

THE ANGLICAN CHURCH OF SOUTHERN AFRICA DIOCESE OF JOHANNESBURG



66th SESSION OF THE DIOCESAN SYNOD

TO BE HELD VIRTUALLY

Theme:

A Gospel Lighthouse in a Changing World



SECOND AGENDA BOOK

**President of Synod
The Right Reverend Dr Steve Moreo**

**Venue:
To be held Virtually**

**Dates:
25 - 27 November 2021**

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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The vision of the Diocese of Johannesburg is:

*To achieve a shared vision and practice of the
ministry of all believers.*

This we seek to achieve through:

- education,
- advocacy and
- good standards of governance and excellence in administration.

Prayer for our Diocesan Synod

Gracious and loving God
Pour your Spirit upon our Diocese,
And grant us a new vision of Your glory,
A new experience of Your power,
A new faithfulness to Your word,
And a new consecration to Your service,
So that Your love may grow among us,
And Your kingdom come:
Through Jesus Christ our Lord, **Amen**

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DIOCESAN SYNOD COLLECT AND A.C.T. VISION PRAYERS

COLLECT

Merciful God,
You call us to be your disciples,
Fill us and the Members of Diocesan Synod with your love,
So that our faith may transform
the world's grief and pain into hope
For you live and reign
in the unity of the blessed Trinity,
One God, now and forever.
Amen.

ACSA VISION PRAYERS

Lord God of all truth,
Anchor us in the love of Christ,
Commit us to your Mission, and
Transform us by the power of your Spirit
so that we may live lives of faithful worship, witness and service,
for the glory of your holy Name.
Amen

Almighty God, consuming fire of love
You have given us the vision to be
Anchored in the Love of Christ
Committed to Your mission, and
Transformed by the Holy Spirit;
We seek
To honour You in living worship
To embody and proclaim the Good News, and
To grow communities of faith:
Set us ablaze with Your power and love
To build up Your Church,
And serve You in the world
To Your praise and glory,
In Jesus' name we pray, Amen

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The Nicene Creed

We believe in one God
the Father, the Almighty
maker of heaven and earth
of all that is, seen and unseen.

We believe in one Lord, Jesus Christ
the only Son of God
eternally begotten of the Father
God from God, Light from Light
true God from true God
begotten, not made, of one Being with the Father;
through him all things were made.
For us and for our salvation He came down from heaven
was incarnate of the Holy Spirit and the Virgin Mary
and was made man.
For our sake he was crucified under Pontius Pilate;
he suffered death and was buried.
On the third day he rose again in accordance with the Scriptures;
he ascended into heaven and is seated at the right hand of the Father.
He will come again in glory to judge the living and the dead
and his kingdom will have no end.

We believe in the Holy Spirit, the Lord the giver of life
who proceeds from the Father and the Son
who with the Father and the Son is worshipped and glorified
who has spoken through the prophets.

We believe in one holy catholic and apostolic Church.
We acknowledge one baptism for the forgiveness of sins.
We look for the resurrection of the dead
and the life of the world to come.

Amen

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The Nicene Creed

NDIYAKHOLWA kuTixo omnye, uYise uSomandla, umDali weZulu no Mhlaba, nento zonke ezibonakalayo nezingabonakaliyo Nakuyo iNkosi inye uYesu Kristu, okupela kozelweyo uNyana kaTixo owazalwa nguYise phambi kwawo onke amaphakade, uTixo wazalwa oluKanyiso wazalwa nguye oluKanyiso uTixo wenene wazalwa nguTixo wenene, owazalwa engadalwanga, Emunye noYise, zaye zonke izinto zidalwe ngaye.

Owati ngenxa yethu tina bantu, nangenxa yosindiso lwethu, wehla ezulwini, wenziwa waba yinyama ngoMoya oyiNgcwele ngayo Intombi uMariya, wenziwa waba ngumntu, waza wabetelwa emnqamlezweni ngenxa yethu, nguPontiyus Pilato. Weva ubunzima, wancwatywa. Wathi ngomhla wesithathu wavuka ngokwezi Balo wenyukela eZulwini.

Uhlezi ngasekunene kukaYise. Wobuya eze nobuqaqauli agwebe abahleliyo nabafileyo, ubukumkani bungasayikuphela.

Ndiyakholwa nakuMoya oyiNgcwele, oyiNkosi ongumsindisi wobomi, opuma kuYise nakuNyana, onqulwayo ezukiswa kunye no Yise noNyana.

Owathetha ngabaProfeti. Ndiyakholwa yiKerike inye eNgcelwe, eKatolika, ayabaPostile. Ndiyavuma uBaptizo olunye lokuxolelwa kwezono. Ndikangela nokuvuka kwabafileyo, nobomi bepakade elizayo.

Amen

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SYNOD HYMN – FOR DAILY USE

Come, Holy Ghost, our souls inspire,
And lighten with celestial fire;
Thou the anointing Spirit art,
Who dost thy sevenfold gifts impart.

Thy blessed unction from above
Is comfort, life and fire of love:
Enable with perpetual light
The dullness of our blinded sight.

Anoint and cheer our soiled face
With the abundance of thy grace;
Keep far our foes, give peace at home
Where Thou art guide no ill can come.

Teach us to know the Father, Son,
And Thee, of Both, to be but One;
That through the ages all along
This may be our endless song.

Praise to Thy eternal merit
Father, Son and Holy Spirit.

Amen

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The Lord's Prayer

Our Father in heaven
hallowed be your Name
your Kingdom come
your will be done
on earth as in heaven.
Give us today our daily bread.
Forgive us our sins
as we forgive those who sin against us.
Save us from the time of trial
and deliver us from evil.
For the kingdom, the power, and the glory are yours
now and for ever. Amen.

The Te Deum

1. UnguThixo/ siyakubonga: uyi/Nkosi siyakuvuma
2. UnguBawo o/ngunaphakade: yonke i/ndalo inqula wena.
3. Kuwe zonke iingelosi nawo onke amandla/ aseZulwini: iiKerubhi neeSerafi zicula u/mbongo ongapheliyo.
4. Ngcwele, ngcwele, ngcwele Nkosi Thixo wemi/khosi namandla: lizele izulu nomhlaba bu/buqaqawuli bakho.
5. Ibutho elizukileyo labapostile/ libonga wena: ubudlelane obuhle babaprofite bubonga wena, umkhosi wabafeli onesi/dima ubonga wena.
6. IKerike engcwele ekulo lonke/ ivuma wena: Bawo obunganga/msha bungaphele ndawo.
7. UNyana wakho wenene okuphela kwakhe ofane/le ukunqulwa: NoMoya oyiNgcwele onguMthetheleli nomkhokeli.
8. Wena Krestu unguKu/mkani wozuko: uNyana/ waphakade kaYise.
9. Wathi wakubangumntu ukuza/ kusikhulula: akwasidela/ isizalo seNtombi
10. Walweyisa ulwa/mvila lokufa: wabuvulela onke amakholwa u/bukumkani beZulu.
11. Uhleli ngasekunene kukaThixo ebu/qaqawulini: siyakholwa ukuba uyakuza/ ube ngumgwebi wethu.
12. Yiza keNkosi uncede/ abantu bakho: abathengwe ngexa/biso leGazi lakho
13. Singenise kunye na/bangcwele bakho: ebuqaqawulini/ obungenakuphela.
14. Sindisa abantu bakho Nkosi, ulisikelele/ ilifa lakho: balaule ubaphakamise kude/ kube ngunaphakade.
15. Imihla ngemihla si/yakudumisa: sibonga igama/ lakho ngonaphakade.
16. Siggcine ngale mini kuso/ sonke isono: senzele inceba Nko/si senzele inceba
17. Nkosi sibonise uthando/ lwakho nenceba: ngoku/ba sithembele kuwe
18. Nkosi si/thembele kuwe: ma/singaze sidaniswe

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NOTICE OF SYNOD



FROM THE OFFICE OF ANGLICAN BISHOP DIOCESE OF JOHANNESBURG

Our Vision is: To Achieve the Practice of the Ministry of All Believers



16 July 2021

NOTICE OF DIOCESAN SYNOD TO BE HELD VIRTUALLY

Notice of the Sixty-Sixth Session of the Synod of the Diocese of Johannesburg is hereby given which will commence on Thursday, 25th November 2021 and terminate on Saturday the 27th November 2021.

The Synod will be held virtually and member and invitee to Synod will be assigned to a specific hub.

The opening and closing services will take place from a central hub and will be live broadcast to enable as many members as possible of our Diocese to attend.

Summonses to the members and invitees of Synod will be issued.

The Agenda for Synod will be released after the issuing of summonses and will follow the formalities and requirements as set out our Rules and the Canons.

Yours full of Grace

The Rt Revd Dr Steve Moreo
+ Johannesburg

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SYNOD ROLL: DIOCESAN SYNOD 2021

HOUSE OF CLERGY

The Right Reverend Dr Steve Moreo, Bishop of Johannesburg

TITLE	SURNAME	FIRST NAME	PARISH
The Revd.	Allkins	Norman	Bedfordview
The Revd.	Arbuthnot	Anthony	Parktown
The Revd.	Bassingthwaighte	Judith	Coronationville
The Revd.	Basson	Erna	Noordgesig
The Revd. Canon	Botha	Cynthia	Parkview
The Revd.	Dibetso	Jeremiah	Jabavu
The Very Revd.	Dlwathi	Xolani	Auckland Park Cathedral Ferreirastown Hillbrow Houghton Sophiatown
The Revd.	Dodo	Mlanjeni	Wedela
The Revd.	Dube	Sifiso	Mzimhlophe
The Ven.	Fleming	Shona	North Riding
The Revd. Dr	Frahm-Arp	Kaethe	Parkview
The Revd.	Gordon	Martha	Discovery
The Revd.	Grobbelaar	Eben	Parktown
The Revd.	Hank	Fritz	Rangeview
The Revd.	Hlatshwayo	Linda	Protea Glen
The Revd. Dr	Huntley	Anastasia	Fourways Gardens
The Revd.	Hys	Lebogang	Moroka
The Revd. Dr	Jacobs	Jeremy	St John's College
The Revd.	James	Sharmain	Bosmont
The Revd.	Katsana	Thabo	Pimville
The Revd.	Khobo	Rakgadi	St Mary's School
The Revd.	Khomane	Seipati	Pimville
The Revd.	Kotsi	Kamohelo	Meadowlands
The Revd.	Lawrenson	Diana	Parkview
The Revd.	Lee	Catherine	Randfontein
The Revd.	Lekoko	Serame	Senaoane
The Revd.	Lovel-Hall	Adrian	Weltevreden Park
The Revd.	Mabitsela	Dorcas	Orlando St. Mary's
The Revd.	Makaba	Coto	Rabie Ridge
The Revd.	Makinta	Johannes	Khutsong
The Revd.	Maloka	Hope	Kagiso (St. Barth)

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The Revd.	Masemola	Samuel	Linden	
The Revd.	Masemola	Thapelo	St John's College	
The Revd.	Matubatuba	Tsepo	Sunninghill	
The Revd.	Miya	Jabulani	Cosmo City	
The Revd.	Mkhabela	Sibonelo	Khutsong (St Saviour)	
The Revd.	Modise	Neo	Central Western Jabavu	
The Revd.	Moitsiwa	Clayton	Alexandra Bramley East Bank	
The Ven.	Molefe	Kagiso	Diepkloof St James Orlando Holy Cross	
The Ven.	Molipa	Thato	Emdeni Tladi	
The Revd.	Moloi	Bradley	Dobsonville	
The Revd.	Monala	Parker	Krugersdorp	
The Revd.	Motsisi	Mooketsi	Bedfordview	
The Ven.	Moruthane	Sepadi	Meadowlands	
The Revd.	Mosieleng	Vuyelwa	Sunninghill	
The Revd.	Motlabane	Neo	Orlando St. John's	
The Revd.	Motlhakane	Kabelo	St. Peter's College	
The Ven.	Mphetolang	Kagelelo	Bekkersdal Fochville Mohlakeng Simunye Westonaria	
The Revd.	Mshuqwana	Mandisa	Rabie Ridge	
The Revd.	Mtshali-Ngunda	Zanele	Yeoville	
The Revd.	Mugglestone	Alice	Linden	
The Revd.	Ntombela	Mbekezeli	Florida	
The Revd.	Ntsele	Mlungisi	Doornkop	
The Revd.	Osburn	Dave	North Riding	
The Ven.	Pilet	Michelle	Parkhurst	
The Revd.	Plessie	Tsepo	Cathedral	
The Revd. Canon	Prince	Trevor	Sunninghill	
The Revd.	Ray	Paul	Orange Grove	
The Ven.	Saldanha	Wayne	Florida Newclare Roodepoort	
The Revd.	Saldanha	Colette	Florida	
The Revd.	Schormann	Barbara	Kensington	
The Revd.	Segeel	Nicolette	Weltevreden Park	
The Revd.	Selepe	Gadibolae	Protea Glen	
The Revd.	Setsile	Shadrack	Bezuidenhout Valley	

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The Ven.	Shimmin	Lynda	
The Revd.	Shoroma	Kebareng	Carletonville
The Revd.	Smith	Gavin	Parkhurst
The Revd. Canon	Spyker	Mark	Rosebank
The Revd.	Stevens	Ian	Orchards
The Ven.	Thabethe	Moses	Bryanston
The Revd.	Thabethe	Alison	Bryanston
The Ven.	Thorburn	Diana	Jeppestown Malvern
The Revd.	Tleane	Console	Linden
The Ven.	Torr	Douglas	Munsieville Weltevreden Park
The Revd.	Tucker	Gabrielle	Toekomsrus
The Revd.	Van der Watt	Sarah	Randburg
The Revd.	Visser	Margaret	Weltevreden Park
The Revd.	Williams	Jacqueline	Halfway Gardens
The Revd.	Willis	Nigel	Parktown
The Revd.	Wossler	Richard	St Peter's School
The Revd.	Wright	Matthew	Bryanston
The Revd.	Xinwa	Kenneth	Protea Glen
The Revd.	Zondi	Iris	Moroka

HOUSE OF LAITY

Parish Name	Representatives	Alternative
Alexandra	Tlhogi Fox Lucy Leisa Tshidi Mariba	Vusi Mathodlana Jabu Myeni Robbie Senoelo
Auckland Park	Donna Kibaara- Smith Kaone Mosime Cardiff Townsend	Tafadzwa Chikaka Megan Kau
Bedfordview	Sandra Spirou Chrystal Reddy Nontobeko Ntsinde	Bruce Bowers Ian Davies Michele Crichton
Bekkersdal	Khumoentle Mokobane Maria Mogakwe Gomolemo Mogole	
Bezuidenhout Valley	Alex Obih Samukelisiwe Nene Godfrey Mothibe	Prof Paul Makonyeq
Bosmont	Natalie Wagner Bjorn Lachporia Meredith Sacks	Warren Cannell Lara Goodall Lance Goodall
Bramley	Khensani Dlamini Adelaide Matlejoane	Peter Lomax Lebona Mosia

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	China Mpololo	
Brixton	Charity Monareng Isaac de Jongh Nonhlanhla Ntaka	Annie Monareng
Bryanston	Sagren Pillay Tebogo Motlhamme Rob Adams	Refilwe Taeli Linda Chipunza Lynette Murua
Carletonville	Toko Lesotho Girly Sotholashe Nkhensani Ngobeni	Pulane Moathodi Letlhogonol Tlankanyan
Cathedral	Virginia Mafaralala Muzi Mazibuko Ayanda Kgomosotho	Golden Ejeh Gift Ngwenya Charity Ntuli
Central Western Jabavu	Mackson Maseko Nandipha Ntwana Ntsiki Qgeba	Mapule Molaba Thandi Chamane Eric Nontenja
Coronationville	Loraine Jordan Elizabeth Dreyer Kalvin Jordan	Malik August-Jordaan Keith August
Cosmo City	Dolly Bacele-Moerane Khumo Sebaeng Naong Mومakoe	Sheena Mula Amanda Nage Christina Malahlela
Diepkloof – St James	Angie Mabena Siphokazi Macingwane Neo Motsepe	Ashley Langa Louisa Makwela Lebo Sekwena
Diepkloof – St Stephen	Ntokozi Baloyi Tebogo Molefe Reabetswe Twala	
Discovery	Gustave Cilliers Clayton Petersen Lerato Motau	
Doornkop	Penelope Malotana Phumelelo Kgarane Selina Tshabalala	Sylvia Seobi
East Bank	Thabo Mokone Mpho Moloele Maphutheho Moahlodi	Ethel Ledwaba Kamogelo Keetse Anna Tsumane
Emdeni	Kgomotso Maake Siphiwe Nondabula Neo Temekwane	Tebogo Setlhodi Thandi Mauleke Nompumelelo Shihlomulo
Ferreirastown	Kholiswa Jacob Bulelwa Nogela Zizile Kondile	Thabiso Mومakoe Anele Maziko Xhanti Mnyande
Florida	Zenobia Irwin Lloyd Louw Kendall Phillips	Luther Mahoney Audene Harris Anthony Kesten

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
Fochville	Mathapelo Shole David Busakwe Mokete Maboe			
Fourway Gardens	Sharon Ellis Del Bunn Charles Onukwube		Lindsey de Villiers Jeanine Line	
Halfway Gardens	Zanele Bingwa Zolile Gogela Bulelwa Kapa		Sello Mogopudi Buyiswa Mabena Patrick Mabena	
Hillbrow	Keamosetse Modise Kenneth Sala Mkandla Manda		Melusi Ncube Ricu Falala	
Jabavu	Sipho Tshoni Bongani Radebe Lesley Monageng		Nhlanhla Gumede Pearl Msimang-Rantao	
Jeppestown	Stewart Basson Darryn Rankin Stephen Kieser		Keith Rankin Owen van der Poel	
Kagiso – St Bartholomew	Patrick Chaka Robert Malatsi Liphoko Molukanele		Maphokwane Tikane Thembisile Ndebele Johanna Tsimpa	
Kagiso – St Thomas	Edwin Ditsi Thipe Motshaba Lerato Motete		Joyce Mashamba Sipho Madikane Pascal Masodiello	
Kensington	Jeanette Turner Nicholas Odiambo		Shirley Crossey Millicent Zantsi	
Khutsong	Jacob Thibedi Sello Makhutle Happy Ntshibande		Cynthia Foster Pono Maoto Amo Seilane	
Khutsong South	Tshepang Mongoato Kedibone Kekana		Keitumetse Olifant Lubabalo Tholoane	
Krugersdorp	Sonia Sibeko Pogiso Mokgatla Elias Mabole		Talita Maliphale Phatheka Maliphale Melanie van Blerk	
Linden	Gavin Jacobs Allan Hill Shayla Pillay		Zolisa Sigabi Khanyi Moalusi	
Malvern	Wycliffe Katona Uchechukwu Eze Matthew Butler		Lucia Banzi	
Meadowlands	Boipelo Tshikane Desree Legwale Bohlute Graham		Mapula Matsharba Jonathan Kekana Irene Moemise	
Mohlakeng	Dolly Bephakwe- Lethoko Keoke Basupi Dick Raphulu		Mende Mavuso Mokhoabane Likomo Jacob Bodibe	

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Moroka	Richard Malatsi Noxolo Selogile Samora Meletse	Philemon Mashonga Karabo Sefatsa Bibi Madiba		
Munsieville	Thapelo Montsho Hazel Moeketsi Matshidiso Maja			
Mzimhlophe	Funeka Kraai Sheila Modise Phejane Kgosiemang	Vuyisile Mabiya Miriam Peete Ghardy Mokgethi		
Newclare	Edwin Morris Astrid de Villiers Gregory Wessels	Rogoya Isaacs Millicent Wentzel Patricia Williams		
Noordgesicht	Gavin Malekeng Rodney Veldman Eva Mellis	Boyce Danzig Douglas Hughes Maggie Mellis		
North Riding	John Mehliss			
Orange Grove	Simangele Mngomezulu Manasseh Erumole Margret Mashala	Stephanie Ray		
Orchards	Charles Sarjoo Mpumi Sishi Micheal Wyngaard	Mario Kuisis Jennifer Gous Clement Tshabangu		
Orlando – Holy Cross	Pamela Hobo Mbulelo Nyovane Thathane Ramphomane	Nomonde Mkhathshane Fezeka Ndala Nokuzola Montjane		
Orlando East	Nonkululeko Dineka Isaac Matsie Lorato Taku	Makantjane Miki Nkwane Boitumelo Serero Xolile Bacela		
Orlando – St Mary	Siphiwe Shabang Thabo Matabane Shongwe Zetho			
Parkhurst	Michael Newton Michael Cosser Fiona Maskell	Stephanie Dawson- Cosser		
Parktown	Lebogang Shole Mzukisi Ndzipo Yvette Angoma	Gwen Shole Michelle Baird Neo Dongwana		
Parkview	Catherine Bell Darrel McMullen Tim Wilson	Valentino Meirrotti James Macdonald Cally Tuckey		
Pimville	Boitumelo Sebapalo Lucy Ngwenya Mpumelelo Nomlomo	Thobeka Rapoo Tshiamo Nkosi Odireleng Ramela		
Protea Glen	Thapelo Marais Zetha Nkgapele Seipati Dhlamini			
Protea South	Lorraine Luke	Xaba Lungile		

