave a gap in the leadership and management of education and many other activities within the Synod.

The Board of Education has had a complex, extensive and critical role in our church. Its responsibilities include provision of support and direction to ministry for children including SRE, to work with youth and young adults, to lay ministry including ELM, to guidance to church schools and colleges, to development of tertiary chaplaincy, to pre-service training and continuing education of ministerial staff, and to development of the church's library resources. Recently John played a major role in organizing the transfer of the Synod Archives to the Camden Library, which now has responsibility for their storage and requests by researchers seeking historical data connected with the Synod and its former denominations. John has worked imaginatively and constructively with these and many other areas related to the Board of Education. Furthermore, he has been instrumental in forging new links for the benefit of the church with tertiary institutions such as Charles Sturt University, and the Wesley Institute. He has also recognised the need for

innovatory solutions such as creating closer links with Synod schools and colleges and their willingness to fund a Director of Schools Ministry.

John is a person of vision and global thinking. Where necessary, he has been prepared to review the delivery of services within the Synod to provide improved outcomes. Through his leadership, major changes in the operation of some of the more traditional organisations and structures within the Synod have been modified to better serve the needs of the church.

At a time of limited resources, John has found it necessary to take bold and necessary steps to ensure the best functioning of the units and people under his management. The conference centres under Uniting Venues have been rationalised and re-badged to provide a more efficient and competitive service. The ELM Centre has been re-focused to provide a more relevant and responsive service to support lay ministry.

Prudence in the budgeting and management of reducing financial resources has been a feature of the Board under John's guidance. In a time of diminishing resources, John has always been able to provide sound options and strategies to manage within the budget to ensure key priorities are addressed, new ideas are implemented and the effectiveness of the Board's work in witness to the will of God has continued and grown.

Over the last 18 months or so, John has played a significant role in the merger of the Boards of Education and Mission, and has provided advice and guidance to ensure a smooth transition to a new single Board.

If there is one criticism that could be leveled at John, it is his enthusiasm for volunteering to take up another task or responsibility in addition to those he already has and which he believes is of importance and relevance to the work of the Board. On several occasions the members of the Board of Education have expressed their deep pastoral concern about the possible extra stress that these further responsibilities might place on his health and well-being. They have strongly recommended to him at times that he re-prioritise his responsibilities and not overload his energy or time.

There is much for which to thank John Oldmeadow: his vision and spiritual direction; his energy and continuing enthusiasm; his management and guidance; his vitality and loyalty; his sustained and imaginative thinking; his firm convictions and discernment of the direction mandated by God's will.

He has proved himself to be a man for all seasons.

The Board of Education thanks God for the work and energy John has provided over the past 12 years and wishes him well in his new endeavour.

MS TINA RENDELL

At this Synod, Tina will complete eleven years as Executive Director of the Board of Mission from 2000 to 2011. She followed a long term of service by the Rev Dr Dean Drayton and a one year transitional period by the Rev Dr Bill Ives as Acting Executive Director. Previous to her appointment to the

Executive Director's position, Tina had been a fulltime Mission Planning Consultant in the Parramatta Nepean Presbytery. In that role she gained practical first hand knowledge and experience of working with many congregations in diverse settings and these skills proved to be invaluable in her role as Executive Director of the Board of Mission.

In her capacity as Executive Director, Tina has the distinction of being the first lay person and the first woman to be appointed to such a position in the NSW-ACT Synod. To quote from the Short History of the Board of Mission "She is an exceptional leader with a great capacity for pastoral care and a gifted encourager". She brought a wealth of experience and demonstrated a wide grasp of the many and varied issues that have confronted the Board of Mission and their impact on the church as a whole. She is a strategic thinker and has the ability to articulate her points clearly for the benefit of everyone. She is a team builder and she will work through issues with the team until they reach the point where they are ready to move forward together. She is able to see possibilities that are "outside the square" and develop the potential of an idea or suggestion into some new creative mission outreach or program.

Under her leadership the church became more focused on mission and on being a more multicultural church. One new focus, which emerged, was the appointment of a rural and evangelism consultant for country communities. Tina was not to know at the time how strategic this would be as NSW was stricken with a severe drought for the next decade. With the decline of financial resources, greater emphasis was placed on developing lay leadership and funding rural chaplains to work in isolated communities.

Another focus was a consultant for new congregations and emerging church. New initiatives were encouraged and developed and resources were given to new and growing congregations to assist them in obtaining an adequate space and place to do their ministry.

An important aspect of her role was to guide NCLS Research, a project pioneered by the NSW Board of Mission in previous years to the point where it "has grown into a world leader in the field of research into church life." As a result of the learnings gained and the resources developed from the research, she was instrumental in establishing the Leadership Institute with the aim of developing leaders with appropriate leadership skills across the church.

Tina ensured that the Board emphasized the importance of developing a multicultural church and thus considerable time and energy was spent guiding that ministry through their struggles and their difficulties. A series of workshops which celebrated diversity and confronted racism, provided cross cultural orientation, and translation of key documents into a number of languages, are some of the initiatives which were undertaken. Working beside the leaders of the Korean Commission, the Tonga Parish, Pacific Islanders and other different cultures have greatly assisted multicultural work across the Synod. Another aspect of her work has been working with the Uniting Aboriginal and Islander Congress and valued Aboriginal leaders have been on the staff of the Board.

In all these varied and diverse activities Tina has demonstrated integrity and stability, sometimes in situations of stress and strain, and with grace and courage she has ably led the Board into a new era. She will be remembered for her dedication and commitment to the task, her friendliness and encouragement as she inspired others to find new ways of proclaiming God's grace in new wineskins. May the many seeds of hope that were sown under her leadership, produce a rich harvest in the years to come. Tina will continue be a great asset to the church wherever she is led by God to exercise her future ministry.

**REV AMELIA
KOH-BUTLER**

The name of Amelia Koh-Butler and the work of ELM have become irrevocably intertwined over the last several years. She was appointed to the role of Associate Director Lay Education (Rural) in 2003 and since 2007 has been the energetic, energizing, itinerant Director of ELM.

It would be fair to say that Amelia has been the face of the Board of Education to many in rural New South Wales-ACT. During her time as Director Amelia has been relentless in her travel around the Synod making contact, establishing networks. Her passion has been lay education. And into that brief she has mixed a fair degree of advocacy for country interests in the life of the Synod, its Standing Committee and the Board of Education itself. Amelia has never been shy about putting forward what she thinks and championing the interests of those she represents.