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
	Lerato Msiwa Nosipho Ntsume		Meisie Lerutla	
Rabie Ridge	Mandisa Mshuqwana Nikiwe Masilela Sophie Dethanie		Lesego Mathabela Thami Fuller	
Randburg	Shorai Chirombo Robert Mukuze Helen Lane		Terry Tungwarara Moyra Mummery Ellen Tungwarara	
Randfontein	Dipuo Ngakane			
Rangeview	Lyndsey Swart Trevor Fritz Shirley Kau		Duncan Hamilton Lorraine Harris Frans van den Berg	
Roodepoort	Craig Thompson Hugh Douglas Cheryl Lamarque			
Rosebank	Lucia Swartz Nicholas Tatalias Michael Glensor		James Martin Jo-Anne Tatalias Nycholas Oliveira	
Senoane	Nontsikelelo Rajuili Itumeleng Ledwaba Bonolo Mabuza		Mmato Sesopa Duduzile Manala Mapule Sibeko	
Simunye	Ntsebeng Lesikare Lerato Moremi Itumeleng Mokome		Mathule Phale George Kalaote	
Sophiatown	Xoliswa Bam Ayanda Mjekula Tecla Matikiti		Charlene Timmerman Stuart Marr Joyce Seroke	
Sunninghill	Angela Odame Connie Kganakga Mark Williams		Cuan Prince Caron Petersen	
Tladi	Mpho Maso Boniswa Genge Thabang Aphone		Olefile Khutswane Julia Mofokeng Patrick Dladla	
Toekomsrus	Selwyn Fritz Lee Ann Adams Rowlene Adams			
Weltevreden Park	Carol Brookstein Nontombi Marule Zodwa Msane			
Wedela	Tshepang Mongoato Kedibone Kekana		Keitumetse Olifant Tholwana Lubabalo M Indivile	
Westonaria	Victor Mokgosinyane Thembi Masiye Rachel Rabuthu		Ntobeko Allie Saltiel Scheepers Petunia Senoamadi	
Yeoville	Zukiswa Mvinjelwa-		Ethan Muroi	

<u>Collect and Prayer</u>	<u>Synod Roll</u>	<u>Daily Order of Proceedings</u>	<u>General Information</u>	<u>Organisational Reports</u>
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	Maqina Loyiso Ntshikila Samukeliso Mvundla	
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DIOCESAN OFFICIALS

Chancellor:	Lay Cannon Rosalie Manning
Registrar:	Ms Tholoana Makhu
Bursar:	Vacant
Interim Diocesan Executive Officer:	Ven Lynda Shimmin

ORGANISATIONS		
	Elected	Alternate
AMF	Ven Tshepo Maloka	
AWF	Esther Tshaka	
Anglicare	Joan Griebenow	
Bernard Mizeki	Revd Elias Shoroma	
Mothers' Union	Nomsa Mgemane	Faith Sepeng
COACH		
Grace Village	John Rossouw	
Guild of St Agnes & Mary Magdalene	Ofentse Lebitse	Tsakani Rambau
JAEI	Revd Martha Gordon	
Retirement Committee	Gail Westwood	
Dependable Strengths	Jennifer Tallack	
Ipelegeng	Panka Modise	

RETIRED CLERGY

TITLE	SURNAME	FIRST NAME
The Revd.	Abrahams	Eve
The Revd.	Aereboe	Janet
The Revd.	Alexander	Susan
The Revd.	Bailey	Jerry
The Revd.	Basson	Steward
The Revd.	Beart	Peter
The Revd.	Bewsher	Ray
The Revd.	Eades	Margaret
The Revd.	Edwards	David
The Revd.	Els	Helen
The Right Revd.	Germond	Brian
The Revd. Dr	Germond	Paul

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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The Revd.	Gray	Tim
The Revd. Canon	Guma	Mongezi
The Revd.	Henwood	Godfrey
The Revd.	Hick Page	Audrey
The Revd.	Hofmyer	Marion
The Revd.	Hofmyer	Rob
The Revd.	Kearland	Alan
The Revd.	Khumalo	Alfred
The Revd.	Lane	Patricia
The Revd.	Lee	Gillan
The Revd.	Lenkoe	Peter
The Revd.	Lodge	Barrie
The Revd.	Longbottom	Greg
The Revd.	Macintosh	Ian
The Revd. Canon	Masemola	Sipho
The Revd.	Mgquba	Phyllis
The Revd.	Mhlongo	Enos
The Revd.	Mohomane	Alinah
The Revd.	Mokgohlane	Abe
The Revd.	Mokwatle	Gloria
The Revd.	Molefe	Paul
The Revd.	Mollink	Nigel
The Revd.	Moloi	Samuel
The Revd. Canon Dr	Montjane	Norman
The Revd.	Motaung	Archie
The Revd.	Neil	Earl
The Revd.	Ngombane	Monica
The Revd.	Osburn	Dave
The Revd.	Owen	Hilary
The Revd.	Payne	Andrew
The Revd.	Place	Margaret
The Revd.	Ramokgopa	Sedupe
The Revd.	Ross	Janette
The Revd.	Rowland-Aitken	Maureen
The Revd.	Seller	Rusty
The Revd.	Sharp	Gerard
The Revd.	Slade	Gwyn
The Revd.	Slade	Trevor
The Revd.	Smith	Gavin
The Revd.	Tsita	Badanile

<u>Collect and Prayer</u>	<u>Synod Roll</u>	<u>Daily Order of Proceedings</u>	<u>General Information</u>	<u>Organisational Reports</u>
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The Revd. Dr	Uitzinger	Karen
The Revd.	Waldron	Sue
The Revd.	Walmsley	Thelma
The Revd.	Warren	John
The Revd.	Westwood	John
The Revd.	Williams	Alan
The Revd.	Wilson	Peter
The Revd.	Zeka	Manalesi

LATE CLERGY

TITLE	SURNAME	FIRST NAME
The Revd.	Collins	Roy
The Revd.	Cooke	John
The Revd. Dr	Ellis	Morgan
The Revd.	Francis	Dennis
The Revd.	Herbert	John
The Revd.	Lamb	Cecil
The Revd.	Louw	Martin
The Revd.	Lowick	Geoff
The Revd. Canon	Maboe	Joe
The Revd.	Mapoma	Victor
The Right Revd.	Matolengwe	Patrick
The Revd.	Mbande	Stephen
The Revd.	Moahlodi	Andrew
The Revd. Canon	Namo	Ranthite
The Right Revd.	Ndwandwe	Sigisbert
The Revd Canon	Ngqumeya	Daniel
The Revd.	Nhlapo	Nombuyiselo
The Revd.	Ntsoko	John
The Revd.	Paxton	Geoff
The Revd.	Rakale	Joe
The Revd.	Theys	Sipho
The Revd.	Tulleken	Lorraine
The Revd.	Viljoen	Chris
The Revd.	Von Villing	Rozetha
The Revd.	Walker	Stephen-Damian
The Revd.	Wessels	Doug
The Revd.	Williamson	Jack

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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ARCHDEACONRIES

Ven Wayne Saldanha	Ven Diana Thorburn	Ven Kagelelo Mphetolang	Ven Douglas Torr	Ven Oupaki Moruthane
Coronation	Bedfordview	Khutsong	Krugersdorp	Mzimhlophe
Newclare	Kensington	Khutsong South	Munsenville	Meadowlands
Florida	Jeppe	Carletonville	Kagiso – St Bart	Doornkop
Brixton	Malvern	Fochville	Kagiso – St Thomas	Dobsonville
Mayfair	Bezuidenhout Valley	Wedela	Weltevreden Park	Central Western Jabavu
Discovery	Orchards	Mohlakeng	Ruimsig	Jabavu – St Paul
Roodepoort	Orange Grove	Simunye	Rangeview	
Bosmont		Bekkersdal	Toekomsrus	
Noordgesig		Westonaria	Randfontein	

Ven Shona Fleming	Ven Michelle Pilet	Ven Kagiso Molefe	Ven Thato Molipa	The Very Revd. Xolani Dlwathi	Canon Thandi Chaane
North Riding	Alexandra	Diepkloof – St James	Senaoane	Cathedral	St Mary's School
Cosmo City	East Bank	Diepkloof – St Stephen's	Protea Glen	Ferreirastown	St Mary's Junior
Randburg	Bramley	Orlando – St John's	Protea South	Hillbrow	St John's College
Midrand	Rosebank	Orlando – St Mary's	Tladi	Auckland Park	St John's Prep
Rabie Ridge	Parkhurst	Orlando – Holy Cross	Emndeni	Sophiatown	St Peter's College
Mayibuye	Braynston	Pimville	Moroka	Parktown	St Peter's School
Fourways	Linden			Houghton	St Peter's Prep
Sunninghill	Parkview			Yeoville	Vuleka Schools
					Bishop Bavin Schools – in Liquidation

<u>Collect and Prayer</u>	<u>Synod Roll</u>	<u>Daily Order of Proceedings</u>	<u>General Information</u>	<u>Organisational Reports</u>
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**TIMES OF BUSINESS FOR VIRTUAL DIOCESAN SYNOD 2021
THURSDAY THE 25TH TO SATURDAY THE 27TH OF NOVEMBER 2021**

The President to move:

That the Times of Business be as follows: (Rule C.1.8 of Diocesan Synod)

THURSDAY 25TH NOVEMBER 2021

09h30	Registration Opens
10h00	Opening Eucharist and Constitution of the Synod (St Michael, Bryanston) Bishop's Charge Presentation of Awards, Licensing any other Decorations
12h00	Lunch
13h15	Preliminary Business of Synod
14h00	Measures
15h30	Tea break
16h00	Synod Resumes: Measures
18h00	Synod Adjourns
19h00	Committee of Synod

FRIDAY 26TH NOVEMBER 2021

08h00	Morning Prayer
08h30	Registration Opens
09h00	Synod resumes
09h15	Notice of Motions, Questions and Petitions
09h30	Measures
10h30	Comfort Break
10h45	Measures
12h00	Midday Prayers
12h05	Measures
12h30	Measures
12h50	Announcement of Nominations
13h00	Synod Adjourns: Lunch
14h00	Synod Resumes Report from the following Structures: Mother's Union Bernard Mzeki Guild COACH Linden Cottages
16h00	Synod Adjourns: Tea
16h30	Synod Resumes: Motions
17h30	Answering of Questions and Responding to Petitions
18h00	Evening Prayer Synod Adjourns

Collect and Prayer Agendum 1-5	Synod Roll Agendum 6 - 10	Daily Order of Proceedings Agendum 11 - 15	General Information Agendum 16 - 20	Organisational Reports Agendum 21 - 25
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19h00 Committee of Synod

SATURDAY, 27th NOVEMBER 2021
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08h00 Morning Prayer
 08h30 Registration Opens
 09h00 Synod Resumes
 09h15 Notice of Motions, Questions and Petitions
 09h30 Measures
 10h30 Comfort Break
 10h45 Measures
 12h00 Midday Prayers
 12h05 Measures
 12h30 Measures
 12h50 Announcement of nominations
 13h00 Synod Adjourns: Lunch
 14h00 Synod Resumes
 Report from the following Structures:
 AWF
 Mary Magdalene and St Agnes Guild
 School Archdeaconry report
 St George's Village
 AMF
 St Michael's Village
 16h00 Synod Adjourns: Tea
 16h30 Synod Resumes: Motions
 17h30 Answering of Questions and Responding to Petitions
 18h00 Vote of Thanks
 Promulgation
 Dissolution of Synod

DAILY ORDER OF PROCEEDINGS FOR VIRTUAL PROVINCIAL SYNOD 2021
25th NOVEMBER – 27th NOVEMBER 2021

THURSDAY, 25TH NOVEMBER 2021
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09h30 Parish and Organisation Representatives: Registration opens
 10h00 Opening Eucharist
(The opening Eucharist; Preliminary Business and Evening Prayer live-streamed via YouTube & Diocesan Facebook page)
 Bishop's Charge
 Constitution of the Synod
 Presentation of Awards, Licensing & Decoration

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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12h00	Lunch
13h15	Preliminary Business <ol style="list-style-type: none"> 1. Selection/Appointment of Cleric and Lay Secretaries (ACSA Canons pg. 181) Chair of Committee of Synod Prolocutor Chairperson of the House of Laity 2. Welcome and greetings and times of business (Rule C.1.8 of Diocese and Rule 10 (a) of the Provincial Standing Rules) 3. Consideration of the Agenda (Rule 5 pg. 182) 4. President to propose that "All reports that have been tabled and contained in the First and Second Agenda Books be received en-block." 5. President to propose: Procedure regarding Minutes (14 (c) pg. 221) 6. President to propose: Rule 44 pg. 230
14h00	Measures: Agendum 1 Agendum 2 Agendum 3 Agendum 4 Agendum 5
18h00	Evening Prayer and Synod Adjourns
19h00	Committee of Synod

FRIDAY 26TH NOVEMBER 2021

08h00	Morning Prayer
08h30	Registration Opens
09h00	Synod resumes
09h15	Notice of Motions, Questions and Petitions
09h30	Measures
10h30	Comfort Break
10h45	Measures
12h00	Midday Prayers
12h05	Measures
12h30	Measures
12h50	Announcement of Nominations
13h00	Synod Adjourns: Lunch
14h00	Synod Resumes Report from the following Structures: Mother's Union Bernard Mzeki Guild COACH Linden Cottages
16h00	Synod Adjourns: Tea
16h30	Synod Resumes: Motions
17h30	Answering of Questions and Responding to Petitions

<u>Collect and Prayer</u>	<u>Synod Roll</u>	<u>Daily Order of Proceedings</u>	<u>General Information</u>	<u>Organisational Reports</u>
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18h00 Evening Prayer
Synod Adjourns
19h00 Committee of Synod

SATURDAY, 27th NOVEMBER 2021
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08h00 Morning Prayer
08h30 Registration Opens
09h00 Synod Resumes
09h15 Notice of Motions, Questions and Petitions
09h30 Measures
10h30 Comfort Break
10h45 Measures
12h00 Midday Prayers
12h05 Measures
12h30 Measures
12h50 Announcement of nominations
13h00 Synod Adjourns: Lunch
14h00 Synod Resumes
Report from the following Structures:
 AWF
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 School Archdeaconry report
 St George's Village
 AMF
 St Michael's Village
16h00 Synod Adjourns: Tea
16h30 Synod Resumes: Motions
17h30 Answering of Questions and Responding to Petitions
18h00 Vote of Thanks
Promulgation
Dissolution of Synod

<u>Collect and Prayer</u>	<u>Synod Roll</u>	<u>Daily Order of Proceedings</u>	<u>General Information</u>	<u>Organisational Reports</u>
<u>Agendum 1-5</u>	<u>Agendum 6 - 10</u>	<u>Agendum 11 - 15</u>	<u>Agendum 16 - 20</u>	<u>Agendum 21 - 25</u>

GENERAL INFORMATION

TIMES AND PLACES OF MEETING

Members and invitees to Synod will be assigned to a specific venue (Hub) within their Archdeaconries.

TRANSPORT AND PARKING

Members of Synod are asked to make their own arrangements for transport to their respective Archdeaconry Hubs.

Please check the parking arrangements with your Archdeaconry Hub.

DRESS CODE

For the virtual opening service, clergy are requested to wear cassocks, surplus and stole (Red). The laity are asked to wear “formal” attire. On Friday and Saturday, the clergy are requested to be in their collars and laity are invited to dress smart casual (Appropriate for such a gathering).

VISITORS

No visitors will be allowed to be present at the Hubs in order to adhere to the COVID-19 guidelines and rules.

Should any parish or organisation wish to make representation for visitors, **ALL** such requests to be sent to the Synod Advisory Team by no later than **15 October 2021**.

MINUTES

Given the virtual nature of Synod, it is proposed that the minutes be dealt with as follows: Rather than have the Minutes of each day’s proceedings being read aloud, it is proposed that Synod appoint two scrutineers to check the Minutes on its behalf. The Minutes of the previous day’s proceedings will be available for inspection by any member of Synod by lunch time on the following day. The minutes of the final session be sent to the scrutineers and the Synod Advisory team will agree on sign off and full set of all motions and resolutions taken to be made available within 21 days of promulgation. A Motion to this effect will be proposed during the preliminary business of Synod.

REGISTRATIONS AND ATTENDANCE REGISTERS

Registration of members of Synod (clergy, laity and organisational representatives) will take place at the end of Morning Prayer each day and will be closed off at 08h45. The designated Archdeacon within the Hub would need to send the completed register to

<u>Collect and Prayer</u>	<u>Synod Roll</u>	<u>Daily Order of Proceedings</u>	<u>General Information</u>	<u>Organisational Reports</u>
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the Diocesan Hub by no later than 08:50 in order for the quorum of Synod to be determined. Each Hub will complete and submit a daily online register. **Remember that everyone attending Synod including the invited guests must register each day.**

All members of Synod will be designated on the registration forms and as such they have the right to speak and vote. Any visitor or invited guest may only speak, but not vote at the discretion of the President.

SEATING ARRANGEMENTS

The House of Clergy and the House of Laity will sit together during business sessions, observing appropriate social distancing rules. The alternate lay representative may only attend in the absence of the elected lay representative. This change in membership to please be indicated on the registration form each day. In the event that a division is called for, each hub will make arrangement for the separate houses to meet and deliberate and a report of these deliberations will then be presented in plenary.

MEALS

A Light breakfast, lunch and two teas will be provided on Friday and Saturday and only teas and lunch on Thursday at the respective Archdeaconry Hubs. **Archdeacons and hosts to please arrange the necessary.**

RULES OF PROCEDURE AND DEBATE

The daily order of proceedings shall follow the Standing Rules of Provincial Synod (*pg. 177 of the Canons and Schedule C of the Diocesan Rules*) as far as possible but may be varied by the Synod where necessary.

The lengths of time for speakers will be 8 minutes for the proposer of a motion or resolution, 5 minutes for the seconder and 3 minutes for others speaking to the motion or resolution unless altered at the discretion of the President. Each person when speaking must open by announcing his or her name and the parish or institution represented. The form of address to the Bishop shall be "Mr President" or "Bishop".

MOTIONS

You are reminded that all motions for debate by Synod be in the hands of the Diocesan Executive Officer before 8.00 a.m. on 5th July 2021, so that they may be included in the Second Agenda Book.

LANGUAGE

Though the normal language of Synod will be English, members may speak in any language of their choice and translation into English will be provided.

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EFFECTIVE PARTICIPATION

Upon receipt of both the First and Second agenda books, it shall be incumbent on the Rector, Priest or Assistant Priest as the case may be, to meet with the Parish representatives and ensure that they are familiar with the content of the documents and how Synod procedures.

All arrangements in terms of access to documents and logistics also need to be discussed.

Archdeacons are asked to ensure that this has taken place within their area of responsibility.

NOTE ON MOTIONS AND RESOLUTIONS

1. Diocesan Synod is conducted along the lines of the Provincial Synod. For this reason, the Standing Rules of Provincial Synod whilst in plenary session apply also to Diocesan Synod.
2. If a member wishes to amend the Rules, or to introduce a resolution which has a mandatory effect (i.e. it is a decision which has to be followed) then this amendment or resolution must be introduced by way of a Notice of Motion. Such notices have to be with the Diocesan Secretary (Diocesan Executive Officer) in time to incorporate them in the Second Agenda Book.
3. If a member seeks to introduce such a motion (i.e. one that is mandatory, and conceivably also one that is to amend the Rules) after the due date for getting it to the Diocesan Secretary (Diocesan Executive Officer), then it can only be brought as an urgent motion in relation to a situation arising during the period six weeks before Synod. Even then it has to have the support of two thirds of the Synod to be allowed to go forward.
4. All other resolutions would only be of appreciative, horatory or advisory effect. Those resolutions have to be with the Diocesan Secretary (Diocesan Executive Officer) not less than three weeks before the first meeting of Synod so that they can be included in the second agenda book.
5. There are a number of resolutions, notice of which need only be given during Synod. The most important of these are:

A motion referred to Synod by Diocesan Council, Conference, Provincial Synod, PSC or Episcopal Synod.

A motion of greeting, appreciation or condolence.

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A motion to amend Standing Rules.

A motion relating to a petition.

Some resolutions require no notice. These are:

A motion of Committee of Synod.

The motion for the suspension of a Rule.

The motion by an aggrieved person disputing a Rule.

A notice of amendment to a motion before the Synod.

6. A Measure is a Notice of Motion (see paragraph 2 above) to amend a Rule or Rules. To be passed it has to go through three stages.

First Stage:

The Principles of the Measure are discussed and agreed upon and it is then moved to the Committee of Synod.

Second Stage: Committee of Synod:

The wording of the proposals contained in the proposed Measure is discussed and decided upon by the Committee of Synod, based on the Principles' as agreed by Synod and handed over to the Committee of Synod. The Committee of Synod requires the presence of all proposers and seconders of a motion or measure and is open to any member of Synod. It is during this phase that the substantive aspects and the wording of the measure or motion is discussed and agreed upon.

Should the propose and seconder not be present at the Committee of Synod, then the measure or motion would fall away as it cannot be discussed or proposed by someone else.

An hour is given between the adjournment of Synod and the meeting of the Committee of Synod and a new link will be given to members in order to participate in the Committee of Synod, from the comfort of their homes. Rule 19 to be applied.

The Committee of Synod will also form the drafting committee for any motion to serve before Synod, once it has been accepted into Synod.

Third Stage:

The Committee of Synod then reports back to Synod on its work in terms of measures and motions and the members of Synod are then given an opportunity to agree the wording but not to re-open debate on the measure itself. The decision on the actual wording is put as a recommendation to the Synod for final decision. Standing Rule 44 requires that at least one clear day must come

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between the Committee and Third Stage. However, this Rule is to be proposed as dispensed with in the Preliminary Business of Synod.

If Synod passes the Measure, then it is promulgated by the Bishop during the closing service of Synod, and the new enactment comes into effect one month after such promulgation (in terms of Diocesan Rule C-1.8.2 and rule I-1.2).

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All Changes are recorded in bold italic.

MEASURES

AGENDUM 1: MEASURE REGARDING REVIEW AND AMENDMENT OF DIOCESAN RULES

THE PRINCIPLE Whereas:

This Synod, noting that:

1. The Diocese of Johannesburg is a diocese within the boundaries of the Anglican Church of Southern Africa (ACSA) and owes its existence and establishment to its Provincial Synod;
2. The Diocesan Rules are subordinate to the provisions of the Canons and Constitution of ACSA (Canons);
3. Through the years, certain provisions have been made which are inconsistent with the Canons;
4. Hereby resolves to make such changes as are necessary to align the Rules to the Canons;
5. The Diocesan Council of 6 November 2020 also made far reaching decisions which require that significant parts of the Rules be amended;
6. The current Rules also require amending, in terms of language, gender sensitivity, accessibility, format, structure and to reflect the Missional intent of our Diocese;
7. That the amendment of the Rules will be made in an incremental manner; and
8. These amendments need to reflect both the letter and spirit of the Canons which read:

*"Constitution and Canons
Constitutional Provisions:*

Provincial Synod

II The Provincial Synod of this Church, which shall be constituted as hereinafter declared, shall be the Legislative body of the Church of the Province: and every enactment of the said Provincial Synod shall be a Law and Rule of the Church of this Province in those matters to which it may pertain.

"Authority of Provincial Synod and Regulations of Diocesan Synods

IX The Provincial Synod shall have full power and authority to make all such regulations as shall be required for the order, good government, and efficiency of the Church of this Province; and no regulation of any Diocesan Synod shall have force in any Diocese of this Province, if it be contrary to, or conflict with any enactment of the Provincial Synod.

Functions of Provincial and Diocesan Synods

Provided that the principle laid down in Report I of the Lambeth

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Committees of 1867 be accepted as ruling the relation between the Provincial Synod and the Diocesan Synods of this Province, viz.: "That the Provincial Synod should deal with questions of common interest to the whole Province, and with those that affect the communion of the Dioceses with one another, and with the rest of the Church; whilst the Diocesan Synod should be left free to dispose of matters of local interest, and to manage the affairs of the Diocese."
Provided, further, that any act of a Diocesan Synod shall be liable to be reviewed by the Provincial Synod "

Definition of Terms

Provincial Synod

11 By "Provincial Synod" is and shall be meant this present assembly of Bishops, Clergy, and other members of the Church of the Province of Southern Africa (being 21 Communicants) and every such assembly which shall be constituted, convened and held according to rules laid down in this Constitution.

Diocesan Synod

12 By "Diocesan Synod" is and shall be meant an assembly consisting of the Bishop, Clergy, and other members of the aforesaid Church in the Diocese (being 22 Communicants) and constituted according to such rules as have been or shall be agreed upon in such a Diocese and allowed by the Provincial Synod.

IT BE ENACTED THAT:

The Diocesan Rules are therefore amended as proposed below and that further amendments will be made as needed and enacted at a Special Synod:

PROPOSER: Venerable Moses Thabethe

SECONDER: Ms Tebogo Molefe

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AGENDUM 2: PREAMBLE

THE PRINCIPLE

Whereas The Preamble to our Rules needs to reflect our missional values and to strengthen the alignment between the Vision and values of both ACSA and the Anglican Communion marks of mission. The Preamble does also not clearly identify the structures and persons within the Diocese responsible for the enactment and implementation of the vision.

THE PROPOSAL

IT BE ENACTED THAT:

- The following introductory paragraphs be added at the beginning of the Preamble:
We, the Anglican Diocese of Johannesburg, in carrying out our missional and ministry work will seek to be: **Anchored, Committed, Transformed**

Anglicans - ACT

Anchored in the love of Christ- revealed in Scripture	Liturgical renewal and Worship
Committed to God's mission – with compassion and joy	Discipleship - including theological Education, formation and leadership development
Transformed by the Holy Spirit – through discipleship and worship	Prophetic ministry -including advocacy in education, nurture of the young, caring for women, the environment and access to health services

- The first paragraphs of the Preamble be changed to read:
To achieve a shared vision and practice of the ministry of all believers. This **entails** that every parishioner takes responsibility to contribute **effectively** to the life of **the Church** and to be an **active** Christian presence and witness in the broader community. **The achievement of this vision may be accomplished through pastoral care exercised by different parishes, organisations and institutions.**
- The second paragraph be amended by a change to the opening sentence by adding in the words: **This Vision:**

This vision requires the spiritual growth of all believers, which leads to a deepening relationship with God, others, oneself and creation. Central to this formation is the development of Gospel values in our lives. Spiritual formation involves, among other things, personal prayer, Bible study, regular communion and worship, work for justice and reconciliation, concern for people and the environment, speaking about Jesus openly as the Lord whom we know, giving financially to support the work of the church, giving personal service to the church and the community, and living holy and healthy sexual lives. All this involves a lifelong process of growth and learning.

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Proposer: Venerable Michelle Pilet

Seconder: Ms Ntsiki Qgeba

AGENDUM 3: MEASURE REGARDING THE DIOCESAN LEGISLATIVE BODY

THE PRINCIPLE

Whereas

1. There is a need to state at the outset the legislative authority of the Diocese i.e. Synod;
2. The provisions and rules relating to Synod can be found in different Sections of the Rules
3. That this makes for difficulty in access and interpretation
4. That the Section C and related Schedules provisions which deal with Diocesan Synod be moved to the front of the Diocesan Rules and that the Section be renumbered A and all other Section numbers sequentially changed.
5. That regard be had to use of inclusive and simple language in its provisions.

THE PROPOSAL:

SECTION A: LEGISLATIVE BODY

RULE 1 – The Diocesan Synod

1.1 Constitution of the Synod

Preamble: The structure and process of Diocesan Synod will be patterned on the rules and procedures of Provincial Synod as set out in the Canons.

1.1.1 *The Bishop, together with the Clergy and Laity of the Diocese, shall hold periodical Sessions of Synod for the regulation of Church matters within the Diocese not less than every two years. However, the Bishop shall have discretionary powers to summon a special Session of Synod at any time after consulting and obtaining the advice of Chapter, or on request of the Trustees..*

1.1.2 *When a Synod would be required to be held in the same year as a normal Session of Provincial Synod, the Bishop shall have discretionary power to postpone the holding of the Diocesan Synod for a further year.*

1.1.3 *Only clergy, who is licensed by the Bishop to any Parish or Institution as either Rector, Priest -In-Charge, Interim Pastor, Chaplain or Assistant shall be a member of Synod. This right and status will be set out in the Summons issued by the Bishop.*

Retired clergy who do not hold a licence as set out above may, at the discretion of the Bishop be invited to attend Synod. This would include any cleric who is under sanction, or who has requested a leave of absence or whom have been placed on a leave of absence.

1.1.4 *Each Parish and Chapelry within the boundaries of the Diocese shall elect three lay representatives at its Annual Vestry Meeting. In the event that no lay reps were so elected, then the provisions as set out below would need to be followed.*

1.1.5 *Lay representatives shall be persons of the full age of eighteen years elected in terms of Section 1.4 of this Rule, who shall not be under Church censure (according to the second and third Rubrics before the Communion Service in the Anglican Prayer Book, or according to any Rules of Discipline accepted by this*

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Diocese) and who shall have been Communicants for the twelve months preceding their election or nomination in accordance with the definition in Article XXIV, 6, of the Provincial Constitution.

1.1.6 *The Bishop shall invite one member of the legally constituted Diocesan organisations, traditionally recognized by the Anglican Church of Southern Africa. These representatives shall be entitled to speak.*

1.2 **The Role and powers of the Bishop with regards to Synod**

1.2.1 *The Bishop shall summon and preside in the Synod of the Diocese. At any time during the proceedings of the Synod, the Bishop may delegate the office as President to some other member of Synod on such conditions as the Bishop deems fit. Such delegation may not be for periods of longer than one day, unless Synod consents otherwise.*

1.2.2 *The Bishop shall give notice of any Session of Synod at least four months before the day appointed for the opening of the Synod.*

1.2.3 *Synod shall continue in session until such time as all business has been transacted, allowing time for full discussion of all matters on the Agenda.*

1.2.4 *The Canons make provision for the power of Veto of the Bishop in Diocesan Synod and it shall be exercised in terms set out in the Canons.*

1.3 **Quorum**

1.1.10 *A quorum of the Synod shall consist of not less than one third of the whole number of the qualified Clergy of the Diocese and the duly elected Lay Representatives. It shall be competent for any member of Synod at any time to call for the counting of the members present.*

1.1.11 *The Returning Officers of the Diocese shall be the Registrar of the Diocese and the Diocesan executive Officer or their deputies appointed by the Bishop. They shall examine and report to the Bishop on the certifications of qualification and election of Lay Representatives.*

1.4 **Election of Lay representatives**

C – 1.3 Lay Representation at Synod: Every scheduled parish shall be entitled to elect to Synod three lay representatives, who must be confirmed communicants. In relation to the composition of the representatives, each parish shall in making the elections have in mind the requirements of **Rule A-2.2**.

C – 1.4 Election of Lay Representatives: The following provisions shall govern the election of lay representatives:

C – 1.4.1 Election of Parish Representatives: Every incumbent or churchwarden to whom the mandate is issued shall immediately on receipt thereof make arrangements to hold a meeting of the Parish Council (or, if there be no Parish Council, the Vestry) of the Parish, at which meeting three lay persons shall be elected to represent the Parish at the Synod.

C – 1.4.2 Quorum at the Election: The presence of a quorum shall be necessary either at the Parish Council in terms of clause **15 of Schedule F**, or the Vestry in terms of **rule H – 1.7.2** for the election of lay representatives to the Synod, and if a smaller number be present they shall adjourn the meeting to another day, when, if there be still no quorum, the Parish shall lose its rights for that session of the Synod.

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C – 1.4.3 Election of Alternates: Those present at such election of representatives to the Synod shall elect an alternate representative for each elected representative, who shall attend should the elected representative be unable to attend.

C – 1.4.4 Certification of Election: It shall be the duty of all persons to whom the Bishop's mandate is issued in terms of this rule to certify to the Diocesan Executive Officer in writing the names, addresses and qualifications of the laity who are elected to be representatives and alternates at the Synod in terms of this rule not later than three months before the first meeting of the Synod. If any question or dispute should arise concerning an election, the same shall be settled by the Synod at the beginning of its session.

C – 1.5 Election of Representatives for Diocesan Organisations: The following provisions shall govern the election of representatives for diocesan organisations:

C – 1.5.1 Election of Diocesan Representatives: Each diocesan organisation which the Bishop may from time to time declare to be entitled to representation at Synod, shall elect one lay representative. The Chair of every board, executive committee, governing body or council of such a diocesan organisation to whom the mandate is issued shall immediately on receipt thereof make arrangements to hold a meeting of the board, executive committee, governing body or council, at which meeting a lay person shall be elected to represent the diocesan organisation at the Synod. Those present at such election to the Synod shall elect an alternate representative who shall attend Synod should the elected representative be unable to attend.

C – 1.5.2 Quorum at the Election: A quorum, in terms of the Rules of the organisation concerned, shall be present at that meeting. Where no quorum is present the meeting shall be adjourned to another day, when, if there still be no quorum, the organisation shall lose its rights for that session of Synod.

C – 1.5.3 Certification of Election: It shall be the duty of each organisation to whom the Bishop's mandate is issued in terms of this rule, to certify to the Diocesan Executive Officer in writing the names, addresses and qualifications of the laity who are elected to be representatives at the Synod in terms of Rule C - 1.5.1, not later than three months before the first meeting of the Synod. If any question or dispute should arise concerning an election, the same shall be settled by the Synod at the beginning of its session.

Proposer: Mr Cardiff Townsend

Seconder: Venerable Wayne Saldanha

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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AGENDUM 4 DIOCESAN SYNOD ADVISORY COMMITTEE

THE PRINCIPLE

Whereas

1. There is a need to consolidate all sections relating to the Synod Advisory Committee into one Section of the Rules
2. The provisions and rules relating to the purpose and function of the Synod Advisory Committee can be found in different Sections of the Rules
3. That this makes for difficulty in access and interpretation
4. That the Section C and related Schedules provisions which deal with Diocesan Synod be moved to Section A and all other section numbers sequentially changed.

That regard be had to use of inclusive and simple language in its provisions

THE PROPOSAL

IT BE ENACTED THAT

A - 4 Synod Advisory Committee

At the time of summoning the Synod, the Bishop shall appoint an Advisory Committee consisting of not less than five members **to arrange all necessary preparatory work for the Synod**. The Bishop shall be (ex officio) the chair of the Committee and shall convene its meetings. **In the absence of the Bishop, the committee shall elect its chair from amongst its members**. The functions of the Bishop and the **Synod** Advisory Committee in this regard and in relation to the Agenda **of Synod are set out below**:

A – 4.1 The Functions of the Advisory Committee shall be:

- a) to scrutinise all notices of motion and other matters to be submitted to the Synod, and to make such amendments thereto as it may consider necessary or desirable in consultation with the persons by whom the same have been submitted;
- b) to make such preliminary arrangements for the conducting of the business of the Synod as it may deem desirable, including the provisional appointment of secretaries and provisional nominations for positions to be filled by election at the Synod;
- c) to advise the Bishop whether motions and other matters submitted for the consideration of the Synod fall within the (province) **purview** of the Synod, provided however that the Bishop alone shall decide whether or not any matter shall be brought before the Synod;
- d) to arrange the order in which business is to be placed on the Synod agenda, provided that matters referred to the Synod by the Provincial Synod or the Provincial Standing Committee shall be taken first;
- e) to consider such questions of procedure as may be referred to it;
- f) **to prepare the Agenda Books for Synod and the hours of the sitting of Synod;**
- g) **to notify Synod of the elections that has to be made during the sitting of Synod;**
- h) **to provide a final copy of the amended Resolutions and Acts to the Bishop within four months of the adjournment of Synod.**

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A – 4.2 The First Agenda Book

The Bishop and Advisory Committee shall ensure that there shall be prepared under the Bishop's direction and issued to each member of the Synod not less than 10 weeks before the first meeting of the Synod a first agenda book which shall include:

- a) the text of any motion **of measure** for any addition, amendment or repeal of these rules, together with a statement of the reasons therefore;
- b) the most recent audited accounts of the Diocesan **Board of Trustees** (incorporating the financial affairs of the Diocesan Chapter and The Diocesan Finance Board for the last financial year, together with the report of the auditor thereon);
- c) a report by the Bursar, on behalf of the Diocesan Finance **Board**, on diocesan finance for the current financial year;
- d) the Diocesan Finance Board's estimates of diocesan revenue and expenditure and the schedule of parish contributions for the forthcoming financial year;
- e) reports, if available, of diocesan organisations.
- f) the text of all notices of motion received from members of Synod and approved by the Bishop for submission to the Synod;
- g) particulars of any other matters on which the Bishop requires the deliberation of the Synod.

A – 4.3 The Second Agenda Book

The Bishop and Advisory Committee shall ensure that there shall be, prepared under the direction of the Advisory Committee and issued to all members of the Synod not less than three weeks before the first meeting of the Synod, a second agenda book which shall consist of the following:-

- a) the text of all notices of motion received from members of Synod and approved by the Bishop for submission to the Synod;
- b) the programme of Synod and any administrative instructions which the Advisory Committee wish to draw to the attention of members of Synod;
- c) any reports, estimates or other documents which were not available at the time the First Agenda Book was published;
- d) any other document which the Advisory Committee considers appropriate to publish for the benefit of members of Synod.

No motion which has not been received by the Diocesan Executive Officer at least 12 weeks before the first meeting of the Synod shall be included in the First Agenda Book

Proposer: Reverend Nigel Willis

Seconder: Ms Pamela Hobo

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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AGENDUM 5: MEASURE REGARDING RESPONSE TO ALL HEALTH RISKS AND NATIONAL DISASTERS, INCLUDING PANDEMICS

THE PRINCIPLE

Whereas The Preamble of the Diocesan Rules states that it is required that the Diocese respond to the HIV pandemic it does not make provision for other health risks or disasters, both local or Provincial, including pandemics such as COVID-19.

THE PROPOSAL

IT BE ENACTED THAT

The following sentence be changed to include all health risks and threats, pandemics and related challenges:

Our vision of the ministry of all believers, spiritually formed in the Christian community requires that we:

1. Respond to ***all health risks and threats, disasters, pandemics and other similarly related challenges including but not limited to the HIV, TB and Covid pandemic.***

Proposer: The Very Revd Xolani Dlwathi

Seconder: Ms Donna Kibaara-Smith

AGENDUM 6: MEASURE REGARDING EVANGELISTIC PROGRAMMES AND CHURCH PLANTINGS

THE PRINCIPLE

Whereas The Vision of the Diocesan Rules clearly states the responsibility to equip and lead new church plantings, it omits the responsibility of the Diocese to ensure that these plantings are sustainable.

THE PROPOSAL

IT BE ENACTED THAT

That the following sentence be added as bulletin number 3 under number 4 of the Preamble:

“will ensure the sustainability and growth of new plantings”

Proposer: Venerable Lynda Shimmin

Seconder: Ms Charity Monareng

<u>Collect and Prayer</u>	<u>Synod Roll</u>	<u>Daily Order of Proceedings</u>	<u>General Information</u>	<u>Organisational Reports</u>
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**AGENDUM 7 MEASURE REGARDING AMENDMENT OF TERMINOLOGY:
FELLOWSHIP OF VOCATION (FOV) TO FELLOWSHIP OF
EXPLORATION (FOX)**

THE PRINCIPLE

Whereas The name of the *Fellowship of Vocation (FOV)* program was changed to *Fellowship of Exploration (FOX)*, but this change has not been effected in Diocesan Rules.

THE PROPOSAL

IT BE ENACTED THAT

The terminology: *Fellowship of Vocation (FOV)* be changed to *Fellowship of Exploration (FOX)* wherever it appears in the Rules.

Proposer: Ms Keamogetse Modise

Seconder: Reverend Mlanjeni Dodo

**AGENDUM 8: MEASURE REGARDING AMENDMENT OF RULE B–4.3:
HONORARY CANONS**

THE PRINCIPLE

Whereas Rule B-4.3 currently reads:

B – 4.3 Honorary Canons:

The Bishop may appoint a cleric who has given long or special service to the Diocese as an Honorary Canon. Persons so appointed shall not be called upon to preach, nor shall their period of office be limited to five years, and they shall not be counted among the canons referred to in rule B - 4.1, nor shall they have the seniority provided for in rule B - 4.2.

THE PROPOSAL

IT BE ENACTED THAT

Rule B-4.3 be amended to read:

B – 4.3 Honorary Canons:

The Bishop may appoint **a lay or cleric** who has given long or special service to the Diocese as an Honorary Canon. Persons so appointed shall not be called upon to preach, nor shall their period of office be limited to five years, and they shall not be counted among the Canons referred to in rule B - 4.1, nor shall they have the seniority provided for in rule B - 4.2.