Amelia has considerable organizational gifts. She does her homework. She sets clear goals. She prepares well and has demonstrated the capacity to carry a team - her 'boys' - with her in order to fulfil a project. She has a well-attested record of securing extensive lay support for what she does. She has worked well with a reference committee and a number of presbyteries who value her and her work highly. Amelia is nimble and flexible in the way in which she responds to what individuals, congregations and presbyteries require. During her time as Director Amelia has been adept at stretching the occasional boundary. It is a practice which is grounded in her passion for the mission of God and the attendant sense of urgency. Amelia has been to the forefront in initiatives like the promotion of messy church and godly play within the Synod.

One of her staff has listed a cluster of words he associates with Amelia. The first has to do with 'encouragement' - Amelia has ways of seeing possibilities in ideas and people and drawing people toward those possibilities. The second is 'help', followed closely by 'empathy' and 'tirelessness': how can she fit everything she does into a 48 hour day?! She has sown many seeds. Some are blooming, some are germinating and some are waiting for the Church to provide a bit more water.

Amelia has performed a national role. She has been a highly valued member of the Assembly's Mission and Evangelism working group as well as the one for the Cross-Multiculturalism. She has been a significant member of the National Lay Educators' Network, frequently working alongside other Synods to enable the mutual development of programmes for lay education.

She has been a teacher and adviser along the way. Amelia herself is a self-confessed a lifelong student. She is not so much an academic as an adult educator who finds time to be educated herself. She possesses numerous degrees. She practises what she preaches.

There is one further very special gift. Amelia is a wonderful singer. How often have we waited in a service of worship for her voice to soar, do something different and lift our hearts? How often have turned to one another with a knowing smile writ large on our face? Amelia has been the driving spirit behind the vocal group Mixed Blessings and, through her initiative, they have made themselves available for many occasions both within and beyond the church.

A creative, energetic and intelligent female leader Amelia Koh-Butler has excelled in the role of Director of the ELM Centre. She has done this with tremendous support from her husband Terry who has been spotted in the hospitality area serving people at more than one ELM event. We wish them the best as they continue to discern and follow God's call on their lives in the future.

REV ROB HANKS

Rev Rob Hanks commenced as the Director of the Synod Youth Unit in March 2000. Rob stepped into this position in a difficult time of transition for the Synod Youth Unit and youth ministry within the Synod. There was a strong sense among the Youth Worker network that Rob was the right person for this role. As he shaped a new focus for the Youth Unit, Rob helped young people in this Synod find meaning, identity, belonging and faith.

Rob has had a prophetic voice. He has attempted to lead the Synod in new and innovative directions in terms of ministry with younger people. This has not always been an easy role to take but Rob has persisted in working with others to help the church move in new directions.

Rob's keen ability to understand, interpret and teach around popular culture is an invaluable gift to the Uniting Church's ministry with young people. This offering to the church is greatly valued as is the "provocative inspiration" Rob has provided. His ability to link pop-culture with issues of justice, faith and hope has added much to our life in this Synod.

With a gift for 'big-picture', innovative thinking, Rob has garnered a reputation for helping us 'think outside the box'. People have been reminded by Rob's ministry at the Youth Unit that there is always another way to think about things. As one Youth Worker shares, "Rob demonstrated ways you could live out your own unique perspective. I felt like he not only had a different way of thinking but had the courage to take that thinking into the world, sometimes in environments or situations that were less than welcoming of his innovation."

Of the many standout achievements in the ministry Rob has shared in his work at the Youth Unit, perhaps one of the greatest is the Blueprint offered to

the Synod in 2009. It is a prophetic document that could help this Synod minister with younger generations in ground-breaking ways if we were brave enough to engage in it.

Through this role Rob has help many people explore what worship is and what it can be beyond its traditional framework. The Worship Unplugged resource - developed during Rob's long stint in hospital after his rugby knee incident - is an excellent resource for helping congregations push their worship beyond what they can imagine.

Rob has an ability to draw out the best out of people rather than imposing programmatic responses. He has honoured the stories and journeys of young people well, holding them gently and challenging the wider church community to see their value.

Rob has helped the Synod Youth Unit focus upon ministry with young people from a range of backgrounds and sub-cultures. Rob has been committed to Youth Ministry across the diversity of theological perspectives and cultural backgrounds. His willingness to explore multicultural frameworks appropriate for diverse people, second gen and others has assisted in developing stronger links between the Youth Unit and a broad range of congregations.

Rob has an innate ability to listen deeply as well as giving space, value and encouragement to the gifts and skills of others. He has a reputation for being approachable, inclusive, open to new ideas and for holding a depth of wisdom.

There is a great sense of loss among young people, youth workers, congregations and presbyteries alike as the Youth Unit finishes up and Rob concludes his time in this role. Rob's gift to the church through his time as director of the Synod Youth Unit has been enriching and inspiring. Rob will no doubt continue to be one of the great pioneers of new ways forward for the Uniting Church in New South Wales and the ACT.

**REV DR ROBERT
MCFARLANE**

Rev Dr Robert McFarlane was appointed Director, School of Continuing Education in February 2003.

Since this time he has been responsible for and involved in the numerous continuing education activities designed for "building effectiveness and satisfaction in ministry". He has overseen the implementation of the new Intentional Interim Ministry Training course from 2006. This has involved training 272 people in Fundamentals of Transitional Ministry and 108 in Intentional Interim Ministry, in five states and across three denominations. Rob has been accredited to teach the IIM course in Australia and continues his own continuing education by presenting papers at the IMN conferences in the USA.

Together with Rev Chris Lockley he designed and delivered the Resource Ministry Training Course and Resource Ministry In-Services. In times of

change, Rob has developed initiatives such as Peer-Learning groups for prospective ministers/leaders of Large Regional Congregations as well leading sessions and workshops at various presbytery retreats. He has written and presented lectures and modules for ELM Courses, and collaborated with Peter Kaldor and others in the development of Leadership Intensives.

He has provided consultations with presbytery ministers regarding the on-going continuing education needs of the whole church alongside advice to individual ministers across the NSW/ACT Synod about their specific continuing education requirements. This has included Pre-Retirement Retreats for Ministers in retirement or about to retire. His work beyond the NSW-ACT Synod has also seen his involvement in the organisation of the Assembly National Ministers' Conferences in exciting locations in Australia and overseas. He has shown himself to be an adept Study Tour Leader through leading a series of Study Tours to Turkey where his preparation of material to enhance the experience as well as his personal qualities were great appreciated by those "on tour".