Proposer: Mr Phejane Kgosiemang

Seconder: Mr Rodney Veldman

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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AGENDUM 9: MEASURE REGARDING APPOINTMENT OF AUDITORS

THE PRINCIPLE

Whereas The Synod 2017 introduced the Diocesan Council as the governing body within the Diocese in between the Diocesan Synod and is styled along the lines of Provincial Standing Committee.

And Whereas

It has only been the Diocesan Synod that appointed auditors which may create a governance vacuum in between Synods.

THE PROPOSAL

IT BE ENACTED THAT

Rule B-6.1 be amended to read:

B – 6.1 Appointment of Auditors:

The Synod **or Diocesan Council** shall appoint qualified auditors who shall be nominated by the Diocesan Finance Board **and approved by the Trustees**, have the duties set out in Schedule H and hold office for one year or until the next succeeding session of the Synod, whichever is the longer period, when they shall retire, but shall be eligible for re-election.

Proposer: Reverend Jabulani Miya

Seconder: Ms Boniswa Genge

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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AGENDUM 10: MEASURE REGARDING AMENDMENT OF RULE C-4: BOARD OF DIOCESAN TRUSTEES

THE PRINCIPLE

The Rules governing Diocesan Trustees as set out below have proven to be:

1. Too large a body of people for effective management and decision making
2. Been stretched given the increasing complexity of governance and ever-changing legislation
3. Requires restructuring to meet its mandate.

Whereas

Rule C-4 currently reads:

C-4.1 Name and purpose of the Diocesan Trustees:

As required by the Canons of the Church there shall be a body known as the Diocesan Trustees who shall:

- 1) be called "The Trustees of the Anglican Diocese of Johannesburg".
- 2) hold all the properties of the Church within the Diocese of whatsoever kind whether movable or immovable in terms of the Constitutions and Canons.

C – 4.2 Function of the Diocesan Trustees:

- 1) The primary function of the Diocesan Trustees shall be dealing with all matters pertaining to movable and immovable assets including the Diocesan Finances as outlined in Schedule I.
- 2) The Diocesan Trustees shall annually review and ensure that investments by the parishes, schools and organisations, are in compliance with Canon 42.12(b).
- 3) The Diocesan Trustees shall delegate responsibility to the Diocesan Finance Board in matters that are financially related.
- 4) The Diocesan Trustees shall establish subcommittees to deal with specific areas of responsibility within their mandate as they deem it necessary.

C – 4.4 Composition of the Diocesan Trustees:

- 1) The Diocesan Trustees shall consist of the Bishop, the Vicar General, the Dean (if different from the Vicar General), the Diocesan Executive Officer, the Bursar, the Deputy Bursar, the Chancellor and Vice Chancellor, the Registrar and Deputy Registrar.
- 2) The Diocesan Synod shall elect four lay representatives to serve in the Diocesan Trustees. Such elected members shall hold office until the next sitting of Synod is prorogued.
- 3) The Archdeacons shall elect one representative to serve on the Diocesan Trustees whose function shall be to advise the archdeaconry on property related matters. Such elected members shall hold office until the next seating of Synod is prorogued.

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- 4) These elected members as per C-4.4.2 and C-4.4.3 above, shall serve for a maximum of 2 terms, after which they are no longer eligible for re-appointment.
- 5) The Bishop shall be the Chairperson of the Diocesan Trustees but may delegate that responsibility to some other person at his / her discretion who shall serve for not more than 5 years.

C – 4.5 Composition of the Executive Committee of the Diocesan Trustees:

- 1) Should an urgent and necessary decision be required between meetings of the Diocesan Trustees, the Diocesan Executive Officer shall canvas the opinion of as many members of the Trustees as is possible,
- 2) For the purposes of making an urgent and necessary decision, the Bishop, the Diocesan Executive Officer, the Bursar, the Dean and the Registrar shall be deemed to be an Executive Committee of the Diocesan Trustees.
- 3) Any such decisions made by the Executive Committee shall be reported for ratification to the following meeting of the Diocesan Trustees.

C – 4.6 Proceedings of the Diocesan Trustees:

The Diocesan Trustees shall meet at least four times a year. The provisions pertaining to the proceedings of the Trustees are set out in Schedule J.

THE PROPOSAL

IT BE ENACTED THAT

Rule C-4 be amended to read:

RULE C – 4: THE BOARD OF DIOCESAN TRUSTEES

C-4.1 Name and purpose of the *Board of Diocesan Trustees*

As required by the Canons of the Church there shall be a body known as the Board of Diocesan Trustees who shall:

- (a) be called, ***more simply*** “The Trustees of the Anglican Diocese of Johannesburg” or the ***“Diocesan Trustees”***;
- (b) hold all the properties of the Church within the Diocese of whatsoever kind whether movable or immovable in terms of the Canons.

C – 4.2 *Function of the Board of Diocesan Trustees*

The responsibilities, duties and functions of the Trustees and how they ought to function, as set out in the Canons, are adopted and, in particular, that all property, whether movable or immovable and all assets, real or personal, of whatever nature or

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kind within the Diocese are held for the benefit of the Church by the Diocesan Trustees and are so held to support the mission and ministry of the Church.

- 1. The Trustees of the Diocese act on delegated authority of the Provincial Trust Board and shall deal with all matters delegated to it by the Trust Board ;**
- 2. The primary function of the Diocesan Trustees shall be dealing with all matters pertaining to immovable assets, including the Diocesan Finances as outlined in Schedule 1.**
- 3. The Trustees shall also be responsible for ensuring that decisions of Provincial Synod are acted upon and localised for the Diocesan Context.**
- 4. The Trustees shall have the authority as needed to co-opt such members to its body as may have the necessary skills or seek professional opinion on matters as needed**
- 5. The Trustees are also responsible for governance within the Diocese and may, on good cause shown, act to withdraw such authority as may have been delegated to any other body or institution.**
- 6. The Trustees shall in addition:**

- (a) Annually review and ensure that investments by the parishes, schools and organisations, are in compliance with Canon 42.12(b);
- (b) Delegate responsibility to the Diocesan Finance Board for matters that are financially related;
- (c) Establish sub-committees in their discretion for the effective execution of its work and, without limiting the generality hereof, require written reports on the following:**

- 7. Diocesan Finance Board, and from of all its sub-committees;**
- 8. Human Resources and Remuneration Committee;**
- 9. Property Function Team;**
- 10. Investment team that would be looking at investments of both moveables and immovables;**
- 11. Legal matters;**
- 12. Policy approvals;**
- 13. Archdeaconry matters;**
- 14. Safe Church matters as may be permissible or necessary**
- 15. Organisations and institutions;**
- 16. Commission reports.**

C – 4.3 Composition of the Diocesan Trustees:

- (a) The Diocesan Trustees shall consist of the Bishop, the Vicar General, the Dean (if different from the Vicar General), the Diocesan Executive Officer, the Bursar, the Deputy Bursar, the Chancellor and Deputy Chancellor, the Registrar and Deputy Registrar;
- (b) The Diocesan Synod shall elect four lay representatives to serve in the Diocesan Trustees. Such elected members shall hold office until the next sitting of Synod is prorogued;
- (c) Such elected representatives shall be required to provide a brief CV of qualifications and abilities and would need to have experience in governance, finance, legal, property, investments and sustainability.
- (d) The Registrar shall be the Chairperson of the Diocesan Trustees with the approval of the Bishop and the Bishop may elect to delegate that responsibility to some other official person who shall serve for not more than 5 years.

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C – 4.4 Proceedings of the Diocesan Trustees

The Diocesan Trustees shall meet at least four times a year. The provisions pertaining to the proceedings of the Trustees are set out in Schedule J.

C – 4.5 *Composition of the Executive Committee of the Diocesan Trustees: (Shall also constitute and/or be known as Bishop’s Executive):*

- (a) *Should an urgent and necessary decision be required between meetings of the Diocesan Trustees, the Diocesan Executive Officer shall canvas the opinion of as many members of the Trustees as is possible,*
- (b) *For the purposes of making an urgent and necessary decision, the Bishop, the Diocesan Executive Officer, the Bursar, the Dean, the Chancellor, the Archdeacon to the Ordinary, and the Registrar shall be deemed to be an Executive Committee of the Diocesan Trustees (and/or Bishops Executive).*
- (c) *Any such decisions made by the Executive Committee shall be reported for ratification to the following meeting of the Diocesan Trustees. The absence of ratification shall not nullify the action or decision taken and, the Trustees shall determine any next steps or actions that need to be taken.*

4.5.1 Other Functions:

The other functions shall include the following:

- (a) *to provide support and counsel as needed, for the work of the Bishop and to consider such issues as may be hindering the ministry of the Diocese and adopt the necessary steps to address each particular issue and to hold each other accountable.*
- (b) *To set the standards of how parishes and organisations should work including accountability with all our parishes, institutions and structures.*
- (c) *to advise on how best to achieve the transformation of the Diocese.*

C – 4.6 Appointment of the Bishop’s Advisory Team:

In view of the strategic role that the Trustees and/or Bishops Executive would need to play in assisting the Diocese to move forward, an external advisory team may be set up by the and at the discretion of Bishop to:

- (a) *to assist with broadly thinking through issues and to take into account of the developments outside of the Church that may impact the Diocese.*
- (b) *to deliberate and advise on how best the Diocese may utilise its assets and restructure its finances.*
- (c) *The team so appointed would meet at least quarterly.*

Proposer: Venerable Douglas Torr

Secunder: Mr Nicholas Tatalias

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AGENDUM 11: MEASURE REGARDING AMENDMENT OF RULE C-5.2: FUNCTION OF THE DIOCESAN FINANCE BOARD

THE PRINCIPLE The challenges of sustainability in the face of changing economic conditions require a change in the purposing of our structures. While our intentions to be as participative and inclusive as possible, this did not make for effective or efficient decision making and needed to be reviewed.

Whereas Rule C-5.2 currently reads:

C – 5.2 Function of the Diocesan Finance Board:

The functions of the Diocesan Finance Board shall be:

- (a) the receiving, expending and controlling of any funds entrusted to it. The Board shall open necessary banking accounts and authorise specified persons to authorise all transactions thereon and any other documents in connection therewith;
- (b) to encourage parishes to meet their financial obligations in respect of the Diocese, their contributions being determined in terms of Schedule L;
- (c) to ensure that Synod and Diocesan Council receives a copy of the Audited Financial Statements for the preceding financial year, together with estimates of Diocesan Revenue and Expenditure for the next financial year, together with a Schedule of parish contributions to diocesan revenues;
- (d) to request the Bishop to summons a Synod in the event that a limit to its funds becomes probable;
- (e) to establish regulations, guidelines and processes to ensure, as far as it can, that:
- (f) no vestry, parish council, cleric, diocesan or parochial officer, board or any other person or body shall incur debt for, or on behalf of the Church, or in any manner so bind the Church unless acting under power expressly contained in an Article of the Constitution, Canon, Act, Rule or under the written authority of the Diocesan Finance Board:
 1. no parish shall undertake any fund-raising campaign using the services of a fund-raising organisation without the prior consent of the Diocesan Finance Board;
 2. any parish undertaking a fund-raising campaign (other than normal annual stewardship campaigns and individual functions) either with or without the services of a professional company shall obtain the approval of the Diocesan Finance Board for the financial programme proposed before launching its campaign;
 3. all surplus funds held by any part of the Diocese are invested in a registered banking institution;

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- (g) to prepare financial statements of the Diocese on an annual basis, have them audited and present them, together with a detailed report of their stewardship of the assets under their control, to the Bishop before 30 April of each year. These financial statements shall form part of the Annual Report of the Diocesan Council;
- (h) to prepare consolidated financial statements of the Diocese, all its parishes and any diocesan organisation incorporated within the Diocese, for the public benefit organisation reporting purposes in terms of the Income Tax Act, and, if able to be completed timeously, for inclusion in the Annual Report of the Diocesan Council (Rule C – 2.1).

THE PROPOSAL

IT BE ENACTED THAT

Rule C – 5.2 be amended to read as follows:

C – 5.2. Function of the Diocesan Finance Board

The functions of the Diocesan Finance Board shall be:

- (a) the receiving, expending and controlling of any funds entrusted to it. The Board shall open necessary banking accounts and authorise specified persons to authorise all transactions thereon and any other documents in connection therewith;
- (b) to encourage parishes to meet their financial obligations in respect of the Diocese, their contributions being determined in terms of Schedule L;
- (c) to ensure that Synod and Diocesan Council receives a copy of the Audited Financial Statements for the preceding financial year, together with estimates of Diocesan Revenue and Expenditure for the next financial year, together with a Schedule of Parish contributions to Diocesan revenues;
- (d) to request the Bishop to summons a Synod in the event that a limit to its funds becomes probable;
- (e) to establish regulations, guidelines and processes to ensure, as far as it can, that:
- (f) no vestry, parish council, cleric, diocesan or parochial officer, board or any other person or body shall incur debt for, or on behalf of the Church, or in any manner so bind the Church unless acting under power expressly contained in an Article of the Constitution, Canon, Act, Rule or under the written authority of the Diocesan Finance Board:
 1. no parish shall undertake any fund-raising campaign using the services of a fund-raising organisation without the prior consent of the Diocesan Finance Board;
 2. any parish undertaking a fund-raising campaign (other than normal annual stewardship campaigns and individual functions) either with or without the services of a professional company shall obtain the approval of the Diocesan Finance Board for the financial programme proposed before launching its campaign;
 3. all surplus funds held by any part of the Diocese are invested in a registered financial institution;
- (g) to prepare financial statements of the Diocese on an annual basis, have them audited and present them, together with a detailed report of their stewardship of the assets under their control, to the Bishop before 30 April of each year. These financial statements shall form part of the Annual Report of the Diocesan Council;

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- (h) to prepare consolidated financial statements of the Diocese, all its parishes and any diocesan organisation incorporated within the Diocese, for the public benefit organisation reporting purposes in terms of the Income Tax Act, and, if able to be completed timeously, for inclusion in the Annual Report of the Diocesan Council (Rule C – 2.1);
- (i) **Providing a report and recommendations to Trustees;**
- (j) **In relation to Parishes the following shall also apply as functions for the Diocesan Finance Board:**
1. **An oversight on Parish budgets and expenditure and in the event that the finances of a parish appear not to be managed appropriately;**
 2. **Taking corrective measures as soon as possible, when financial mismanagement is apparent, as advised by the Diocesan Executive Officer;**
 3. **The formulation of policy on financial management and the frameworks for operation of parishes;**
 4. **The avoidance of illiquidity and insolvency;**
 5. **The examination of banking arrangements;**
 6. **Monitoring the performance of finance teams as well as auditors and other service providers.**
- (k) **The Diocesan Financial Board may establish sub-committees at its discretion for effective execution of its work and may require reports from these committees, which may include, but not be limited to, the following:**
1. **Treasury and investment management: focusing at better use of Diocesan and parish funds and the cash management and needs by ensuring strategic investments of funds available. And also to consider ideas for property leverage and gearing which is a different function to that of the property management team;**
 2. **Organisation and institution financials: focusing on the financial management and sustainability oversight for all diocesan organisations and institutions;**
 3. **Financial Admin and Management;**
 4. **Audit and Risk Function;**
 5. **Procurement;**
 6. **Fund raising and Donor Management Committee.**

The terms of reference including the composition of the above sub-committees shall be determined and amended from time by the Diocesan Finance Board and approved by the Diocesan Trustees.

Proposer: The Very Revd Xolani Dlwathi

Seconder: Reverend Nigel Willis

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AGENDUM 12: MEASURE REGARDING AMENDMENT OF RULE C-5.3: COMPOSITION OF THE DIOCESAN FINANCE BOARD

THE PRINCIPLE

While our intentions to be as participative and inclusive as possible, this did not make for effective or efficient decision making and needed to be reviewed.

The manner in which the Diocesan Finance Board was structured did not produce the intended results and improvement in the decision making and oversight of finances.

There is thus a need to review the composition of the Diocesan Finance Board to include skills necessary for and suited to the task.

Whereas

Rule C.5.3 currently reads:

Composition of the Diocesan Finance Board: In view of the provisions of Article XV111 of the Constitution, the Diocesan Finance Board has delegated authority from the Diocesan Trustees in relation to all assets of the Diocese other than immovable property, but shall otherwise be responsible for the administrative and financial management of the diocese. It shall consist of the Bishop, the Vicar General, the Dean (if different from the Vicar General, the Diocesan Executive Officer, The Diocesan Bursar and Deputy Bursar(s) of the Diocese, together with one representative from each Archdeaconry appointed by the Archdeacon and two of the Diocesan Trustees, nominated by them. On the recommendation of the Board, the Bishop may also appoint a maximum of four additional advisors so as to provide greater representivity or specific expertise. The Diocesan Bursar shall be the Chairperson of the Board or shall delegate that responsibility to some other person at his or her discretion.

THE PROPOSAL

IT BE ENACTED THAT

Rule C.5.3 be amended to read:

Composition of the Diocesan Finance Board: In view of the provisions of Article XV111 of the Constitution, the Diocesan Finance Board has delegated authority from the Diocesan Trustees in relation to all assets of the Diocese other than immovable property, but shall otherwise be responsible for the administrative and financial management of the Diocese.

Composition of the Diocesan Finance Board:

- (a) The Diocesan Finance Board shall consist of the Bishop, the Vicar General, the Dean (if different from the Vicar General), the Diocesan Executive Officer, the Bursar, the Deputy Bursar, and the Registrar.***
- (b) The Diocesan Synod shall in addition elect at least five lay representatives to serve on the Diocesan Finance Board. Such elected members shall hold office***

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until the next sitting of Synod is prorogued, or such member dies, resigns or ceases to be a member by absenting his or herself for two consecutive meetings without apology;

- (c) *Such elected representatives shall be required to provide a brief CV of qualifications and abilities and would need to have experience in governance, finance, legal, audit, risk, investments and sustainability.*
- (d) *All necessary oaths and declarations would also need to be made and any potential declarations of interests annually reported and any conflicts of interest be recorded at each meeting of the Diocesan Finance Board;*
- (e) *An annual review of performance of the Finance Board shall be held and reported to each sitting of Diocesan Council or Synod as the case may be.*
- (f) *Any vacancy on the Diocesan Finance Board may be filled by appointment of the Bishop in consultation with the Bishop's Executive.*
- (g) *The Bursar shall be the Chairperson of the Diocesan Finance Board with the approval of the Bishop and the Bishop may elect to delegate that responsibility to some other official person who shall serve as Chairperson for not more than 5 years.*

Proposer: Ms Angie Mabena

Secunder: Mr Darryl McMullen

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**AGENDUM 13: MEASURE REGARDING AMENDMENT OF RULE F-1.4:
HOLDING A LETTER OF PERMISSION**

THE PRINCIPLE There is clarity needed as to the term and process of the issuing of Letters of Permission and some flexibility is needed in its provisions.

Whereas Rule F-1.4 currently reads:

F – 1.4 Holding of a Letter of Permission:

All retired clergy and self-supporting clergy not licensed as incumbents or assistants may apply for a Letter of Permission to exercise ministry. Such application shall be made by the Incumbent of the parish in which the clergy person habitually worships, on the recommendation of the Parish Council of that parish, and if granted shall expire three years after issue even if the licence is undated.

THE PROPOSAL

IT BE ENACTED THAT

Rule F-1.4 be amended to read:

F – 1.4 Holding of a *Permission to Officiate (PTO)*

Retired and non-stipendiary clergy may, at the request of the Parish Rector or Priest-in-Charge, after consultation with the Parish Council, put forward a request to the Bishop that such cleric be licensed by the Bishop to celebrate, preach, and otherwise officiate at that particular Parish, in the ministry of the Diocese, on such terms and conditions, and for such duration as the Bishop in each case individually determines.

Proposer: Reverend Canon Cynthia Botha

Seconder: Mr Siphon Tshoni

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AGENDUM 14: MEASURE REGARDING SECULAR EMPLOYMENT – STIPENDIARY CLERGY

THE PRINCIPLE

Whereas

The primary role of stipendiary clergy is to minister and execute the mission of the church. Given the expansion of what constitutes ministry it is desirable that our clergy also receive exposure to secular activities that will serve to support ministry and are consistent to the values of the church. Such exposure or opportunities may arise in the cause as mentoring or taking up a non-executive position in an organisation or institution, It is therefore necessary to provide the circumstances and requirements for such participation to occur.

THE PROPOSAL

IT BE ENACTED THAT

Rule F-2 be amended to introduce Rule F2.3.3 to read:

“No licensed stipendiary cleric shall seek or accept remunerative office or employment outside the cleric’s ministerial duties without first obtaining:

The permission of the Parish Council who will motivate why it is desirable, the time it will require and how remuneration received will be dealt with

This application would then be made to Bishop and the written permission of the Bishop will be required prior to accepting such appointment.”