His has collaborated with UTC to present Focus On (previously Seminar Week). He has further contributed to the life of UTC through his continued role as lecturer in Greek and other New Testament subjects, a role that he has carried out for 26 years. A lifelong student himself, Rob's study in Educational Leadership informed his participation in the proposal to Synod to amalgamate the CSM and UTC Council to create the new Ministerial Education Board (MEB).

Rob has become an enthusiastic member of the Sydney Alliance. He has brought his educational expertise to bear by producing a study guide for Effective Organising for Congregational Renewal by Michael Gecan for use by congregations.

Rob McFarlane will be remembered by those with whom he has worked as clear-thinking, articulate, empathetic, a great educator and team player, who knows what he wants to achieve and how to do it, but is also amenable to incorporating other ideas along the way. He is always willing to get involved in the details, a peerless minute-taker, but also not too proud to wash up or make coffee. "It's been a pleasure to work with him".

Rob has been described as an outstanding student and teacher of New Testament Greek, an insightful presenter on the issues to do with change in the church and local congregational life, a colleague and friend, who mixes thoughtful advice with a fun sense and humour, an inspiration in his delight in new learning opportunities.

Rob is moving into placement as Minister of the Word with the St Ives congregation. He has been well supported in this role by his wife Andrea. We wish him continued learning experiences for himself and those with whom he will minister.

**REV NICOLE
FLEMING**

Nicole Fleming commenced working as the Youth and Young Adults Worker, in the UCA Synod Youth Unit NSW/ACT, at first part time in September 2005 and then full time later in that year until 30th June 2011. Nicole's contribution to the ministry and mission of the Synod Youth Unit was marked with determination, creativity, strong relationship building and authentic pursuit of space, permission and validity for many forms of young adult ministry across the Synod.

Significant aspects of Nicole's ministry included: commitment to various networks; mentoring/coaching of individuals and groups; a key community building role within the Board of Education staff team; and an acute awareness of the need for a collaborative approach given the breadth of the Youth Unit's task.

Highlights included: Nicole's significant contribution to multicultural ministry and 1.5/2nd generation young adults; support for Tertiary Mission Workers and links with tertiary ministry; and the significant explorations of and potential for 'new forms of church' shared in many spheres of the church from our 'Greenbelt/UK Fresh Expressions' trips in partnership with the Vic/Tas Synod.

Nicole's ministry is marked by authenticity, care for all and a commitment to name what is and to participate to transform what might be. The Uniting Church will continue to be shaped and challenged in years to come by many of those young adults Nicole mentored and encouraged.

**PASTOR JUDYTH
ROBERTS**

Judyth Roberts commenced as the Children's and Families' Ministry Consultant in February 2009 with the Board of Education. When she came into the role, the position had been vacant for some time. In her short tenure, Judyth has made extraordinary progress, networking and energizing children and family workers and challenging the Synod to articulate anew its relationship with children.

Risking the move to Sydney from Adelaide, one might have expected Judyth to take a while to settle in, but she managed to turn the Synod events program on its head with a constant flow of activities. Some of these have included: A Day in the Park; Campout (Riverina and Sydney); numerous ecumenical events; in-services; training days and resourcing events. She has worked tirelessly with playgroups, Kids' Clubs, Sunday Schools, Advent Workshops, Burnside Anniversary celebrations and holiday programs.

Most notably, Judyth has used her contacts and national networks to bring about significant national visits that have enabled both Godly Play and Messy Church to be explored and experienced widely. Her commitment to Godly Play involved: an international research project; organizing a study trip of Australians to the UK; coordinating international trainers to visit Australia

from three different countries and playing host to more than one hundred people at two weeks of back to back training. Since then, she has been recognized and affirmed for this work at the recent Godly Play International gathering in Germany. In a like manner, Judyth has enabled Messy Church to be resourced and supported.

Judyth is known as a diligent and hard worker whose attention to detail and the reasons behind the details ensures work of great depth and richness. She is a woman of great passion and integrity and has been ably and lovingly supported by husband, Phil, and her sons, especially Luke, who has contributed assistance with website and graphic design.

Judyth's advocacy for children and families has rekindled the flame of ministry with young people for many. It is our prayer that she understands something of the significance of the chapter she has been involved in writing for this Synod and its children.

REV LINDSAY CULLEN

Lindsay Cullen commenced at ELM in September 2007 as the Adult Education Consultant. He worked hard and diligently and his colleagues grew to know him as a humble, team player. Lindsay was able to contribute from an exceptional intellectual capacity. His wide reading and pursuit of knowledge, ideas and inspiration make all who work with him look up to him as one of those rare individuals who have been graced by God for visionary work.

In a time when the Church fears its own sense of staleness, Lindsay has been able to hear, understand and weave together different people's ideas. He was able to do this in a way that affirmed and challenged them, while at the same time challenging all in his sphere of influence to go deeper and perform higher. The success of ELM during Lindsay's time there had much to do with his personal contribution, not only in his own work, but in the way he was able to encourage, support and lead others.

Lindsay's key expertise and interest in the Rural Ministry Unit, 'emerging church', 'fresh expressions' and formation of missional lay leaders could have drawn all of Lindsay's focus, yet he used the opportunities of being part of the Synod and found time and energy to explore and hone skills in the areas of multicultural/cross-cultural ministry, Godly Play and Messy Church.

Resources that Lindsay worked to develop are now being used around the nation. His contribution to lay preachers and the understanding of sacraments enables Christ to be better known and experienced in every presbytery of this Synod.

Lindsay's wife, Suzanne, has provided unfailing support during the times when Lindsay has been coming and going, travelling and teaching. He relies heavily on her strength and wisdom, so to them both, we say thanks!

**REV CHRIS
LOCKLEY**

Rev Chris Lockley served as the Synod Resource Ministry Consultant, a joint ELM & SCE role from February 2008 to October 2010.

Chris established many enduring benefits for Resource Ministry during his time with the Board. He worked with the School of Continuing Education and the ELM Centre on the 3 year Resource Ministry Project. He brought insight and experience from a background as a Presbytery Mission Consultant where he helped establish Resource Ministry placements. Chris' theological commitment to the equipping nature of ordained ministry underlay his work, together with his belief in the importance and strength of lay ministry in congregational and public life.