Proposer: Reverend Rakgadi Khobo

Seconder: Ms Carol Brookstein

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AGENDUM 15: MEASURE REGARDING AMENDMENT OF RULE F-3.1: STIPENDS AND ALLOWANCES FOR CLERGY

THE PRINCIPLE The stipends and allowances of clergy are currently only decided upon by Synod. Provision is needed for such decisions to be taken by Diocesan Council.

Whereas Rule F-3.1 currently reads:

F – 3.1 Stipends and Allowances:

The stipends and allowances of clergy shall be in accordance with scales laid down by the Synod from time to time. These scales may, in exceptional circumstances and for good cause, be amended by the Diocesan Finance Board, but such changes shall be referred to the next session of Synod for ratification. These financial provisions, together with adequate transport arrangements according to Diocesan scales, shall be met by all parishes in respect of their clergy unless there be specific arrangements to the contrary with the Diocesan Finance Board.

THE PROPOSAL

IT BE ENACTED THAT

Rule F-3.1 be amended to read:

F – 3.1 Stipends and Allowances

The stipends and allowances of clergy shall be in accordance with scales laid down by the Synod **and/or Diocesan Council** from time to time. These scales may, in exceptional circumstances and for good cause, be amended by the Diocesan Finance Board, but such changes shall be referred to the next session of Synod **and/or Diocesan Council** for ratification. These financial provisions, together with adequate transport arrangements according to Diocesan scales, shall be met by all parishes in respect of their clergy unless there be specific arrangements to the contrary with the Diocesan Finance Board.

Proposer: Ms Chrystal Reddy

Seconder: Reverend Serame Lekoko

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**AGENDUM 16: MEASURE REGARDING AMENDMENT OF RULE F-3.4:
RELIEVING AND SELF-SUPPORTING CLERGY**

THE PRINCIPLE

Whereas Rule F-3.4 currently reads:

F – 3.4 Relieving and Self-Supporting Clergy:

Relieving clergy or self-supporting clergy shall be paid for their time and travel according to the rates for both as set down in the Diocesan scales. Where such clergy shall be required for an extended period of time, a Memorandum of Understanding, as contemplated in F3.3, will be entered into between the cleric and the parish council.

THE PROPOSAL

IT BE ENACTED THAT

Rule F-3.4 be amended as follows to include the provisions made in Canon 26 to read:

F – 3.4 Non-Stipendiary Clergy

- (a) Non-stipendiary or self-supporting clergy are those who, for whatever reason, are not receiving a stipend, and/or whose means of financial support and income are independent from the church;***
- (b) In all areas of training and formation, dioceses should strive to attain the same standards and requirements for stipendiary and non-stipendiary clergy. The Provincial requirements in respect of qualifications for ordination as defined in Act VI are to be followed. All clergy are encouraged to undergo on-going training and development;***
- (c) The Bishop’s licence to the non-stipendiary cleric must define the nature of the ministry to be exercised. A separate Diocesan Memorandum of Understanding is to be drawn up to specify expectations on both sides, including the stipendiary and any other benefits as may be agreed, the frequency of attendance at worship, leading of worship, attendance at governance and other meetings or activities in the parish or institution.***

Proposer: Reverend Anastasia Huntley

Seconder: Mr Neo Motsepe

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**AGENDUM 17: MEASURE REGARDING AMENDMENT OF RULE F-4.1:
STIPENDIARY CLERGY HOUSING AND TRANSPORT**

THE PRINCIPLE

Whereas Rule F-4.1 should be amended to include the provisions made for Stipendiary Clergy Housing as set out in Canon 26.

THE PROPOSAL

IT BE ENACTED THAT

Rule F-4.1 be amended to read:

RULE F – 4: STIPENDIARY CLERGY HOUSING AND TRANSPORT

F – 4.1 Stipendiary Clergy Housing

The following provision shall apply in respect of clergy housing:

“Every stipendiary cleric, whether Incumbent or assistant, shall reside within the limits of the Parish (except in towns, where it shall suffice that the cleric lives within the town, if there be no Parsonage House) unless the Cleric has a licence of non-residence from the Bishop, which shall only be granted upon good cause.”

Proposer: Ms Sharon Ellis

Seconder: Reverend Fritz Hank

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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**AGENDUM 18: MEASURE REGARDING AMENDMENT OF RULE F-5.1:
STIPENDIARY ORDINARY LEAVE**

THE PRINCIPLE

Whereas

There is inconsistency in application of leave Rules nor are proper permissions sought timeously. The title of ordinary leave is not one commonly used and it shall be changed to annual leave.

Rule F-5.1 currently reads:

RULE F-5 CLERGY LEAVE ARRANGEMENTS

F – 5.1 Ordinary Leave:

A cleric shall be entitled to twenty-eight calendar days of ordinary annual leave, including not more than four Sundays, in each year. Seven days of such leave may be accumulated in each year, to a maximum of 21 days, and may be taken, together with annual leave, in one period, including up to seven Sundays, but may not be taken more than once in every three years, nor in a year when long leave is taken. The cleric shall arrange ordinary leave in consultation with the Archdeacon and the Parish Council. No payment shall be due in respect of ordinary leave which is not taken.

THE PROPOSAL

IT BE ENACTED THAT

Rule F-5.1 be amended as follows to include the provisions made in Canon 26 to read:

RULE F – 5: STIPENDIARY CLERGY LEAVE ARRANGEMENTS

F – 5.1 Annual Leave

A cleric shall be entitled to twenty-eight calendar days of annual leave, including not more than four Sundays, in each year. Seven days of such leave may be accumulated in each year, to a maximum of 21 days, and may be taken, together with other annual leave due, in one period, including up to seven Sundays, but may not be taken more than once in every three years, nor in a year when long leave (sabbatical) is taken. The cleric shall arrange ordinary leave in consultation ***with the Churchwardens and approved by the Archdeacon (and/or Dean in absence of an archdeacon; and Bishop prior to any such leave being taken)***. No payment shall be due in respect of ordinary leave which is not taken.

Proposer: Ms Girly Sotholashe

Seconder: Ms Ayanda Mjekula

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AGENDUM 19: MEASURE REGARDING AMENDMENT OF RULE F-5.2: STIPENDIARY LONG LEAVE

THE PRINCIPLE

Whereas Rule F-5.2 currently reads:

F – 5.2 Long Leave:

1. In addition to ordinary annual leave, full time stipendiary clergy shall be entitled to long leave after completion of every six years in the Diocese or from their year of deaconing within the Diocese. Such long leave may be taken either in two periods of six weeks or in one period of three months. Long leave may not be accrued beyond the third year after the end of the six-year period. If not taken, such long leave shall be forfeited unless the Bishop shall decree otherwise, and no payment shall be due in respect of long leave not taken. The taking of such long leave shall be negotiated and agreed between the cleric, the Archdeacon and the Parish, and the Bishop shall be informed of the dates of such long leave two months prior to the commencing date.
2. Such long leave, to be renamed a sabbatical is meant to be a period of renewal and refreshment and hence needs to be properly planned or prepared for.
3. It is not time for only rest and vacation but needs to be used intentionally for the ongoing development of the cleric and the benefit will then be experienced by the Parish in new expressions of faith and teaching.

THE PROPOSAL

IT BE ENACTED THAT

Rule F-5.2 be amended as follows to include the provisions made in Canon 26 to read:

F – 5.2 Long Leave or Sabbatical:

In addition to ordinary annual leave, full time stipendiary clergy shall be entitled to long leave or Sabbatical after completion of every six years in the Diocese or from their year of deaconing within the Diocese. Such sabbatical may be taken either in two periods of six weeks or in one period of three months. Long leave may not be accrued beyond the third year after the end of the six-year period. If not taken, such long leave shall be forfeited unless the Bishop shall decree otherwise, and no payment shall be due in respect of long leave not taken. The taking of such long leave shall be negotiated and agreed ***between the Cleric, Churchwardens and the Archdeacon. Such agreement shall include plans for the Sabbatical period. It shall be presented for consideration and approval by the Bishop at least six months prior to its commencement date. Should the time period not be adhered to, the decision to approve or not approve such Sabbatical leave shall be in the full discretion of the Bishop.***

Proposer: Mr Aaron Maronza

Seconder: Ms Sharon Ellis

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AGENDUM 20: MEASURE REGARDING AMENDMENT OF RULE F-5.5: REPORTING OF LEAVE

THE PRINCIPLE

Whereas Rule F-5.5 currently reads:

F – 5.5 Reporting of Leave:

The Churchwardens shall certify before 15th February of each year, on a form provided by the Diocesan Executive Officer, the amount and type of leave taken by each of the Clergy in the Parish in the preceding year.

And Whereas The instruction from the DEO was to report clergy leave as and when taken – this affords:

1. better monitoring of leave/outstanding leave;
2. if sick leave taken how much in terms of regulations and if this requires action if a cleric is continually in ill health;
3. keeping track and make ongoing plans in the year for relief clergy - for services and costs;
4. gives the risk committee chance to review exposure to leave;
5. brings management of clergy leave into line with the lay workers.

THE PROPOSAL

IT BE ENACTED THAT

Rule F-5.5 be amended to read:

F – 5.5 Reporting of Leave:

“The Churchwardens shall confirm in writing the amount and type of leave taken by each of the Clergy in the Parish before the 15th of the month following the period the leave was taken.”

Proposer: Ms Natalie Wagner

Seconder: Mr Alex Obih

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**AGENDUM 21: MEASURE REGARDING AMENDMENT OF RULE F-5.6:
ABSENCE OF THE INCUMBENT**

THE PRINCIPLE

Whereas Rule F-5.6 currently reads:

F - 5.6 Absence of the Incumbent:

An incumbent may not be absent from his or her parish without making arrangements for the holding of the usual Sunday services. Where appropriate, Morning Prayer may be substituted for the Holy Eucharist from time to time.

This has resulted in occasions where a cleric is absent from the Parish at important times during the liturgical calendar, causing a breakdown in the spiritual growth and development of said parish.

Provincial Synod of 2019 had also passed a motion to address this concern.

THE PROPOSAL

IT BE ENACTED THAT

Rule F-5.6 be amended to include the following provisions:

F – 5.6.1 Absence from Sunday Duty and during Great Festivals

“No Incumbent be they Rector, Priest-In Charge or Interim Pastor shall intentionally be absent from the Parish for more than one Sunday, without providing a substitute approved by the Bishop, unless with special leave from the Bishop; provided that the Incumbent be on duty for all Holy Week, Easter and Christmas services.”

F – 5.6.2 Absence without leave

“If a stipendiary Cleric shall be absent from the Parish for a period of three weeks without permission of the Bishop, it shall be competent for the Bishop to call upon the Cleric to return; and if at the expiration of a further three weeks the Cleric shall still be absent, it shall be competent for the Bishop, after consultation with the Chapter (or Senate), to declare the Cure vacant.”

Proposer: Venerable Diana Thorburn

Seconder: Mr Simangele Mngomezulu

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**AGENDUM 22: MEASURE REGARDING AMENDMENT OF RULE H-1.2(8):
BUSINESS, AGENDA AND MINUTES OF ANNUAL VESTRY**

THE PRINCIPLE

Whereas Rule H-1.2(8) currently reads:

- 8) the appointment recommendation of an auditor or independent verifier to the Diocesan Executive Officer for the ensuing year, whose qualifications and duties shall be as set out in Schedule E. The Diocesan Executive Officer shall be entitled to amend this nomination with the consent of the incoming Council on presentation of good reason;

THE PROPOSAL

IT BE ENACTED THAT

Rule H – 1.2 (8) be amended to read:

8) the appointment of an auditor or independent verifier;

Proposer: Mr Sagren Pillay

Secunder: Ms Khensani Dlamini

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**AGENDUM 23: MEASURE REGARDING AMENDMENT OF SCHEDULE D-3:
REMOVAL EXPENSES**

THE PRINCIPLE

Whereas Schedule D-3 currently reads:

3. Removal Expenses

Clerics shall, upon retiring from full time ministry, have their travelling and removal expenses to any place within the Church paid by the Diocesan Finance Board, upon such terms and conditions as it shall from time to time decide. Provided that when a cleric has served in the Diocese for less than five years, such payment shall be made pro rata to the length of service in the Diocese.

This arrangement has been a significant expense for the Diocese and in the interest of good stewardship, whilst still wishing to support a cleric into retirement, the wide range of this arrangement had to be reviewed.

THE PROPOSAL

IT BE ENACTED THAT

Schedule D-3 be amended to read:

3. Removal Expenses

Clerics shall, upon retiring from full time ministry, be paid an allowance by the Diocesan Finance Board, the amount of which allowance and the terms and conditions that apply thereto shall be determined by the Diocesan Finance Board, from time to time.

Proposer: The Very Revd Xolani Dlwathi

Seconder: Ms Itumeleng Khongoana

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AGENDUM 24: MEASURE REGARDING AMENDMENT OF SCHEDULE F- 2: ARREAR PARISH CONTRIBUTIONS

THE PRINCIPLE

Whereas

It has from time to time happened that a Parish or Institution has not been able to meet its financial obligations, thereby placing the financial sustainability of the Diocese and the wider church in jeopardy, should such situation continue to prevail or no steps are taken to correct or turn around the impeding harm.

It is a well known fact that Anglican's voice their displeasure through withholding of money and often the lack of funds are not due to an economic or financial shortfall, but has a pastoral and spiritual root cause.

Schedule F-2 currently reads:

2. Arrear Parish Contributions

In the event of payment of contributions by a parish being in arrear the Bishop may, either in person or through a deputy, meet the Parish Council, and thereafter deal with the matter in the following manner:

- a) if it appears impossible for the parish to pay its contributions, the Bishop shall notify the Diocesan Finance Board to this effect and the Board may grant such relief as it may think fit; or
- b) the Bishop may act under the relevant provisions of the Canons.

THE PROPOSAL

IT BE ENACTED THAT

Schedule F-2 be amended to read:

Bank Accounts in excess of their available funds

In the event of accounts of a particular parish being overdrawn, the Bursar and Diocesan Executive Officer must inform the Bishop, who together with the Archdeacon and the Bursar, shall request to meet the Parish Council, and thereafter deal with the matter in the following manner:

- (a) If it appears impossible for the parish to recover, the Bursar and Diocesan Executive Officer shall consider the available options and make recommendations to the Diocesan Finance Board as to the steps that need to be taken. to this effect and the Board may grant such relief as it may think fit; or***
- (b) the Trustees may act under the relevant provisions of the Canons (Canon 23) which apply to a Diocese in areas, and apply those provisions with the necessary accommodation for the parish circumstance, and take any steps deemed necessary.***

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Proposer: Ms Desree Legwale

Seconder: Ms Virginia Mafaralala

AGENDUM 25: MEASURE REGARDING POST RETIREMENT MEDICAL FUND

PRINCIPLE

1. The last actuarial valuation of the fund, indicated a shortfall which parishes had to fund in addition to meeting their normal operational costs.
2. The level and extent of the benefit is proving not sustainable and many parishes, as part of their cost saving measures, approached the DFB for some relief.
3. The principle of assisting clergy and their spouses post their retirement is a laudible intention and needs to be preserved, albeit with a different structure and modelling of the scheme.
4. These principles to be discussed by the Conference of Synod, which will be guided with some actual data and scenarios in order to arrive at a more fair and equitable outcome for all parties, prior to a motion being prepared.
5. Some of the options are closing the scheme as no benefits have vested as yet on any of the clergy who have not as yet retired and then to look at a good hospital plan and some savings allowance, or to keep the scheme as is and to split the contributions 50/50 or an entirely model and configuration all together.

Proposer: Revd. Canon Trevor Prince

Seconder: Mr Lloyd Louw

MOTION REGARDING HUMAN SEXUALITY

Noting that:

1. Provincial Synod of 2019 received the final draft report from the Archbishop's Commission on Human Sexuality and referred it to Diocese for further discussion
2. The report was sent to each Diocese for further reflection and a report back from each diocese was then to be sent to PSC for consideration at its 2020 meeting
3. The report has now been sent to the Synod of Bishops who have not yet commented

Resolves to:

1. Request the report be sent to all archdeaconries for further reflection and that a written reflection be sent to Chapter
2. In the line with motions passed at Synods of the Diocese of Johannesburg requesting pastoral guidelines be given in particular for gay and lesbian couples, include these reports in a full report with reflections and recommendations to be submitted to Synod of Bishops by the bishop for inclusion and discussion as part of its response to the Report of the Archbishop's Commission on Human Sexuality at its next sitting.

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Proposer: Venerable Douglas Torr

Seconder: Ms Tebogo Molefe

MOTION REGARDING RETIREMENT AGE OF PRIESTS

This Diocesan Synod,

Noting that:

1. Canon 25 on the Tenure of Clergy stipulates the following:

“Resignation

9. Every Cleric shall, at the end of the month in which the cleric attains the normal retirement age as defined in the Rules of the Provincial Pension Fund, resign from their benefice, cure or other office to which they are licensed, and shall upon such resignation being accepted by the Diocesan Bishop, remove there from.

Extension of tenure

10. Provided however, that such Bishop, after such consultation as the Diocesan rules may prescribe, may extend the tenure of the office of the Cleric for a further period or periods not exceeding 12 months each.

Variations of licence

11. A diocesan Bishop may license a Cleric to a unit of pastoral charge or part thereof under such style, title and conditions as the Bishop may deem fit.”

2. There is an ongoing need for pastoral care and cure of souls In society
3. Most clergy at attainment of retirement age as defined are still healthy and fit and able to continue to serve and offer ministry:

Resolves to:

1. That in the six months before the attainment of normal retirement age, the cleric shall set up a meeting with the Bishop at which the plans and intentions of the cleric shall be made known to the Bishop
2. Should the cleric be of such mind to continue ministry, then after consultation with Chapter, the Bishop shall direct the archdeacon to meet with the parish council to determine if the parish wishes to have the cleric continue.
3. The outcome of these discussions will be shared with Chapter and the consequent actions and decisions taken.

Proposer: Revd. Cathy Lee

Seconder: Dipuo Ngakane

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ORGANISATIONAL REPORTS

ANGLICARE REPORT – Revd Diana Lawrenson

Holocaust Survivor Edith Eger says in her second book, *The Gift*, “Choosing hope affects what gets my attention every day.” Disruption, change, fear and isolation have been an unexpected part of all our lives and as Anglicare counsellors since the outbreak of Covid 19, we have had to learn to listen and hold onto hope for ourselves and others in a way that eighteen months ago would have seemed utterly impossible. We have responded to rapid changes brought about by not being able to meet in person. We have been young in our understanding of technology with a big learning curve in our online communication. We have kept in touch with each other and both new and existing clients through our phones, tablets, computers and thankfully, at times, back in person.

We managed to have all our meetings in 2020 and thus far in 2021. We have achieved this with a mixture on in person and Zoom meetings. Thank you to Rev Margaret Place too for speaking at our first general Zoom meeting in May 2020 and offering invaluable insight into what this experience was meaning for people and the impact of isolation and fear of the unseen Covid virus and all its implications. Dr Hilary Vice spoke to us at our next two meetings about working in groups and the role of the group dynamic in offering healing. Nicky Dickson, who runs the Centre for Creative Conversation, followed sharing on the narrative approach in counselling. Narrative therapy speaks of *healing conversations* in which the one listening, through careful questioning, guides the therapeutic process. Our own Rev Rakgadi offered insight with us next about Gender Based Violence and the role of the church in hearing and listening, healing and holding at this time when abuse against women and children is rife. Our final talk was given by industrial psychologist, Gaby Johannes who enabled us to participate in her *Covid, What Next?* talk by showing us the value of online polls. This was particularly invaluable in being able to realise that as an organisation we are open to learning and although we feel anxious (which is a completely appropriate response) we also feel loved and supported. Our experience of our clients is that they too are anxious but do not have the love and support to cope. This is part of what we, as counsellors, are able to offer to those who seek our help: *unconditional positive regard*.

In 2021, our AGM was on Zoom, but the next 3 meetings occurred in person at St George’s with a workshop occupying 6 March in which we looked at what Covid has taught us in terms of gratitude and challenges. The increase in anxiety saw us appreciate the wisdom of psychologist, Joanne McGregor in April. Life coach, Malcom Montgomery ministered to us in May with the topic, “Caring for the Carer” giving us ideas relating to self-care and personal insight. We will be back on Zoom for our 3 July meeting.