His role involved building an awareness of the growing role of Resource Ministry throughout the Synod; developing a training course for Resource Ministry; and developing resources for lay leaders in congregations, particularly those without regular clergy leadership. Chris helped develop Synod policy regarding Resource Ministry and organised a conference to raise its profile in the church.

The Resource Ministry Training course continues as the "Building the Discipleship Forming Congregation" course, which will be offered by Presbyteries in the future. Among the congregational resources he developed are the "Living our Discipleship" series on faith practices and the "Connecting Congregations and Communities" material (in conjunction with Board of Mission staff). Chris also developed and trialled several lay leadership and Lay Preacher continuing education modules, and provided In-Service gatherings for Resource Ministers.

He was appreciated for his experienced contribution to the teams in the School of Continuing Education and ELM, and helped build a network of resource people from around the Synod and overseas.

At all times Chris displayed a positive outlook. He was warm and engaging in his relationships with colleagues and the wider church. He also showed great creativity in the design of printed resources and PowerPoint presentations. Chris was a great match for this role during the time of the project. It was a critical turning point in the life of the Synod as Resource Ministry changed from being the future to the norm in ministry.

Chris builds on his experience gained with the Board in his new position as Mission Resource Officer for the Parramatta Nepean Presbytery. We wish you well Chris.

**REV JORGE
REBOLLEDO**

Jorge Rebolledo crossed the Centre for Ministry atrium from UTC to the ELM corridor to take up his position as Ministry of Pastor consultant with the Board of Education in November 2008. His strengths as a detail-conscious administrator and teacher were put to immediate use in developing materials and procedures to bring to birth a new specified ministry in the Church. He established manuals and a comprehensive website that is now used across the nation. Indeed, Jorge trained assessors and people responsible for the Ministry of Pastor in special training events in other states.

Pastors across this Synod, while grateful for Jorge's administrative help, know him as a caring, pastoral mentor. He has been an encourager, advisor and advocate. His colleagues know Jorge as a deep theological thinker, a reliable and very hard working co-worker and a loyal friend. He is a spiritually conscious person of great compassion, with an enormous heart and passionate faith.

During his placement, Lay Pastor Jorge was ordained as a Minister of the Word. His love of the Church and God's people was particularly evident in his development and teaching of the 'Living Values' (Polity and Ethos) course. He used this opportunity to remind leaders of the need for diligence when it come to acting on what we believe.

Jorge left the Board of Education in February to take up the position of Patrol Minister with the Broken Hill Patrol (the 'flying padre'). We wish him and his wife, Susan, well.

**REV CAROLYN
THORNLEY**

Rev Carolyn Thornley was appointed to the Board of Education as Dean of Candidates in May 2008. Prior to coming into this position Carolyn had been in Intentional Interim Ministry in the Dee Why Congregation for two and a half years. Previous to that, she had served as Presbytery Minister to the Parramatta-Nepean Presbytery for just over four years.

For the past two years, Carolyn has filled a half time Dean of Candidates role within the Board of Education and a half time role as Practice of Ministry Co-ordinator within United Theological College. During this time, Carolyn has implemented many changes in the formation programme. She has been a keen member of the Ministerial Education Board as well as the Synod Selection Panel. Her insights and comments have always been wise and measured.

Carolyn is a friend, a companion, a supporter, a confidant but always professional. Carolyn is very diligent. She has worked extremely well in a male faculty and alongside academics. She has brought to this position a keen insight into cross cultural matters. She has striven to deepen her understanding of the underlying theory of formation, integration, supervision and field practice.

Carolyn has an exceedingly good knowledge of the church and reads its vicissitudes well. The church will continue to benefit from her wisdom as she continues her work as Dean but now with the United Theological College rather than the Board of Education.

**MR DAMIAN
PALMER**

Damian joined the Board of Education in January 2006 in the role of Director: Tertiary Ministry. Damian has taken a key role in supporting, encouraging, advocating for and coordinating the networking and resourcing for Tertiary Ministries across the Synod.

As part of this role, Damian has walked with Presbyteries in initial or revised strategic planning for tertiary ministry, appointing tertiary ministry agents, and evaluation/review processes for various tertiary ministries. Damian has also taken a role in the organisation of a number of valuable events in the life of the Synod including School of Discipleship and the annual advent retreat for tertiary students, mission workers and chaplains. Damian welcomed the broadening of the membership of the Tertiary Ministry Review Committee (TMRC) to include presbytery representatives and together this committee worked to try to define the place and support structures for Tertiary Ministry in the new Uniting Mission and Education, without the presence of a dedicated Directory of Tertiary Ministry.

Damian's pastoral nature connected well with many tertiary ministry agents and students alike, providing pastoral support as well as practical support. Always keen to engage in deep theological conversation with whoever is willing, Damian modelled an informed and honest wrestling with faith and what it means to be a Christian disciple in our world today. His professionalism is admired as he continues working with the TMRC on forward planning and the construction of a tertiary ministry report, until his position ceases.

Damian gifts and passion for missiology and contextual theology have been well utilised, always willing to go out on a limb to question underlying assumptions and advocating for contextually appropriate responses. This has been a gift shared not only within Tertiary Ministry but with the broader Uniting Church through contributions to teaching at United Theological College and various conferences and symposiums. With the commencement of his PhD through Charles Sturt University, we look forward to his continued gift of scholarship to the church.

Damian has been well supported by his wife Christine during this time. We wish Damian and Christine well as they continue to follow their calls to ministry.

**MRS SALLY-ANN
DAVIS**

Sally-Ann Davis has been the most heavily relied on person in the Board of Education. She started as the Divisional Accountant in August 2002 and soon earned the trust of Executive Director, Board members and staff alike.

Sally has value-added to everything she has done. She has managed the books and suggested countless ways of managing more effectively. She has researched and purchased equipment and then ensured that people know how to use things safely and effectively in her role as OH&S officer for the Board of Education. She has encouraged all her colleagues to work to their potential and limits but helped to protect them with risk management systems.

Sally has mentored and developed her own efficient team, supporting them to study and apply their learnings, expanding their capacities as individuals and as a team. Her particular support of Uniting Venues; Youth Unit and ELM has enabled growth and development of entire ministry areas even in the face of significant funding crises, restrictions and cuts. Indeed, every department of the Board has appreciated her personal attention and ability to adapt her style to different contexts and needs. Countless are the hours Sally has spent slowly and carefully explaining financial details to assist ministry staff and managers.

Sally is a woman of deep personal faith, often bringing a gospel word of encouragement when staff have been struggling. She is the person people have turned to for prayer, wise advice and a generous smile. She has been a consummate professional, a reliable colleague, and a loved friend. Although Sally has had a strong sense of vocation in her role with the Board, she has always been able to balance this with her very active contribution in her home church with devoted husband, Ray.

**MS YVONNE
NGAI**

Yvonne Ngai has worked with the Board of Education as Accounts Clerk from April 2007.

During this time she has been appreciated by the team for her faithful execution of accounting work, her enthusiasm for excellence and efficiency, and her ability to do all this while having fun at the same time.

As part of the Accounts team which has had financial responsibility across the whole scope of the work of the Board of Education, Yvonne has brought a positive and pragmatic approach. Our work doesn't come without its challenges and Yvonne has tackled these challenges without fuss and furthermore has "flavoured" most situations with her wry sense of humour.

Yvonne's calm and wise manner provided a firm foundation upon which the BOE Accounts team relied. She has been a joy to work with and we wish her well in whatever role comes her way next.

**MR ANGELITO
ESCALADA**

Angelito Escalada (Lito) came to work for the Board of Education in 2001 as Assistant Accountant. Over the last 10 years Lito has epitomised the “quiet achiever”: faithfully attending to his accounting duties, introducing innovation and improvements, and serving the various ministry areas of the Board of Education. During this period, as he grew in confidence and ability, he was promoted from Assistant Accountant to Financial Accountant. His patience, and his mischievous sense of humour, has also contributed to an enjoyable and productive working environment. It has been a real pleasure to work with him.

More recently his integrity and professionalism has been even more evident, providing unstinting support to Sally-Ann Davis, Divisional Accountant and others of the Boards of Education Mission in the face of tremendous change, with the merger to become Uniting Mission and Education.

Lito has accepted a position as Financial Accountant with the UCA Assembly. We can all learn much from Lito’s example and I am sure Assembly will be delighted with him. Our loss is definitely their gain. Lito, we wish you all the very best and God’s richest blessings as you move into the next phase of your career and service in the UCA.

MRS SUE BOWRA

Sue Bowra has capably filled the role of Program Administrator, School of Continuing Education, from June 2006 to December 2011

Sue has been the foundation of all of the School of Continuing Education’s activities for over five years. She has been the contact point for enquiries and registration for events and programs, the key organiser of everything from printing to catering, as well as showing deep care for all participants in her attention to detail.

Sue has at all times displayed strong loyalty to the SCE and BOE, demonstrated in the increasingly rare “stay until the job is finished” attitude. She has had a keen understanding of the purpose of our work which has always guided her actions. Through vital practical means, she has helped the Synod to fulfil the SCE’s vision of “building effectiveness and satisfaction in ministry”.

**MRS GWEN
ROSOLEN**

Mrs Gwen Rosolen came to the role of Personal Assistant to the Dean of Candidates in 1999 from being Secretary of the Northmead Uniting Church. She has ably served three Dean of Candidates in this period; Mrs Meg Herbert for seven years, Rev Diane Anderson for twenty months and Rev Carolyn Thornley for three and a half years.

As Personal Assistant, Gwen worked with Mrs Meg Herbert on many templates related to the Dean of Candidate role and a number of these became the basis for a documents still used today. Gwen was also Secretary of the Synod Committee for Specified Ministry.

In 2005 the role became a four day a week role due to changes from the Report to Synod. In the last six years Ms Gwen Rosolen has been Secretary of the United Theological College's Committee for Ministerial Formation and in the last three has been secretary of the Synod Ministerial Education Board. Gwen takes seriously her faithfulness to the tasks assigned to her and sets herself high standards of achievement.

Throughout her time as Personal Assistant she has taken on many other roles as part of the fulfilling of the role for the wider church. For six years she was Secretary for the Assembly's Ministerial Education Commission. In this role she related to other Synod Theological College Principals, various Staff of the Colleges and the Assembly General Secretary. Gwen was thanked for her diligence in the tasks set before her.

From the end of 2011 Ms Gwen Rosolen moves into the United Theological College as Secretary to the Dean of Candidates and Secretary to the Principal.

MRS JAN BELL

Jan served as PA to John Oldmeadow in the Board of Education from 24 January 2005 and to Jim Mein after he was appointed Director: School's Ministry until 1 April 2011.

She brought outstanding administrative and communication skills and a great appreciation of the goals and responsibilities of the Board. Jan's support of John Oldmeadow and Jim Mein ensured that they were properly prepared for their duties.

As Office Manager Jan would often go above and beyond the call of duty ensuring that the Board of Education ran smoothly on a daily basis. Jan combined a practical approach with her "can do" attitude and sense of humour which was appreciated by her fellow staff.

She left the Board in April to pursue a dream to run a small business with her husband Phil.

MS NATASHA HOLMES

Natasha Holmes came to ELM in January 2001 to take up the position of Administrative Support. She was immediately thrown into the management of intensives, tours and publication projects, taking each new challenge in her stride.

Natasha brought a quiet confidence to her role, dealing with many different situations and pressures with the same unflappable demeanour. She could be practical and efficient and at the same time work wonders in providing instant catering for people with every possibly variety of dietary need. She provided particular support to the Director, at times being secretary, sounding board and gofer.

Natasha was recognized for her particular gifts when her role expanded to include event management. She went on the first of the Greenbelt tours, bringing back great enthusiasm to 'have-a-go' at ELM. She participated in a very successful 'Unearthed' event, along with other young adults and creative contributors.

Natasha left ELM in March to focus on music and creative arts ministry. We wish her every blessing as she travels abroad in response to God's call.

MRS ROWENA TAGALOA

Rowena Tagaloa commenced in the role of Administrative Support within the Board of Education in January 2008, serving the UCA Synod Youth Unit NSW/ACT, Children's Ministry & Mission, Tertiary Ministry, Schools Ministry and the UCA Board of Education until February 2011.

Rowena quickly demonstrated her capacity within the diverse tasks. Rowena is a quiet achiever whose efficiency and enterprise were much valued by all her colleagues and those whose ministries were so enhanced by her accurate, forward thinking and effective support. Rowena had the knack of knowing what tasks were required before being asked and just when you thought you would confirm the dot point list flowing from a meeting or event management, Rowena would advise that she had completed all the necessary arrangements.