Despite Zoom being our sometime meeting place, attendance at our meetings has been consistent. Many of our priests were able to attend our meetings in Lockdown and commented how much they enjoyed the input and dynamic. Our response to the need for counselling was much better in 2020. During 2020 we saw almost 300 people in

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over 600 counselling sessions. The primary concerns relate to anxiety and depression, relationship issues and this year as we would expect, an increase in people struggling with grief. One of the disadvantages of not getting together as usual is that we feel separated from the work of others. It is good to realise that this has been going on consistently and with care in pockets of help and listening in different places throughout this time.

Supervision has continued for our counsellors although it has been more challenging with its dependence on technology. The groups have managed to keep in touch via WhatsApp and some have managed Zoom meetings. Joan Griebenow has made regular contact with all the groups and tried to assist them as much as possible. Our supervisors are James Nel, Lesley Clarence, Liz Dooley, Rod Charlton and Winifred Montgomery. We are grateful for their time and willingness to guide us in this work. Monica Harrison who has been on sabbatical but has returned as one of our supervisors in 2021. We are in the process of refining our supervision process in a way that considers all the challenges of our counsellors in relation to proximity and technology.

Our finances remain in good standing. Thank you to Mary-Anne Jones for her persistence as we try to co-ordinate with the diocese and facilitate new signatories on our account. Last year we supported the Tshepo Community, the Westbury Feeding Scheme and the Cosmo City community with money as well as blankets. Funds are also available for ongoing training which we hope will be able to be used in later in 2021.

Training remarkably did happen in 2020 with some of our counsellors joining Nicky Dickson on Zoom for her first online Narrative Training Course. Val Kuisis, Eunice Munzara, Winifred Montgomery, Ven Michelle Pilet and Sandra Quick all gathered on Monday afternoon at 4 through October and November with others from other denominations, countries and parishes to grow as people and counsellors.

In 2020 we welcomed new counsellors: Ingrid Harris, Anthony & Lynette Kesten, Brandon Klinck, Margie Luckay and Vannessa Phillips from St Gabriel's and Thapelo Marais from Manche Masemola. Manti Seleka and Judith Donoghue resigned from Anglicare. Manti got a job as a youth pastor in Centurion while Judith relocated to Howick. Val and Mario Kuisis have decided to take a sabbatical for 2021 due to other commitments. Pumla Zwakala remains on sabbatical.

As an Executive we continue to work well together in a variety of roles. For 2021 the executive of Anglicare is Elizabeth Dreyer, Joan Griebenow, Mary-Anne Jones, Eric Bryce Borthwick, Ntsiki Oobose, Gwen Eachells, Keiran Loughlin and our Chaplain, Revd Rakgadi Khobo.

Our faith is one of deep connection to Jesus who describes himself as the *True Vine* and to whom we are connected as branches who offer shade and nourishment out into the world. As Anglicare counsellors our call to remain anchored in God holds the capacity to offer presence, hope, listening and the capacity to heal. Finally, Edith Eger again, "It takes courage not to be discouraged." We hope to be courageous as we listen, bear witness and show up.

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ANGLICAN WOMEN FELLOWSHIP (AWF) REPORT - Ms. Esther Seruffe Tshaka

LIST OF OFFICE BEARERS

President: Esther Tshaka, Vice President: Queen Khalo Alt. Vice President: Mirriam Thubela, Treasurer N Oliphant, Secretary R Mabitsela, Vice Secretary D Twala

1. NUMBER OF DIOCESAN BRANCHES AND MEMBERSHIP

Branches - 46 Membership - 774, members passed on - 30 Homebound – 32

2. HIGHLIGHTS

2.1 Opening of a new branch at Elizabeth Paul Cosmo City

The 46th AWF branch was opened at Elizabeth Paul at a Thanksgiving service led by Rev. Jabulani Miya. 10 members were admitted by the AWF Chaplain Rev. Mosieleng the service was supported by the AWF Diocesan President Esther Tshaka and the deputies E Khalo, M Thubela and Archdeaconry Executive R Matsau and Y Gerrams.

2.2 Diocesan Executive Committee (DEXCO) Support for President Cyril Ramaphosa's Call For Prayers

A message was designed to support above call on the 31st December 2020 at midnight to be dedicated to all Health care workers who passed on due to COVID 19 and this message was disseminated on Archdeaconry platforms. The Chaplain Rev. Mosieleng circulated prayers to be used by members for this purpose.

3. ACHIEVEMENTS

3.1 Communication

This was adapted to use all means available to Parish, Archdeaconry and Diocesan platforms to keep members updated on urgent matters, new plans and requirements as dictated by Covid 19 restrictions, and reminders to enhance compliance at Diocese and Provincial levels. The AWF Chaplain also shared inspirational messages to members during lockdown for spiritual upliftment.

3.1.1 Virtual meetings were started during lockdown and have improved to become a reliable means for holding successful meetings.

3.2 Focus on strengthening Archdeaconry leadership

This is showing positive signs as some Archdeacons are functioning well and fulfilling all obligations and also providing leadership and support to Parishes they have been tasked to oversee. Archdeacons are also encouraged to become environments that develop and nurture new leaders for Diocesan level.

4. CHALLENGES

4.1 Level of functionality of branches

Currently level of functionality especially at branch level is very low due to Covid 19 restrictions. Some Parishes are maintaining communication with virtual meetings, but some no meetings have been held since lockdown. Anxiety is a compounding factor as it increases fear of contracting Covid 19 infection during services. DEXCO does encourage all leaders to re-establish communication and to support members.

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4.2 Leadership

Lack of leadership skills leading to instability at all levels. This contributes to loss of members to other guilds. The Diocesan Human Resource Portfolio facilitates a leadership workshop annually to empower and support leaders at all levels.

5. PLANS FOR THE FUTURE

- July 2021 - DEXCO and Archdeaconry chairpersons to finalize AWF Procedures.
- July 2021 - A virtual Quiet day to commemorate AWF Patron Saints Mary and Martha. Members will attend at home, at Parishes or as an Archdeaconry.
- October and November 2021 - Commemoration of departed AWF members for 2020 and 2021. Also honoring of senior citizens with a gift at this service.
- November 2021 - Diocesan Social Outreach Project: AWF will continue to support Mental Health care users in Selby Johannesburg, and in Baneng Roodepoort with essential items as guided by the management of both facilities.
NB Parishes contribute to specific projects and also have joint projects at Archdeaconry level.
- Preparation for 2021 elective AGM as according to the AWF Constitution.
- Planning and organizing of Canon Mhlongo's farewell as Diocesan Chaplain.

6. IMPACT OF COVID 19 PANDEMIC ON THE AWF MISSION AND OBJECTIVES

- 6.1 Promoting the life of the church in all spheres. The AWF participates and supports all activities of the Anglican Church within and externally through projects.
- 6.2 Participation in Ecumenical activities. This is implemented through participation in interdenominational activities which was affected by Covid 19 restrictions.
- 6.3 Co-operation and maintaining good relations with welfare organizations. A Theme is identified annually and a relevant organization is consulted to provide speakers to educate members on topics of high priority.
- 6.4 Prayer and Worship - Spirituality activities have to be done virtually at all levels.
- 6.5 Mission and Witness - Currently there are no visits for the sick and incapacitated members, and support for bereavement is minimal in relation to numbers, this has resulted in Psychological trauma for members and their families. Social Outreach projects were suspended in 2020 due to lockdown restrictions.
- 6.6 Fellowship and Study - Spirituality activities for 2020 could not be implemented as planned for Diocese e.g. Bible study sessions, National Women Day of Prayer, All Saints and all Souls etc. This impacted negatively as these are uplifting events.
- 6.7 Service and Stewardship - Participation in Parish activities is minimal.
- 6.7.1 Diocese level - Membership has decreased from 924 to 774 =16.2% drop
Activities that generate income could not be implemented during lockdown resulting in significant financial losses. The total estimated loss for 2020 is a minimum of R60, 000.

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COACH REPORT - Mrs. Nagapushnum Reddy (Cookie)

INTRODUCTION:

"Africa is renowned for its beauty, its natural heritage and prolific resources – but equally, the image of its suffering children haunts the conscience of our Continent and the world."- (2 August 1996), Nelson Mandela

At Coach, not only have we seen evidence of the increase in the number of children requiring care and protection due to abuse, we have also seen the devastating effects of abuse and neglect on children's growth and development. In fact, over the past few years, we have seen an increasing number of children with serious psychiatric issues entering our facilities. In most of the cases, these children are diagnosed with multiple psychiatric conditions and they require ongoing medication and psychotherapy.

ACHIEVEMENTS:

In terms of the finances, we managed to retain most of our existing donors. New strategies were put into place to secure new donors and more efforts were made to register on international platforms with a view to accessing a wider pool of potential donors. As a result, we saw an increase in the number of donations in kind received towards the latter part of 2020. These mainly included PPE equipment, clothing, and food, which served to decrease our expenditure in these areas and helped us keep our heads above water. On a more positive note, it is imperative to note that although the Department of Social Development largely closed its doors during the period of lockdown. They did, however, ensure that all subsidies were paid out to all registered NGO's over the past year.

Secondly, in terms of the programmes, on the St, Nicolas Home side, we were able to successfully obtain all the necessary compliances for the re-registration of the Home with the Department of Social Development. As a result, the Home was granted a full registration which is valid for 5 years.

On the St. George's Home side, although we experienced many challenges with due processes, we eventually managed to get our special consent of use, Health permit and Food acceptability certificate in April 2021. This has enabled us to apply for full registration with the Department of Social Development. Further to this, we now have a brand new' team at St. George's Home comprising of staff members who are committed to improving the quality of care for children which has contributed to the stabilization of the programme as well as the children.

We also continued with daily routines despite the disruptions caused by the lock down. Our team of dedicated childcare workers and social workers ensured that our children were kept busy and stimulated with creative arts and craft activities, life skills and a range of sports and recreational activities. Children also continued to use various platforms to keep abreast with their schoolwork with the support of our childcare workers. As a result, children at both Homes were able to write their final exams at the end of 2020.

CHALLENGES AND IMPACT OF COVID 19:

Over the past financial year, Coach was faced with many challenges due to the lockdown. Firstly, we found that there was a significant reduction in donor funding as many businesses found themselves facing financial crisis due to reduced revenue. This led to many companies cutting back on their CSI budgets and redirecting funds to

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sustain themselves. Furthermore, in regard to Trusts and Foundations, funding was reduced by up to 60 % in some instances. A further comparison of donor income received last year also shows that there was a huge drop in the funding received from Parishes as well as individuals over the course of the year. In addition, we experienced a further decline in revenue due to a reduction in rental income paid to Coach by Grace Village Management which was reduced by 50% during this term and the rent from Bishop Bavin School was stopped altogether. As a result, the fundraising team had to work extra hard throughout the year to find new sources of funding.

Furthermore, as we navigated through the stages of the pandemic, the Organisation found itself faced with the increased costs of PPE gear as well as hygiene products to ensure ongoing compliance with government directives relating to Covid 19 safety protocols. In addition, the sudden resignation of key staff also had a huge financial impact on the Organisation. This resulted in the Organisation engaging the services of a professional employment agency to recruit additional staff required. The Organisation was also forced to take on additional childcare workers in order to ensure that there was proper rotation of staff on shifts and to reduce the amount of overtime worked by the current staff who started showing signs of fatigue and stress. This in turn placed further strain on our already strained budget.

Further to the above, the number of residential students in the programme continued to remain low throughout the period of lock down because of many challenges related to designated social workers of which among others, they were simply not available to complete the admission process and provision of the required documentation. As a result, this has led to DSD reducing our funding for St. George's Home for the current financial year.

In light of the above, the fundraising team continues to focus only on proposals to bring in more funding and less emphasis is placed on marketing and branding. We are fortunate to have a fundraising consultant who continues to coach the Coach team and also assist with bringing in new leads for potential donor funding.

In the meanwhile, however, we are extremely grateful for the continued support from our existing donors which allows us to continue providing the essential services to the children placed in our care.

FUTURE PLANS:

The ultimate plan is to consolidate all the Homes onto one property (in Bedfordview) for a number of reasons which have been considered essential to maintaining the sustainability of the Organisation as a whole. Some of these reasons are as follows:

- **Effective Management of Staff and Children:** Due to the fact that the Homes are far apart, it is extremely challenging to manage and monitor daily operations.
- **Safety of Children:** Due to the increase in crime within the communities where the Homes are based, our children are at greater risk of being exposed to drugs, stealing and gangs.
- **Increased Capacity:** If all Homes are on one property, we will be able to increase our capacity without increasing our overheads relating to staffing.
- **Provision of more child friendly environment:** Currently both Homes do not have adequate space to cater for proper play areas for our children. This is an essential requirement as it plays an important role in terms of providing for the physical development of our children.

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- Reduction in Operational Expenses: The consolidation of all Homes on one property can serve to significantly reduce our operational expenses, e.g. utilities, maintenance costs, staffing, transport, etc. Currently transport costs are affected as staff have to move from one site to another for meetings, collection of food, etc. This (reduction in running costs) in turn can serve to increase long term sustainability of the Organisation. It will also be beneficial from a fundraising perspective.

JAEI REPORT – Revd Martha Gordon

JAEI continues to promote eco-spiritualism throughout all organisations and parishes in the Diocese of Johannesburg despite the Pandemic.

We hosted our Annual General Meeting on 22 May 2021 sitting outside under the trees at the beautiful Diocesan grounds, sharing eco stories in our parishes and coming up with ideas for the year ahead.

We continue to provide a monthly prayer diary while assisting parishes to host eco-spiritual events and activities such as clean-ups, food gardens, planting indigenous plants and trees, fun walks, and eco services, especially for World Environment Month (June) and Season of Creation (September). On World Environment Day 5 June, a group of us worked in the Diocese food garden to weed and plant vegetable seedlings.

Our WhatsApp group is popular and we have over 500 followers on our facebook page. We continue to engage with Green Anglicans and the Southern African Faith Communities' Environmental Institute (SAFCEI).

Plans for the year include conducting an email Survey of how green our Diocese is, an eco-sharing Zoom evening in July looking at the challenges and success stories in our parishes, and a Spring Picnic in September with a speaker from A Chance to Play, on the importance of outdoor play for childhood development.

Committee: Revd Martha Gordon (Chair), Revd Judy Bassingthwaighte, Fredah Moatshe, Noeleen Mullett, Gift Ngwenya, Zolisa Sigabi

MOTHER'S UNION REPORT

It is our pleasure in writing this report on behalf of the Johannesburg (JHB) Diocese Mothers' Union (MU). This report has given us a moment to reflect on our purpose as mothers who are concerned with all that strengthens and preserves marriage and Christian family life. This ministry has been founded by the Social Activist, Mary Sumner in the 19th century, who championed transformation particularly in matters relating to women and family life; this continues to be part of our DNA. Continuously we pray to God to empower us by His Spirit to unite us in prayer and worship, and through Him, we may reach out to as many people as His hands in our Church and Communities.

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DIOCESAN OBJECTIVES

In line with the MU Provincial focus areas and our JHB Diocese MU Strategic Plan, we continue to make strides and strive to make a positive impact on our members, and in our communities. Through MULO (Mothers' Union Listening, Observe, and Act) principles, we becoming aware of and learning the importance of being instruments of change in line with our objectives.

PROGRAMMES AND ACTIVITIES UNDERTAKEN

Social Outreach (Financial and non-financial)

MU continues with the outreach program which is assisting in building relationships and partnerships with the church and communities.

Acts of mercy:

Through our 'Works of Mercy Funding', a monetary contribution was made to families whose houses were burnt down to ensure they have safe homes. This action is aligned to our fifth objective, which reads as follows "to help those whose family life has met with adversity".

Social justice:

We continue to uncover the extent to which the families are directly and indirectly affected by abuse, namely domestic violence and Gender-Based Violence (GBV) in all its forms. As a direct response we ran campaigns that raised awareness and empowering members through various media platforms, and also created and published two Videos around the theme of "No to GBV".

Improve my mobility and quality of life:

Seventeen (17) wheelchairs were donated to the Ratang Centre to promote mobility and enhance the quality of life of kids with multiple disabilities.

Other:

Various other outreach activities were implemented by MU, including the donation of school uniforms and books, blankets, and linen to elderly members and needy NGOs. As part of advancing Christian religion in the sphere of marriage and family life, MU Diocese has offered a home to a young couple at a very minimal leasing fee to enable the family to stay together, strengthen their relationship in a healthy environment and be better prepared for the future. Health educational sessions were conducted and literature shared, especially COVID-19 to empower members and ensure they keep safe. Monetary assistance offered to Coach, Albinism, etc.

Future programs:

Through our outreach 2021 project plan, we commit to continue to find various means of assisting in looking at elevating social ills and engaging in teaching fundamentals of mothers caring for their wellbeing, Legal protection, drafting of wills, poverty alleviation related programs, etc. The implementation and sustainability of these projects will be subject to affordability.

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1. HUMAN RESOURCES/LEARNING AND DEVELOPMENT

Training and development is one of our focus areas within MU, church, and communities and thus the reason we continue to sponsor Priest Development Program. We continue with our traditional training of our members to ensure that they are knowledgeable MU members.

As we take pride in our membership and striving to improve our engagements and recognising members that have been loyal to this ministry, a Recognition program has been established whereby two categories (e.g. 25 years of unbroken service and 82 years of age with 25 years of service) were acknowledged with Certificates of appreciation, Badges, and blankets per category.

As we take responsibility to improve our administration, some challenges have been identified which resulted in data cleansing projects to ensure the availability of an accurate database of our members within the parameters of the POPIA Act.

2. PRAYER AND SPIRITUALITY

Annually we continue to conduct our Quiet Day service and celebrating our Lady Day and in 2020 and this year we used the media platforms (Facebook, Zoom, WhatsApp) to overcome COVID-19 challenges. A survey was conducted by the Spirituality team, led by the Chaplain to assess thoughts, opinions, and feelings with regards to the Unit and its programs.

3. FINANCIAL STATUS (for the year ended 31 December 2020)

We accept responsibility for the running of the Diocese and confirm that the finances of the MU Diocese have been properly managed during the past years in accordance with the Canons of the Anglican Church of Southern Africa and the Rules of our Diocese and in particular that: All income received has been properly controlled and accounted for. Income and related expenditure have been separately detailed in the financial statements. The year-on-year independent verification gets undertaken to ensure that records are correctly maintained and correct. About staff, we confirm that:

- All honoraria payments and including payment of staff have been subject to taxation by the laws of the country and following the guidelines provided by the Diocese.
- The Diocese Johannesburg Mothers' Union (MU) is funded and highly dependent on membership subscriptions, fundraising activities, we recognise that new revenue streams need to be found.

As we strive to improve our Financial System, MU Diocese have registered Sage Cloud Accounting system for better management of accounts

4. CHALLENGES AND SUPPORT

The year 2020 has been a challenging year, with the pandemic (COVID-19) the world finds itself struggling economically. The disruption of the operations during the lockdown has had a significant negative impact on Mothers' Union revenue and profits. The lockdown has forced the Diocese office to lockdown, various activities had to be suspended that could have yielded financial growth. However, we are grateful that MU Diocese has over the years built a safety nest that has enabled Diocese operations to continue.

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Though we experienced serious challenges in engaging with mothers, we had to introduce various forms of media platforms (WhatsApp, Zoom, Teleconference, etc.) to continue with our work and managed the challenges the technology brought with, namely connecting and technology savvy levels. However, responding to epidemic and lockdown regulations, the MU Diocese did its best in the empowering of its members in the utilisation of these technology tools.

5. DIOCESE MEMBERSHIP

We have also experienced a decline of membership with ~180 (YoY), of which ~52 (Jan-Dec 2020) is our faithfully departed members, including the passing of our stalwart and founder of our Centre, Mme Ethel Mbalula in November 2020. The number of deaths has increased and at the time of writing the report, we have lost 35 members (Jan – May 2021). May their souls of the faithfully departed rest in peace and rise in glory!

Various ministries were involved in setting up an in-reach response to the impact of the lockdown on vulnerable families in our members and assistance offered to Parish Covid-19 initiatives. Food parcels were donated, compiled, and disseminated to those identified. The MU Diocese disbursed a lump sum of R82, 500-00 across all parishes/regions providing support to members that were in dire need.

6. CONCLUDING REMARKS

We still do not know how long the corona pandemic will affect us. What we do know presently is that it seems to be here with us for a relatively long time. We also know that a vaccine has been developed and is being made available for people and hope the Webinar session we had with members, will encourage them to take part in the vaccination.

Despite the unsettling effects of the corona pandemic, the MU ministry will continue to be creative to find ways of being a church community in times of physical distancing and extra hygiene. A special thanks to our Youth Ministry that volunteered themselves to assist the MU Diocese Ministry in fostering the virtual ways of doing things so that the ministry can continue.

Diocese Exco offers our heartfelt thanks to the MU Council for entrusting us in providing the leadership and safeguarding its financial assets to the best of our ability. At the time of the signing of financial statements, the pandemic is still ongoing, however, MU operations have returned to a near-normal level. As Exco, we believe that MU is currently in good financial standing. The organisation will be able to continue operating in 2021.

Our heartfelt gratitude to our Bishop, ex Chaplain Molefe, recently appointed MU Chaplain Revd Masemola, and other ministries for the unwavering support in our endeavours.

Last but not least, we offer our heartfelt gratitude and bid farewell to Mme Meisie Lerutla as our Diocesan President and offer our congratulations as she has taken the responsibility as Deputy Provincial President. We are proud that our very own has been appointed to the next higher office! We acknowledge the six years in office have not

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been easy but cannot turn a blind eye to achievements we realised during her tenure in office.

At the time of submitting this report, a process of finalising elections of JHB Diocese President and Deputy President is underway. We call God to lead and guide all preparations and processes.

ST BERNARD MIZEKI MEN’S GUILD – *Mr. Thulani Xulu*

AIM OF THE GUILD

The aims and objective of St Bernard Mizeki Men’s Guild are best summarized as seeking to imitate Christ daily by:

- promoting and encouraging the participation and nurturing of men’s leadership in the life of the church.
- encouraging the participation and nurturing of boys in the life of the Church.

The above is effected by undertaking visitations, carrying for those in trouble, sorrow, need, sickness and any other adversities, and practicing the ministry of healing. It is the strategic intent of the Guild to be involved in the affairs of the community in order to promote fellowship amongst God’s people.

THE COVID 19 PANDEMIC SINCE MARCH 2020

Challenges:

The year 2020 has brought difficult challenges and highlighted some hidden opportunities and we are thankful to God that the Guild has survived and is in a well-defined position as far as its strategic intentions.

The Covid pandemic brought hardship to a clear majority of the members who are mostly indigent and therefore struggled to keep up with the traditional dues to the Guild. The loss of income suffered by the members and those that support them meant that Diocesan Executive Committee (DEXCO) had to bridge the gap and thus arranged for food vouchers to be distributed amongst our members and some retired clergy.

The Guild has suffered many bereavements of staunch members and associates since the beginning of the pandemic and we continue to mourn and pray for ourselves and their families as we could not honour them in our tried and tested tradition in order to lessen the pain.

DEXCO is applying its mind on how to further deal with the lack of usual activities which has some members feeling demotivated and lacking sense of self outside of the norms of the Guild. The constraints of digital literacy and data costs among the senior members results in excluding digital (general) meetings at parish and diocesan levels. The Guild also laments this pandemic for not allowing us to bid farewell to the fallen members in the Guild’s tradition.

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DEXCO is also closely following the various updates from the Bishop with regard to in-person worship because other members that have stopped attending worship services and attending the umanyano Due to fear and some from being lazy will prove to be an additional challenge when things are back to normal.

Celebrations:

The Guild also saw an opportunity of worshipping and keeping our traditional “Umanyano” service continuing by subscribing on the Zoom platform. The DEXCO arranged services every Saturday from March 2020 to September 2020 where everyone was welcomed. The services were often joined by other Dioceses in the Anglican Church of the Province of Southern Africa (ACSA) from the Eastern and Western Cape. The Guild also assisted and mentored our sister dioceses on how best to make use of the digital platform for other services as well.

The Guild in Johannesburg also took special noting of the challenges that were faced by all clergy in the diocese and did its best to assist with some vouchers when it could. DEXCO has identified this challenge as an opportunity for the Guild where we have to be intentional about caring and ministering to our clergy.

DEXCO is pleased to see the younger members are continuing to join the digital Guild activities and are also adding for value by sharing more suggestions on how to better the digital content. This shows that the Guild is alive and well in meeting the aforementioned aims. The Guild has attended two Provincial Council Meetings (PCM) where one was virtual and the other in-person. The DEXCO has been recognised at the recent PCM held in Paarl as an influential and a motive force that shares its ingenuity and progressive activities for the good of the entire Province, many other dioceses have pledged to work with us in getting the Guild to an even higher ground.

Finance:

The Guild is well financially despite the limited fundraising opportunities that were difficult to manoeuvre during the jobs’ bloodbath of last year and current. The saving grace was owed to the reserves and prudent expenditure during this term as DEXCO would also subsidise some expected expenses.

Immediate way forward:

DEXCO is adamant that the digital experience will be continued to provide for virtual services and related activities even when in-person meeting is allowed again. This will make sure that no member or associate is left behind in Guild activities. This is also to make sure that those members with comorbidities do not really have to expose themselves to crowds if they are not yet ready to do so.

Thank you

DEXCO would like to thank the Bishop’s Office in handling the covid19 situation. We are aware of the difficult decisions that are made from time to time in the interest of the Diocesan community. DEXCO would also like to thank the Diocesan community for prayers.

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ST JOHN COLLEGE – Mr. Stuart West

A WORLD-CLASS CHRISTIAN SCHOOL IN AND FOR AFRICA

St John's College was founded in 1898 by the Rev John Darragh. After the Anglo Boer War 1899 – 1902, the fathers of the Community of the Resurrection ran the College for 29 years.

In 2018 St John's launched a new Vision Statement to lead up to the College's 125 Anniversary in 2023. The Vision states that St John's College is:

A leading Anglican boys' school in and of Africa, attracting and retaining world-class staff, embracing the use of technology, developing our infrastructure and remaining relevant to our regional context.

The five key pillars of the Vision Statement are stated as:

1. The attraction and retention of world-class leadership and staff
2. A building masterplan to develop and improve our physical infrastructure
3. An emphasis on being at the forefront of technology appropriate for 21st century education
4. A focus on transformation, diversity and community engagement to maintain our relevance to our community and society
5. A funding strategy that allows us to ensure our financial stability, security and sustainability.

The main objectives of the College are:

1. To be a world class, Anglican school in and for Africa.
2. To provide a holistic education in a Christian setting of mutual trust and respect.
3. To ensure a vigorous educational programme balanced by academic rigour, sporting endeavour, and arts and cultural appreciation.
4. To create a diverse learning environment and community, working productively together, reflecting our rich heritage.
5. To maintain ethical standards of conduct, citizenship and community responsibility.
6. To serve the Church and society by sending out pupils "well trained in body, mind and character to serve Thee well in Church and state" (the School Prayer).

The purpose of the College is set out in the School Prayer, composed by Rev James Okey Nash CR (1906):

*Lord God our Father,
Who art Light and Life and Love,
look down in love upon our College of Saint John:
make it to be a home of religious discipline, sound learning and good will,
which may send forth many rightly trained in body, mind and character
to serve Thee well in Church and State:
Supply our wants, and give us increase as shall seem Thee good,
and let Thine angels drive away all evil from us; through Thy Son, our Saviour Jesus
Christ. Amen.*

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NEW LEADERSHIP AT ST JOHN'S COLLEGE:

There has been a changing of the guard at St John's College in the past two years. In January 2020 Mr Stuart West succeeded Mr Paul Edey as Executive Head, in February 2020 Mrs Claire Höck succeeded Prof Jon Patricios as Chair of Council, and in April 2020 Mr Lester Lalla succeeded Mr Patrick Lees as Head of the Preparatory School.

Rev Dr Jeremy Jacobs is the Senior Chaplain at St John's College and Rev Thapelo Masemola has joined the College as a second chaplain at the start of 2020.

ENROLMENT AT ST JOHN'S:

There are currently 1522 pupils enrolled at St John's of which 245 are weekly or termly boarders::

The Bridge Nursery School	83 Boys and Girls	Head: Mrs Sue Jacobson
St John's Pre-Preparatory	220 Boys	Head: Mrs Jane Lane
St John's Preparatory	376 Boys	Head: Mr Lester Lalla
St John's College	744 Boys	Exec. Headmaster: Mr Stuart West
St John's 6 th Form (A-Levels)	99 Boys and Girls	Director: Mrs Kate Byrne

GOVERNANCE:

The Bishop of Johannesburg is The Visitor and the College is governed by a College Council. It consists of 23 members, chaired by Mrs Claire Höck. They meet 5 times during the course of the year. The Executive Committee meets twice a term but met weekly during the first months of the COVID-19 pandemic in 2020. All matters of policy and strategy are formulated by the Council and ultimately, they are responsible for St John's College. The executive and management functions are delegated to the Executive Headmaster.

FINANCE:

The College finances are largely based on income from school fees and from some donations raised from *alumni*. These funds are managed by a Finance and Operations Manager, who reports to the Executive Headmaster and the Finance Committee of Council. In addition to school fees, the school levies a Development Levy to enable it to build and improve the educational facilities.

COVID-19, National Lockdown Update and the 'new normal':

We are fast approaching 450 days of national lockdown and its associated regulations and changes of being and doing as a College. The realisation that the 'new normal' or the variety of 'new normals' we have experienced in the last year are here to stay is now firmly embedded in our thinking, understanding and planning. Our Grade 000 and 00, Grade R and 1 and Remove and Lower Four students have little to no experience of St John's College as it was in 2019. While regulations allow us to gradually recoup our traditional ways, events and ceremonies, there is also the emerging sense that we will never be what we were; nor should we be. This is COVID-19's curse and blessing.

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Ian Davis, Managing Partner at McKinsey, wrote these words about ‘The New Normal’ 11 years ago, during the global financial crisis, but they could easily have been written about the current COVID-19 pandemic: *“For some organisations, near-term survival is the only agenda item. Others are peering through the fog of uncertainty, thinking about how to position themselves once the crisis has passed and things return to normal. The question is, ‘What will normal look like?’. While no one can say how long the crisis will last, what we find on the other side will not look like the normal of recent years.”* Davis argues that we have faced many challenges as a human race and overcome them, however the other side of each of these challenges has looked very different.

2021 started with great uncertainty about the reopening of schools. Given the uncertainty and the ferocity of the second wave, the Heads of Independent schools met online and agreed to push the starting date from 11 to 18 January 2021 to give families time to resettle and isolate after their holidays and to plan for probable online education. The announcement on the reopening of schools by the Deputy Minister of Education on 15 January caused great confusion as to when independent schools were permitted and expected to open for in-person teaching. Consequently, St John’s College opened for online teaching and learning in all grades and forms on 18 January and welcomed back its students to the School on 1 February. The Pre-Prep and Prep opened all classes from 1 February given their ample facilities, while the College phased in its forms over a two-week cycle before moving to a full College and Sixth Form in-person timetable.

The two week online academic programme was well received by parents and students and certainly the refinement of the 2020 online academic offering ensured a well-packaged and engaging programme. While there were clear limits on the gathering and events that could be offered, each of the schools worked within the regulations to do as much as they could in a safe and cautious way.

On Thursday 6 May 2021, we identified a cluster of positive COVID-19 test results, initially through five senior College and two Sixth Form students. After an intensive contact tracing process, it was decided to test a few further close contacts and quarantine the Upper Five, Lower Five, Sixth Form and Clayton House students for ten days. In conjunction with the Departments of Health and Basic Education we suspended all contact sports training and fixtures immediately across the School and returned all students to non-contact skills training and conditioning.

The Department of Education and the Department of Health visited us for four of the initial days to audit the situation. They applauded the St John’s COVID-19 Management Team for the swift and decisive handling of the situation and the comprehensive protocols and procedures activated to ensure the containment of any transmissions. On 20 May the Department of Education issued a directive to temporarily suspend all contact sports and choirs in schools across the country. Non-contact sports training continued but all inter-school fixtures were suspended.

There is no doubt that we will get through this current pandemic challenge, but we must face the fact that this will dramatically change the way we work, learn, teach, rest and play. So ‘going back’ to the way we were before COVID-19 is not an option. The

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challenge, and the opportunity, is now to start the process of thinking about and embracing a 'new normal'.

MATRIC AND A LEVEL RESULTS:

St John's writes the IEB National Senior Certificate (NSC) in its Grade 12 year. St John's consistently achieves excellent results in the IEB examination achieving 100% pass results over the past 18 years.

The 2020 Matric results included:

- 100% pass rate, with 98% Bachelor Degree Pass
- The 126 Matrics achieved 357 subject distinctions
- A quarter of these distinctions were above 90%

Of the 126 Matrics that wrote:

- 7 boys averaged 90% and above
- More than 1/3 of our Matric class averaged 80% and above
- 90% of our boys averaged 60% and above
- 13% achieved 7 or more distinctions; and 22% achieved 6 or more distinctions

Our depth in key subjects:

- 99% achieved at least 60% in English, with 32% achieving a distinction
- 92% of Matrics offered Mathematics, and 80% of achieved more than 65%, and almost half achieved a distinction in Mathematics
- 83% took Physical Sciences as a subject, and nearly a third achieved 80% or more
- 45% of all St John's students wrote AP Mathematics, with a quarter achieving a distinction in that subject.

As a College Executive, we would like to thank all our academic staff, from the Bridge to the College, who played a significant role in the academic development and success of these Matric students and, indeed all of our St John's students throughout a most challenging academic programme. All of our teachers endured a uniquely challenging academic year in 2020 and the start of 2021 and yet their incisive professionalism, creativity and nurturing care provided the firm academic and nurturing foundation from which our student soar – like the majestic Eagles they are! We applaud all the St John's academic staff!

St John's College A-Level results:

St John's College Sixth Form has attracted top students from all over Africa and the world. Our Cambridge A Levels are internationally recognised, providing access to universities worldwide.

We are delighted to announce our 2019 AS and A Level results.

- The subject pass rate of the students who wrote the A Level examinations was 99%.
- 84% of students achieved A - C symbols across all subjects.

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- 31% of our symbols were over 90% in one or more A Level subjects.
- 50% of our symbols were over 80% in one or more subjects.

A number of students were also recognised by the Cambridge examinations board as outstanding learners and achieved best results in South Africa. We are particularly proud of Micaela Marais who achieved the best marks in South Africa across her three A Level subjects, making her the top A Level student in South Africa.

We also congratulate our Lower 6 students who achieved 26% A symbols across their subjects. This bodes well for their Upper 6 A Level year.

The consistency in overall results is impressive and a tribute to the dedication and flexibility of the Sixth Form teachers who take on this responsibility, as well as their College commitment, for which we thank and salute them.

WORSHIP AND THE ANGLICAN TRADITION:

The boys and girls as well as the staff participate in devotions each morning in the chapels. The Preparatory School, College and Sixth Form celebrate a weekly mass respectively. The school employs, two Chaplains who with staff take weekly divinity lessons. The values and ethos of the school as reflected in the motto 'Light, Life, Love' - *Lux Vita Caritas* - and in the School Prayer.

Rev Dr Jeremy Jacobs and the Executive Head have drafted a comprehensive statement of faith and practice entitled "***Leap Of Faith - The Anglo-Catholic Heritage and Spiritual Ethos of St John's College.***" There was a need to encapsulate our Anglican heritage with clarity in order to articulate to our community a clear vision of our faith statement and practice within St John's College. The Statement has been approved by Bishop Steve Moreo who signed the Statement to add his authority and blessing to the College's Anglican mission. See Annexure: *Leap of Faith - The Anglo-Catholic Heritage and Spiritual Ethos of St John's College.*

In 2018, St John's College renamed Gate House Quadrangle (colloquially known as Clarke Quad) after the Nobel Peace Prize winner Archbishop Emeritus Desmond Tutu. Archbishop Tutu kindly donated an actual pair of his shoes, and in collaboration with Francois Visser, studio and operations manager for Dionysus Sculpture Works (DSW) and owner of Schmekt Creations, an installation was conceptualised in the Tutu Quad that would require the viewer to, quite literally, place their feet in the Archbishop's shoes. The sculpture, generously funded by the Old Johannian Association, is installed upon the slate floor in front of a bench, accompanied by the fitting Tutu quote: "*The truth of who we are is that we are because we belong.*" This humble exhibition speaks to the man that Desmond Tutu is: a man who epitomises empathy and encourages a life of shared humanity. The College House chapel services were held in the Tutu Quad to allow each of our students to engage with the new installation and the powerful challenge it presents to us as a school community to walk a while in both Archbishop Tutu's and each other's shoes.

We congratulate Rev Jacques Pretorius, previous Chaplain of St John's College, on his appointment as CEO of ABE, succeeding Rev Roger Cameron. Father Jeremy, Allan

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Magubane and the Executive Head met with Rev Pretorius to discuss the work and vision of ABE and the support that Anglican schools would expect from ABE and the CEO. We believe that Rev Pretorius' experience at St John's and his PHD research have ensured he has a great deal to add to ABE and its network of schools.

We also congratulate Rev Roger Cameron on his appointment as Executive Head of Penryn College in Nelspruit and for returning to lead a school in a demanding time that shaped his formative educational leadership.

June 2021 - the month of belonging:

The month of June for the College is a month in which we focus on belonging. June is Pride month and celebrates Youth Day. In June, as agreed in Council, the School will fly the Pride Flag (Tuesdays) and Black Flag (Thursdays) alongside the St John's flag to raise both our awareness and voices against all forms of discrimination and marginalisation based on sexuality, gender and race, and to proclaim that St John's College is a place of belonging, acknowledgement and value for all who enter our gates and archways.

COMMUNITY SERVICE

- **Masibambane College:** St John's College founded, and continues to support Masibambane College in Orange Farm. This College, from Reception to Matric has over 1100 pupils, and last year achieved a 100% Matric pass and 61% Bachelor Degree passes. Mr Rowan Burger, a St John's parent, has been appointed Chair of the Masibambane Council, succeeding Rev Roger Cameron. We congratulate Mr Burger on his appointment and are pleased that the strong partnership with St John's remains secure. The Executive Head sits on the Masibambane Council. Mr Burger has taken office at a most demanding time in the history of Masibambane and he is committed to fostering a strong and collaborative bond between the councils of Masibambane College and St John's in these challenging times.
- **St John's Academy:** St John's runs and offers an afternoon Academy for 70 black students from neighbouring disadvantaged schools. They study Mathematics, Sciences and English, and aim to achieve university entrance qualifications. The 2020 Academy Matrics achieved a 100 % pass. The bachelor degree passes were down from 2019, which was to be expected, given the many days of schooling these young men missed. Two students achieved 3 distinctions each. St John's provided data to the Academy students throughout the year and assisted families whose household income had dropped significantly due to the Covid-19 epidemic. Despite the extremely difficult circumstances these young men found themselves in, the Academy results are very pleasing, and we are certainly very proud of the boys.
- **St John's Internship Programme:** St John's College continues to host an impressive teacher internship programme both at the Preparatory and College. In 2021 we currently have **35 intern teachers** at St John's: 7 College, 15 Prep, 11 Pre-Prep and 2 in The Bridge nursery.

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CONCLUSION

St John's College is a wonderfully inspiring place in which to work, worship, mentor, teach and learn. At its heart it has an exceptionally strong Anglican foundation, ethos and weekly chapel tradition. The spiritual life of the school is vigorous and the strong choral tradition greatly enhances the chapel services. Despite the far-reaching affects and limitations imposed by the COVID-19 pandemic and the Department of Education and church regulations, chapel services and masses have been prioritised and maintained wherever possible. The Chaplains have been very determined and creative in their roles and services throughout this time and we thank them for their deeply committed pastoral care and minsitry over the past eighteen months.

The Executive management team would like to express its deepest gratitude and appreciation to the St John's College Council for its strong support, wisdom, resilience, and guidance during these complex, challenging and uncertain times.

ST JOHN PREP – *Mr. Lester Lalla*

I recently marked the occasion of my first anniversary as Head of St John's Preparatory. Having taken the reins at the commencement of Trinity Term last year, my main objective over the last year was to get to know the staff and support them in the challenges and opportunities that would unfold before us.

While this has been a time of great challenge, it has also been a time of great clarity and commitment. I salute the indefatigable spirit of teachers across the globe as they place the needs and well-being of their students ahead of their own. They are the true



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bedrock of our society.

HIGHLIGHTS AND ACHIEVEMENTS

A particular highlight for the Prep was the completion of our new building. The long-awaited facility has 16 classrooms, a spacious science lab, a hall, maker centre and several breakaway learning spaces.

This modern, energy efficient building has made a significant difference to the schooling experience of our boys and instructional practice of our staff. We owe a debt of gratitude to our Council for their foresight and wise planning, as well as to our parents for their support of the project.

A notable achievement for the Prep School was the speed and agility with which the staff were able to transition to online teaching and learning. The strategic investment in infrastructure and hardware over time ensured the school was well positioned to adapt to the challenges that faced us during this time of online, onsite and hybrid instruction.

This has paved the way for the adoption of digital learning at St John's Prep. Whilst still in its infancy, the construct of digital learning holds many opportunities for us as a relevant educational enterprise.

Virtual conferencing has been a hallmark of this time and has allowed our staff to attend and present at several global conferences. In an accelerated fashion, this democratised access to good practice around the world.