Rowena demonstrated patience and skill in the work and team environment, dealing with the different styles, demands, workloads and dynamics of the Board of Education. In Rowena's annual reviews we were always keen to affirm her problem solving skills and to find challenges and projects for which Rowe could be totally responsible. Rowe was never happy with half the answer and would pursue the right information or a better solution.

Rowe was very keen to undertake courses, learning InDesign for MESH magazine and WordPress templates for the 'Uniting Youth' website. She was a little frustrated not to make more headway in the search and advocacy for an effective database.

We have been very pleased that Rowena's gifts and skills have been affirmed in her new role within the Secretariat as PA to the Moderator and the Associate Secretary (Ministry). Her mix of humility and confidence make her a valuable team member who can always be counted on to get the task completed.

**REV DR
ROGER WEBB**

Rev Dr Roger Webb had concluded many years of active ministry in diverse places across several Synods when his continuing interest in education within the Church led him to hear the call to membership and then leadership of the Board of Education.

Roger brought to bear his own ministry experience in school chaplaincy and the parish as well as his own educational growth through his doctoral studies to the changing context for the Board. With his thoughtful, reflective and irenic approach Roger did much to assist the Board to listen to the concerns of the wider church, financial constraints, anecdotes and stories of hope and despair. In his role as Chair Roger brought a sense of timing and discipline to the conduct of the meetings of the Board and he ensured that no matter how much business was set out for meetings, it was all addressed, discussed and resolved in a timely manner.

Roger was open to new ways of understanding the long and venerable heritage of the Board of Education and equally appreciative of the significant work wrought by the Board of Mission: with his counterpart, Peter Godwin at the Board of Mission he sought to bring together the 2 Boards respecting the history, integrity and calling of both. Mindful of pressure from some to move quickly and also of the concern of others that much would be lost as the Boards came together, Roger worked with Peter and the Executive Directors to maintain a steady and appropriate pace of change. In the times of structural change with its personal toll on staff, Roger ensured that staff members were treated fairly and that processes for support at all levels were in place for staff.

For Roger the leadership of the Board was a commitment that he took very seriously and without thought for the time involved. The constant travel to and from Sydney meant that he became well known to airline staff (and Gwen's tolerance during these times is deeply appreciated).

The hall marks of Roger's leadership were a deep personal sense of service, a willingness to listen to staff, the Executive Director, all sectors of the Church and an attempt to steer a middle course in the best interests of the Church.

For his leadership in times tough and tumultuous, the Church gives thanks for the service of Rev Dr Roger Webb within the Board of Education and the emerging Board, Uniting Mission & Education.

**DR RUTH
POWELL**

Dr Ruth Powell is the longest serving member of staff of the Board of Mission. She started with the board way back in December 1991 as a researcher with NCLS. During the intervening years she has gained her doctorate looking at attendance patterns of Gen X in church. This passion about people, their experiences of church, helping others understand the

significance of this for mission in their place has marked her whole service with the board.

Her service through various roles culminated in her appointment in 2007 as Director of NCLS Research during a time of great transition for the organisation. Her key achievements have included negotiating with the Australian Catholic University to become the fourth sponsor of NCLS. This started amidst the uncertainty generated by the global financial crisis when other sponsors were at risk and has resulted in the securing of a new home for NCLS on the Strathfield campus of the ACU, allowing the two Sydney offices to merge for the first time. She and the team have worked to expand the availability of NCLS Research resources so that not only churches, but schools, non-profit organisations and corporate businesses are now able to access researched resources of high quality. She is charged with safeguarding the 20 year + longitudinal dataset on Australian churches, the only dataset of this nature to exist anywhere in the world and to continue to seek opportunities to work collaboratively with researchers world wide to get the most out of the datasets.

For Ruth anything is always possible. She is an optimist of optimists and this has given her the drive to keep going late into the night crunching data and proof reading edits, working out new partnerships which would enable NCLS to thrive, developing talks with the right amount of truth telling and hope. Her colleagues consider her a person of unending zest, always at full throttle for it's just ZZZZIIIIINNNNGGG when she comes in at 8am and she's still ZZZZIIIIINNNNGGGing when she exits the building at 5.40pm. She has worked with her team to give them opportunities to expand their own skills and knowledge even when it's not exactly in their job description, she has been a bastion of support to the team through caring for and listening to their lives. In the midst of all this she has carried the corporate memory of the Board of Mission from the heady days of the 1990s till now. In 2011 she ceased her employment with the Board but still retains her deep connections through the NCLS Research Steering Committee. Ruth has been supported in all this by her deep partnership with Glen as they've juggled childcare, hospitality and the generous contributions of their many gifts to the wider UCA – for which we are forever in their debt.

We wish you well Ruth and are glad that although no longer employed by the UCA your work in support of our attempts to follow the risky paths of Jesus as a denomination through NCLS will continue.

MS CHARISSA SULI

Charissa Suli was appointed as the Cross Cultural Consultant of the Board of Mission in 2009. Her enthusiasm and commitment to working with others has been infectious and she has grown as a person in ministry while empowering others to do the same.

Drawing on her life experiences and her cultural heritage she continued the implementation of the Shaping Pacific Generations Workshops with congregations of the UCA in the Synod. However, she has not been content to just keep doing the same thing. Rather, she has extended the program

out beyond the church's walls. The past 12 months have found her presenting workshops and training community leaders as facilitators with other agencies including Mt Druitt Police, Anglicare, Ted Noffs Foundation, and business organizations that work with pacific island families like Jane Gibson Communications and ACN Globile. Alongside this expansion into the wider community has been the welcome she's received from local public schools where she's worked with the help of Anglicare in Bidwell and Blackett.

She has worked with congregations and individuals to develop strategies to assist congregations and the wider UCA be in mission and ministry with 1.5 and 2nd generation young people. This can be seen in the energy of the Youth Praise and Worship gatherings, a time where young people across our Synod are given the opportunity to share their faith and culture the way they want to through song and dance. Her own work in this area was affirmed when she was elected to lead 2nd Generation team at the Tongan National Conference. She used this opportunity to empower 1.5 and 2nd Generation young people to recognise their gifts and use it for the benefit of others.