This year we approved the College's Transformation and Diversity Strategy titled, *Leap of Faith*. This is an important roadmap in the journey of equity and belonging that we are travelling as an institution and community.

CHALLENGES AND IMPACT OF COVID-19

We have observed and experienced a steady trend of immigration and semigration since the onset of the pandemic. Covid-19 appears to be catalyst for what many families have been considering for some time given the economic and political environment we find ourselves in. The financial by-products of student attrition have demanded greater financial planning and stewardship.

Staff and student wellness has been a topic of global discussion as schools have navigated these uncharted waters. The toll on the mental wellness of our staff and students has been difficult to quantify yet the effects are pervasive. This remains a challenge for us in the months ahead.

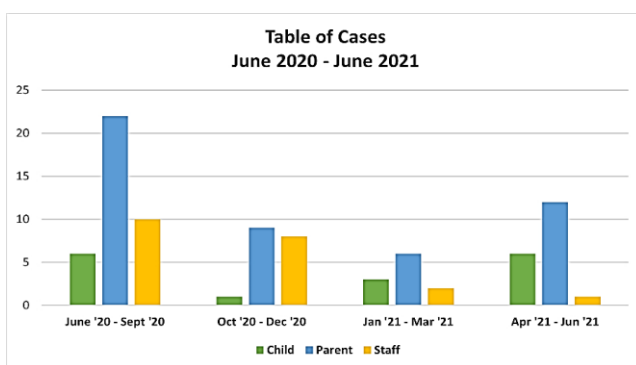
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The work of transformation and equity in our institutions is a great priority for all our stakeholders. This work is largely predicated on dialogue and engagement. The necessary protocols for reducing the risk of Covid has prevented us from meeting in ways that add to the momentum and discourse of true belonging. While we have sought creative solutions, this has been a challenge for our college.

I am grateful for the continued prayers and support. *Lux Vita Caritas*

ST PETER'S SCHOOLS – Mr. Greg Royce

Covid-19

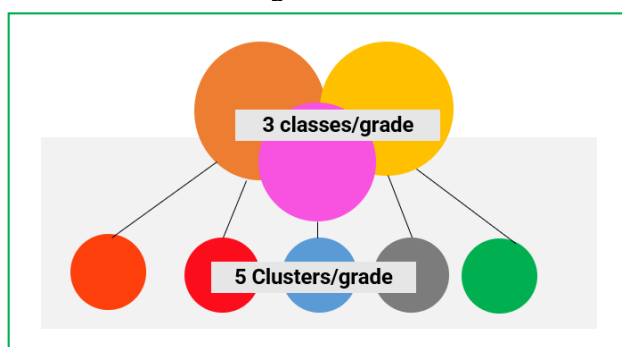


Precautions



In addition to the normal protocols, we used every available room to divide classes into smaller groups and assign specific teachers to them. Each group and its teacher was assigned a specific area to prevent 'cross pollination'. When close contact with an infected case occurred, we need only to close down the specific area. The school consequently never closed post Lockdown, despite relatively high numbers of infections.

Cluster Teaching



Pupils

Each school is fortunate to have a part-time psychologist. Although these were on standby as were school counsellors and pastoral care specialists, we did not anticipate the extent of the emotional and psychological impact of the Lockdown on children. Many experienced abnormal anxiety at being restricted to home where relationships were sometimes not good. Some feared the effects of the disease and almost all missed interaction with their peers. We had to provide a great deal of online human contact. Once the children returned to school, we discovered the need to provide additional time for physical activity. This was particularly beneficial and was not restricted.

Staff

In order to ensure that children were receiving the best possible care, staff needed the best possible support. They were significantly impacted by the additional time required to teach online and provide individual academic and emotional support. Many found themselves encouraging and counselling parents who turned to staff for assistance in dealing with fatigue and domestic crises. The staff had to take care of and support their own children while maintaining a household. Many had relatives, sometimes elderly, residing with them, while some had to endure the pain of disintegrating spousal relationships. During the Lockdown, all resident staff were involved in maintenance projects, refuse disposal and upkeep of the grounds.

Community

The school provided masks and sanitiser for all its outsourced workers. In sourcing the masks, it supported small start-up businesses. Parents arranged for food and sandwich drops to nearby informal settlements. Others assisted animal shelters by temporarily fostering dogs and cats.

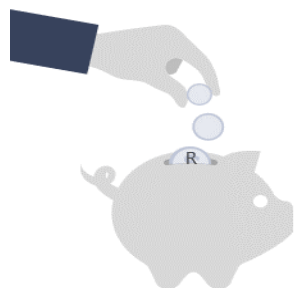
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Financial



While some parents were initially resistant to paying fees, they came to understand that the school needed these in order to survive.

The School altered its budget and was able to provide relief to the amount of 9% of fees for all parents. Some parents declined this offer, donating the relief portion to assist others in distress. A special fund was established to assist parents who had lost high percentages or all of their income. We did not want to lose a single child to the economic impact of Covid. Despite altering our budget and providing parents with a rebate, we managed



to end the year without losing a single staff member. The Kitchen, in particular, lost 60% of its revenue. Enough was recovered through the sale of fresh and frozen meals to obviate retrenchments.



Interns

The school's Teacher Intern Programme now supports twenty-five ECD students. The majority have significant challenges in their lives including being family heads or the only breadwinner. As a consequence, our programme includes a substantial psycho-social component aimed at building confidence, self-esteem and understanding of the psychological barriers which could prevent these young people from achieving their potential. The students are full-time in the classroom working alongside teachers with time off for their degree studies. They have weekly teaching sessions in state schools both to experience a different environment and to pass on their learnings. On graduation, they are sufficiently proficient to teach anywhere. Some elect to teach in state schools, while others are snapped up by a variety of independent schools. The University of Johannesburg is currently piloting a revolutionary online distance degree with some of the St Peter's students.

New Rector

The current incumbent retires at the end of this year. After a rigorous nation-wide search, Rob Macaulay, current Head of the Boys Prep, was unanimously appointed to the Rectorship by a panel comprising governors and parents representing all sectors of the school. Rob is currently training for ordination.



Establishment of a Pre-Prep



A Pre-Prep was established in January 2020 with Angi Buys as the Head. Places were over-subscribed and the school opened with 101 pupils.



New Boys Prep School Head

The Boys School appointed a new Head, Catherine Steenhoff, to commence in January 2022, following the promotion of the current incumbent. St Peter's will have a female leading the Boys School and a male leading the Girls.

Anti-racism

Although the school did not experience the pressure which so many senior schools felt during the **#BlackLivesMatter** campaign, it decided to issue a statement in the middle of 2020. It simultaneously launched a new campaign to engage hearts and minds starting with staff. It further enrolled in a Kopanya Institute programme. The latter and the small group discussions which have continued, have done more to address this problem than any former initiatives. Surveys are now being conducted annually amongst parents, pupils and staff to determine the degree to which each member of the community feels equally welcome and has equal access to all opportunities offered by St Peter's.

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VULEKA SCHOOLS – Mr. Sanele Majola

‘The pandemic represents a rare but narrow window of opportunity to reflect, reimagine and reset our world’. – Klaus Schwab

Vuleka is an Anglican low fee independent school with a clear mission of providing excellent and affordable education for all. As a school, COVID-19 gave us the opportunity to reflect on what we do and what we have been doing for years and had to make some critical changes and transformed the school for the better.

We identified three critical areas to focus on:



1. HEALTH AND SAFETY

- We had to revise our health and safety plans and policies to accommodate COVID-19 and its challenges.
- Trained all staff on COVID-19.
- All schools and offices were kept clean and sanitized daily.
- Ran informative sessions to educate pupils about Coronavirus.
- Raised funds to purchase equipment such as sanitizer, temperature guns etc.
- Ran COVID-19 Awareness Campaigns, sent out notices, videos, newsletters etc.
- Received donations of masks and other equipment from various organizations and Gauteng Department of Education.
- Donated masks and sanitizer to our transport providers (taxi drivers) to keep our pupils safe.

2. REMOTE LEARNING

2.1. Connectivity Survey:

We ran a survey with parents to find out which parents have or do not have access to the internet and how they would like to receive teaching packs from the school or other educational material.

Outcome: 80% of our parents have access to internet, 20% indicated no to internet and chose WhatsApp as most preferred platform to communicate or receive work during nationwide lockdown. Staff created WhatsApp groups to communicate with parents and pupils.

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2.2. Microsoft Teams:

As a school, we have Microsoft Teams as part of Windows 365 and it made sense for us to explore Microsoft Teams to utilise as our teaching and communication tool.

Microsoft Teams Activities:

- Developed our own modules to train staff.
- Staff Training
- Created Microsoft Team accounts for all pupils.
- Developed manuals to assist parents and pupils on how to use Microsoft Teams.
- Moved all Vuleka staff meetings to Microsoft Teams.
- Conducted teaching lessons on Teams.

NB: When nationwide lockdown restrictions were eased up, we made hard copies for pupils who had no access to online lessons and their parents could collect copies once a week.

Staggered Phased-in Approach:

As the nationwide lockdown restrictions were eased up, the Department of Basic Education allowed schools to run but not at full capacity. As a school, we admitted children back in our campuses as from 01 June applying a phase staggered approach, in other words, each phase (like Foundation Phase) would have two to three days at schools and spent other days at home, learning remotely. We ran this plan for the entire year and changed at the beginning of year 2021.

3. FINANCIAL SUSTAINABILITY

Vuleka is a non-profit organisation which relies on school fees and donations to sustain itself. We saw a huge decline in school fee collections as from April 2020 due to COVID-19 and its effects on the economy. Some of our parents lost income and employment.

We had to make some critical reforms to sustain the school, including revised budgets and running cash forecast reports.

- **School Fees:** We had to revise and improve school fee collection mechanisms which resulted in positive results and started attaining 100% in all targets set regarding school fees, from July till end of year.
- **Fundraising:** Ran online fundraising projects such as COVID-19 R100 Drive which raised R450 000,00 and other fundraisers like, online staff vs parent dance competition, online cycling marathon, online karaoke and many more.
- **Online Admissions:** We introduced online admissions which helped us to admit more pupils via online an platform.

NB: **Communication:** We can be proud of ourselves on how we improved communication within the organisation as well as outside. We made sure that all our stakeholders were kept informed throughout the COVID-19 nationwide lockdown.

Lastly, we would like to thank the Anglican Church for supporting Vuleka School in all her endeavours as well as offering guidance when needed. We are proud to be an Anglican School!

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‘The ultimate goal of any movement is to create a better future. It starts with good values. Good values create growth. Growth creates transformation. Transformation creates movement. Movement creates change. And change helps us to cross over into a better future. Each of these stages, together, form a bridge from here to there. Crossing that bridge and taking that journey from here to there becomes a great story, one worth telling. ‘ – John Maxwell

SHARING OF MINISTRIES ABROAD (SOMA SA) – Revd. Eben Grobbelaar

OFFICE BEARERS:

Chairperson: Revd Norman Allkins
National (Provincial) Director: Revd Eben Grobbelaar
Liaison Bishop: Bishop Steve Moreo
Treasurer: Reuben Grobbelaar

AIMS / VISION:

SOMA’s aim is to serve the Anglican Communion and worldwide church by building it up by the power of the Holy Spirit. It does this chiefly through short-term trips often focusing on leadership development, reconciliation, teaching on spiritual renewal and restoration.

What are the 5 most important points your organisation would want to share with ACSA?

1. Rev Chris Viljoen, longstanding National Director has died in April 2021. Rev Eben Grobbelaar replaces him. Bishop Martin Breytenbach has stepped down as chairperson of the board, to be replaced by Rev Norman Allkins.
2. SOMA SA seeks to engage in fresh ways with the church, i.e. continuing to serve the Church through digital means (virtual trips).
3. SOMA SA wants to collaborate with dioceses and parishes in the development of young leaders, exposing them to the broader Anglican Communion, leadership and missional trends without bias. Furthermore partnering with dioceses in the formation of ordinands by facilitating exposure trips abroad and theological reflection.
4. SOMA SA is broadening its vision to being holistically missional to engage with postmodern culture, facilitating dialogue on church growth and prophetic ministry.
5. SOMA SA wants to serve as a consultant to churches and dioceses assisting them in the emergence of a post-Covid world, making resources available and facilitating in being culturally proactive.

What would you describe as 5 challenges or opportunities that your organisation would want to share with ACSA?

1. With SOMA’s core ministry practice of going abroad being halted by Covid-19 lockdowns, it required that the ministry be reassessed and tailored for digital communications.
2. The sudden illness and death of Rev Chris Viljoen has caused a void.

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3. The period of being restricted to travel has created a season of discernment and the emergence of new leadership.
4. Despite digital inequalities and struggling ministries because of Covid-19, the purpose of SOMA has been reaffirmed by stepping into the void of building up the church towards renewal.
5. The ministry of prayer has taken center stage.

PROJECTS:

1. Digital communications
2. Developing resources
3. Enhancing global networks
4. Recruiting and training young leaders
5. Building SOMA's financial sustainability

MEETINGS/ EVENTS:

A.G.M: 17 April 2021 via Zoom

FINANCIAL:

Income: R41, 869. 47	Expenses: R133, 632. 06
Subscriptions:	Stipend: R106, 971.39
Fundraising:	
Donations: R35 713, 52	
Other: R140, 601. 93 (cash)	
Interest: R6156, 95	
	Other Expenses:
	Travelling:
	Admin: R6897, 57
	Municipal Services

ST MARY'S SCHOOL – Ms. Diane King & Dr Sarah Warner**Introduction**

St Mary's School, Waverley is an independent, Anglican school for girls. Founded in 1888 in Johannesburg, the school includes grades 000 through 12. In the Senior School, about 80 girls board in one of five boarding houses. The majority of our pupils are day girls.

Highlights and achievements

Remarkably, in spite of the challenges faced due to lockdown and remote learning last year, the Matric class of 2020 achieved the best results in the history of the school. The results are summarised below:

- 100% pass

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- 100% Bachelor Degree Pass
- 427 Distinctions (80%+)
- 118 A+ symbols (90%+)
- 29 Placements in the top 1% in a subject
- 47 Pupils (47%) with an average of 80% or more
- 86 Pupils (85%) with an average of 70% or more
- 101 Pupils (100%) with an average of 60% or more
- 29 Pupils (29%) obtained 7 or more distinctions

Both girls and staff who contributed to each stage of the girls' school careers are to be congratulated on this outstanding achievement.

One of the biggest concerns among Junior School heads and teachers with the transition to online learning was how we would support and sustain the progress of our Grade 1 pupils. We were, therefore, delighted by the high standard of reading and Mathematics achieved by our girls under unusual circumstances. In fact, the girls ended the year slightly ahead in their curriculum and they continue to make excellent progress in Grade 2.

In the Senior Primary, the increased exposure to technology resulted in some sound, sustainable innovation in the classroom and the disruption to habitual ways of thinking and teaching gave us the opportunity to review our curriculum, including our approach to assessment, subject content and pastoral support.

Admissions

With regards to admissions, we have seen a larger than usual proportion of our families leave St Mary's since the start of lockdown in March 2020 to date, largely due to relocation. We are grateful that we are still at capacity in terms of our pupil numbers across the school.

Financial

Reduced levels of activity on the school campus during lockdown resulted in cost savings in some expense categories. Rebates on tuition and boarding fees were granted to parents based on these savings realised. Compliance with health and safety requirements gave rise to additional, unanticipated costs being incurred. The Development Levy, utilised to fund capital expenditure projects, was waived for Term II and III owing to the prudent postponement of projects of this nature.

Several families communicated that they took strain financially owing to the impact of the lockdown on their income; we agreed to payment terms with these families, and we are glad to say most of their debt has been cleared. We have announced a fee increase of just under 3% for 2021, which is a reduction on the budgeted increase. Overall, St Mary's continues to be in a financially sound position.

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Ethos and values

The lockdown regulations, and necessary caution due to the Covid-19 pandemic, has meant that we have not been able to hold all of the gatherings of pupils and staff in which the ethos of our school is communicated and celebrated, such as our weekly chapel services and school assemblies, hymn practices, and our annual Patronal Festival Eucharist. To the extent possible, we have transferred these gatherings onto remote platforms such as GoogleMeet, gathering only the number of pupils together permitted under the various levels of lockdown. However, our community has sorely missed the physical experience of being together as community. Co-curricular activities, themselves an expression of our being together as community, have also been curtailed at least to some extent, and this has impacted upon the girls for whom these activities are the highlight of their school lives.

Also in 2020, our school embarked upon another stage in our ongoing process of transformation. Sparked by the #blacklivesmatters protests in the USA, particularly our Senior School girls in Grades 10 and up, laid public allegations of racism against some teaching staff. The allegations were thoroughly investigated by an external advocate, and recommendations made to the school resulting from this investigation. A consulting firm, Mandate Molefi, conducted surveys of girls, parents and guardians, and staff as to perceptions of diversity and the experience of transformation. To further this process, we have engaged the services of Lovelyn Nwadeyi, to facilitate workshops with staff, parents and guardians and staff throughout 2021.

DIOCESAN RETIREMENT COMMITTEE

Greeting to Bishop Steve and to all the members of this Synod from the Diocesan retirement committee and its members.

Since March 2020 and, up to present day in 2021 has been a busy and often difficult time for our members.

The obvious reason was the Covid virus which affected not only some of our committee members and their families, but many of the retirees and widows / widowers who our members keep in touch with.

Not all difficulties were as a direct result of having Covid, but, as a consequence of the virus, often resulting in a loss of income for families. Covid had far reaching consequences.

Because we were unable to have get togethers' with our retirees i.e Mandela day and Christmas parties, the committee decided to give them a small monetary gift. One was earlier in the year, and one in October.

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The thank you letters and calls we received confirmed, how very much, gifts were appreciated and needed. Special thanks go to St Stephens, Sunninghill, and to St Michael's, Bryanston for their generous donations towards these gifts.

We had one of our widows reach 100 this year.

Thanks go to all our committee members for their ministry throughout the year, and for Keith who looks after our finances. Special thanks to our chairperson who leads by example.

Not being able to meet at the diocesan office was overcome by having Zoom meetings, well co-ordinated by Gail and Tumi and with help from Nick Stead. These proved successful considering the average age of most of our members, (Tumi not withstanding)

Speaking of committee members, all are getting on in years, and have served for many many years. We need to look to the future for younger members' if this ministry is to continue. And so, we make that appeal to our Bishop and to this synod to motivate some of our younger priests (middle aged would be a good start) and to the parishes for volunteers who can join us and get to know what the DRC does.

GUILD OF ST AGNES AND MARY MAGDALENE

As the very nature of our committee is focused on the Care and Wellbeing of the Retired Clergy and Lay workers of the Diocese, we are aware of the injunction of The Older Persons Act 13 of 2006.....to Protect, Promote, and Maintain the Status, Rights, Well-Being and Security of Older Persons. It is an Act that aims at combating the ABUSE of older persons. Males older than 65 years of age and Females older than 60 years of age, are regarded as being protected by the Act. All of our Retirees (and indeed many Parishioners) fall into this age category.

Where there is known evidence of any kind of abuse such as Physical, Sexual, Psychological and / or Economic abuse of a Retiree or Parishioner, it is the responsibility of our committee and/or the Rector/Priest in Charge and Parish Church Council to report the abuse to either the SA Police or to Social Development.

Our Committee Members are in regular touch with our Diocesan Retirees to establish their wellbeing and we would remind every Parish in the Diocese of Johannesburg to take greater notice of the wellbeing of your Parishioners who are classified as Older Persons.

The Act demands it:

Encourage your "Area Care Wardens" or Care structures to be aware of the following: when assessing the Wellbeing of your "Oldies" consider these vitally important aspects:

...Their HEALTH CONDITION: Are their medication needs available and accessible to them and do they have easy access to medical and emergency care?

<u>Collect and Prayer</u> <u>Agendum 1-5</u>	<u>Synod Roll</u> <u>Agendum 6 - 10</u>	<u>Daily Order of Proceedings</u> <u>Agendum 11 - 15</u>	<u>General Information</u> <u>Agendum 16 - 20</u>	<u>Organisational Reports</u> <u>Agendum 21 - 25</u>
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...Their PERSONAL CARE: Do they have responsible Care Givers or people personally and daily available to them?

...Their ACCOMMODATION: Is their Accommodation clean and comfortable. Do they have access to shower/bath, toilet, laundry, entertainment and exercise facilities?

... Their MEALS: Are they receiving three nutritious meals every day? Most Retail Food Stores have a Home Delivery service.

..Their FINANCIAL STATUS: Are they in need of Financial assistance and support from Social Development, SASSA. their family, your Parish or this Committee?

...Never be hesitant to call on the services of a knowledgeable Social Worker skilled in Geriatric Care. They are worth their weight in gold.