She has worked with the MMRG to continue to run the annual Synod wide Cross Cultural Gathering when participants are encouraged to share the strengths of their own cultures with others. Getting to know and learn from each other year by year affirms everyone in the ministry of bringing the living water of Christ to others. She is finishing her time with the Board of Mission working on the Creating Conflict Resolution resource for our Synod with the help of Assembly.

We will miss her infectious smile, her warmth and concern for others and her willingness to share her faith journey with her colleagues. She will become a candidate at UTC in 2012 and we wish and her family God's blessings as she takes this step into further leadership opportunities within the Uniting Church.

PASTOR ROSS NEVILLE

Ross Neville commenced with the Board of Mission in February 1997.

As the Rural Evangelism Consultant, Ross was able to weave together his considerable background of community leadership, adult education, research, farming and church pastoring.

Ross did not restrict his goals to what was possible, instead focusing on what was needed. He worked hard to identify core needs, strengths and resources. Then he would explore different options and scenarios, often using imagination and creativity to develop strategic ways of doing things that would be sustainable and produce long term fruit.

Ross, who is a 'real shepherd' is also a spiritual farmer. He has prepared the land, ploughed the field, sown countless seeds and brought ministries through different life stages to a point of harvest. Beyond all that, he has taught many others to tend the work into the future. He has done this in

ways that have encouraged us all to have 'Jesus Conversations'... Sharing our experiences of Jesus in ways that strengthen us and make community connections with others.

Colleagues regard Ross as reliable and inspirational. He can be quiet and shy, but he has a strong prophetic edge and the ability to communicate effectively, whether in church, community or to Government.

During Ross' period of service, NSW experienced one of the most devastating droughts of our known history (with all its associated social stresses). Our Synod's effective response, which included the establishment of two rural chaplaincies, was largely due to Ross' diligent and hard work. People from across the countryside owe him and his wonderfully supportive and generous wife, Margaret, their thanks.

REV KEL HODGE

Kel Hodge joined the Board of Mission as Rural Chaplain in July 2007. Ross Neville came back from an International Rural conference in India in 2003 where he heard about rural chaplains in the UK bringing hope to small rural communities. The Moderator and the Synod Disaster Committee grasped the opportunity advertised and appointed Kel Hodge as a NSW Rural Chaplain in July 2004. Kel quickly established a reputation amongst people as being someone who was available, who "just turned up" when there was trouble and who had something to contribute without a fixed agenda except to help and stand alongside.

Kel's role was based out of his home town of Canowindra and initially covered the whole of NSW 'whenever and wherever a need arose'. He met this huge challenge with care and compassion especially with ordinary people in the little places. His outstanding pastoral skills and down to earth style enabled him to go into areas and places where no one else would be accepted. He joined with various government departmental delegations as they visited areas in crisis, The Riverina drought support workers, the Hawkesbury oyster farming community. He visited many of the small rural communities who did not have a minister, and sometimes did not have a church presence. In these places and situations he was able to offer a prayer, a services of lament or healing. He often would just turn up to town gatherings where he felt there was a particular emotional and spiritual need and contribute by circulating amongst people and chatting. He mingled, hung out and was Jesus presence in those places. His knack of introducing faith matters into ordinary conversations and issues is exemplary.

Kel's quiet presence was a joy to his colleagues as well as those in small towns. Once you got him talking, he was someone who's always had a story to tell and whose sense of humour changed the emotions of many a group. He used his role as the 'ears and hands' (The Moderator's words) of the Synod in rural NSW to gather stories which brought the rural situation to life for the Synod – a pattern he used in many settings and meetings including even in a presentation to the Federal Government.

The Synod must truly appreciate Kel's willingness to go anywhere and try anything – his ability to be unphased at the end of a day long Sydney staff meeting after which he would jump in the car to drive home – declaring “but it's only 4.5 hours home!” We wish him God's blessing as he takes on the new challenge of ministry in the northern suburbs of Hobart.

**PASTOR
JULIE GREIG**

Julie Greig joined the Board of Mission in June 2008 turning the dynamic duo of Ross Neville and Kel Hodge into an indefatigable Rural Ministry Team. Julie brought with her extensive experience in working with government departments and small communities. Her powers of networking are legendary.

Julie has gifts in the area of strategy and systems and she used these talents to create a focus on specific areas within western NSW, so that the multiple seeds that were being scattered might have a better chance of survival. (Of course the number of areas initially planned for have grown and changed with interest and response to requests.) She has had the capacity to work effectively at a distance from her colleagues and to deal with the isolation that the Rural Chaplain roles have entailed. Julie's contacts and rapport with government service agents and local government bodies are vast and have been an important element in her effectiveness in the role. Her background of networks has brought the church into contact with people and communities in a way that hasn't happened for a long time. Julie's faith enables her to undertake her role in a way that isn't seen to be pushing a Christian agenda but enables issues of spirituality and faith to come up as part of her life and talk about everyday matters.

A driven person, Julie is great at attending to details about issues and people. She's very diligent, thrives on seeing results and movement and actions happening. During her time with the Board of Mission she has put in place a network of chaplains; worked on the national disaster plan; pushed others into taking action to ensure the plan is now in place. Julie created links between city and country; has the ability to seize an opportunity and, recently, has been the driving force behind the farmers of Hillston being able to donate their excess produce to those in who need it through Waste Not Want Not. Discerning possibilities and getting grants to get them – catalyst for action.

Julie has given of herself without thinking including when she was on holidays in Bali in 2009 and ended up preaching and then visiting and ministering in a Balinese prison. She is gifted at discerning possibilities and getting grants to make them happen. The Synod is blessed to be able to retain her skills and experience through her Rural Chaplain role in Uniting Care.

**MRS SUE
WILLGOSS**

Called to serve not just the Executive Director of the Board of Mission, Sue Willgoss has shown an outstanding level of competence, commitment and grace in her role as Executive Assistant to the Executive Director and Office Manager of the Board of Mission.

Whilst managing diaries and inquiries, manse repairs and car purchases, oversighting publications and office mergers and staff comings and goings, Sue has demonstrated that it is possible to develop a hospitable and positive working environment and still get the job done well and on time. Bringing a deep faith and generous spirit she has personified the practical and spiritual glue that has held the staff team together over 11 years (2000 - 2011).

In response to the often asked question "Is she as good as she seems to be?" The answer was always 'yes'. The Board of Mission, staff and volunteers have been greatly blessed by the faithful ministry and service offered by Sue.

**MR BONYFASUIS
KOKO SUNARKO**

Bonyfasius commenced work with the Board of Mission as Management Accountant in June 2007. He preferred to be called Koko and that endeared him to people immediately.

Koko has demonstrated a quiet and productive approach to his work with a confidence in his skills and a willingness to help when he can, especially with those who are arithmetically challenged. Koko was committed to his work in the Board and prepared all his work in a timely and efficient manner. I know that his colleagues appreciated his ability to problem solve and find better and simpler ways or carrying out routine tasks.

Whilst being numbered with the bean counters of the world, Koko demonstrated that he was not cast according to type by faithfully joining staff devotions and sharing in the life of the board, sharing and enjoying jokes and staff gatherings on special occasions.

We wish him God's blessings in whatever role he chooses to take on next.

**MS VERONICA
MOYA**

As the Uniting Church seeks to embrace diverse cultures and viewpoints, this philosophy flows through to the staff appointed to carry its professional life. Veronica Moya commenced work for the Board of Mission in February 2003 and has fulfilled a variety of tasks and duties since that time in an industrious and professional manner.

However a purely professional approach to work can result in a somewhat sterile workplace. The Board of Mission has been blessed with staff who

gave of themselves and their culture. Tuesday devotions have been enriched and inspired by Veronica's contribution in word and song. Veronica has worked with a number of people during this time and always established good working relationships with everyone making sure that special occasions were remembered and celebrated. Her loyalty to the Board and its staff has stood the test of time and we are all enriched for having worked alongside her and wish her every blessing as God guides her next step in life.

MRS GILLIAN BLOWES

Gillian began work as the Admin Assistant to the Rural Consultant based in a Rural Office at Orange UCA in April 2007.

Gillian had to set up and establish an office in Orange so that Rural Issues and staff matters could be dealt with locally. Gillian has organized conferences (Usually one or two every year) mail outs of brochures letters and articles, correspondence and jointly published and edited the quarterly newsheet ER Direct. ER Direct has involved reading 12 magazines selecting and summarizing articles, seeking copyright permission emailing and posting ER out to 900 persons and then supplying copies of requested articles.

Gillian has also had to maintain and regularly update the Rural and Mining, New congregations, Fresh Expressions websites and prepare brochures or handouts for Ross' activities or presentations.

The rural community and the Board of Mission has been well served as Gillian has been able to work unsupervised and act independently when Ross Neville was out of the office for weeks at a time.

Gillian has been a very caring and considerate person with a great attention to detail. Her Christian faith is the driving force and background to her approach to every task. Gillian's excitement about being in a position to facilitate and encourage people across Australia to know more about the love and grace of the gospel, has meant she has always been willing to go the extra mile in her position.

REV PETER GODWIN

Peter Godwin has led the Board of Mission Board as Chairperson over the last nine years, with patience, insight and courage. During a time of considerable change in the life of the Church and the Board, Peter has demonstrated a passion and focus on the mission of God despite the circumstances, a compassionate and pragmatic leadership style and deep wisdom based on the love and grace of God.

Peter's leadership provided a foundation for creative thinking and activity and encouraged staff to push the boundaries on the mission frontier. He has given of his time and energy beyond the expectations of a Board Chairperson and has been an invaluable support person to the Executive Director and leader of the Board.

**APPRECIATIONS
FROM THE
GENERAL
SECRETARY**

174/11S

Resolved

That the Synod

receive the minute of appreciation from the General Secretary

The General Secretary brought the following minute of thanks and appreciation:

Moderator, Paul Swadling stood here yesterday and said that you're all scary. I think you're all wonderful.

To be so kind and generous to the two new boys on the front table has been wonderful - you've been very good and very kind to us and we got through all the business and that's been just fantastic!

It's a great joy for me to be given the task to thank a lot of people. I think the first place to start is to thank all the people of the Hunter Presbytery. I tried to tell the Moderator that it would be a great thing if we could get the Hunter Presbytery to be the local arrangements committee for Synod wherever it was held because I reckon they've done a great job and deserve our special thanks.

Without singling them out too much...we would be here till midnight, but let's have a special round of applause for Felicity Amery. And (although we thanked them this morning because some of them had to go) some band members are still here, so can we have another special cheer for Miriam, Emma, Tim, Caitlin, Kat and Dave from the band.

The morning prayer leaders were mates of the Moderator, it was his chaplains who led those prayers so to the people who led the morning prayer sessions we want to thank you in particular.

To the sound and vision technicians: you can't imagine how much work Simon Lee has done behind the scenes with all of the visuals on the screens - it's fantastic. We want to thank Tom and John at the sound desk, who have been quietly working away.

A lot of people also helped us in our worship taking various parts – let's give them a big hand. I think the worship was a highlight and perhaps we should also at that point thank the Bible study leaders Monica, John, Tim and Katalina.

Table group leaders – you know who you are! Thank you for your work. Scrutineers whether you're red or blue and the facilitation team. Amazing amount of behind the scenes work that the rest of us won't see it, counting and collating and stuff like that. Scrutineers and facilitation team let's give them a big hand. And the business committee. For the work done by the Safe Place Chaplains. Let's give them a round of applause.

People who organised associated events. Can we give them a hand? They might not be here to hear it but tell them later that we appreciated all their work!

Now usually I listen to this sort of report from somebody and the staff of the secretariat get a big wrap up, as if they're the only ones that have done anything here! Now that's not true but they beaver away out the back there doing all this amazing work and from where I'm standing now I realise how much work they do and how amazing they are. Can you give a big thank you to Sandra, Meg, Lynda, Mersini, Noelene, Rowena, Poppy and Gavin.

It's not entirely clear to me how or why the staff of Uniting Creative finished up in a room called the crying room. I'm not quite sure if that's significant in some way but again they do a lot of behind the scenes work that many of us will not have seen yet such as keeping the website up to date, getting stories out, a lot of the photography work that's gone on and of course we received the Living is Giving report from Marije today. So can you thank Marjorie, Stephen, Lyndal, and Marije.

It can be tough up at the top table at times and particularly tough for people in their first go. We need to thank the Moderator.

My wife usually doesn't let me do the thank yous at any event because she will usually bale me up later and tell me who I've forgotten. So if I have left anyone out I apologise. Thank you to all who have worked so hard to make the Synod a great success. Thank you members of Synod.

Received by acclamation

.....
Chairperson

.....
Date