



DIOCESE OF JOHANNESBURG

Our vision is to achieve the practice of the ministry of all believers.

66th SESSION OF THE DIOCESAN SYNOD

Theme:

A Gospel Lighthouse in a Changing World



FIRST AGENDA BOOK

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

**Venue:
St John's Pre-Preparatory School, Houghton
with opening Eucharist in the College Chapel**

**Dates:
26 - 28 October 2023**

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SECTION 1

SYNOD PRAYERS

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

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.

A.C.T. 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

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

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

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

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 bunganga/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. Sigcine 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

SECTION 2



FROM THE OFFICE OF ANGLICAN BISHOP DIOCESE OF JOHANNESBURG

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



NOTICE OF DIOCESAN SYNOD

Notice of the **Sixty-Sixth Session** of the Synod of the Diocese of Johannesburg is hereby. Synod will commence on Thursday, **26th October 2023** and terminate on Saturday, **28th October 2023**.

The Synod will be held in-person at **St John's Preparatory School, 11 Pine Street, Houghton Estate, Johannesburg.**

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 in the *Diocesan Rules* and the *Constitution and Canons of the Anglican Church of Southern Africa*.

Yours highly favoured by God,

A handwritten signature in black ink that reads "Steve Moreo". The signature is written in a cursive style with a large initial "S" and a long, sweeping underline.

The Rt Revd Dr Steve Moreo
+ Johannesburg

Dated: 21st April 2023

SECTION 3

DIOCESAN SYNOD ROLL - 2023

HOUSE OF CLERGY

The Right Reverend Dr Stephen Moreo, Bishop of Johannesburg

STIPENDIARY CLERGY

TITLE	SURNAME	FIRST NAME	PARISH
The Ven.	Allkins	Norman	Bedfordview Bezuidenhout Valley Jeppestown Kensington
The Revd.	Bassingthwaighte	Judith	Coronationville Newclare
The Revd.	Bosman	Vernencia	Florida
The Revd.	Dlwathi	Xolani	Meadowlands
The Ven.	Fleming	Shona	Northriding
The Revd.	Gordon	Martha	Discovery Roodepoort Davidsonville
The Revd.	Grobelaar	Eben	Parktown
The Revd.	Hank	Fritz	Rangeview
The Revd.	James	Sharmain	Bryanston
The Ven.	Katsana	Thabo	Pimville
The Revd.	Kotsi	Kamohelo	Archdeaconry Region 4
The Revd.	Lekoko	Rodger	Senaoane
The Revd.	Mabheka	Innocent	Sunninghill
The Revd.	Masemola	Samuel	Linden
The Revd.	Miya	Jabulani	Randfontein Toekomsrus
The Revd.	Mkhabela	Sibonelo	Khutsong Khutsong South
The Revd.	Moitsiwa	Clayton	Alexandra Bramley Eastbank
The Ven.	Molefe	Kagiso	St James, Diepkloof St Stephen, Diepkloof
The Ven.	Molipa	Thato	Emndeni
The Revd.	Moruthane	Sepadi	Halfway House

The Revd.	Mosieleng	Vuyelwa	Mzimhlophe Doornkop
The Revd.	Motlabane	Neo	St. John, Orlando
The Revd.	Ngwenya	Gift	Krugersdorp Munsieville
The Revd.	Ntombela	Mbekezeli	Cosmo City
The Ven.	Pilet	Michelle	Parkview
The Revd. Canon	Prince	Trevor	Florida
The Revd.	Segeel	Nicolette	Randburg
The Revd. Canon	Spyker	Mark	Rosebank
The Revd.	Stevens	Ian	Orchards
The Ven. Dr.	Torr	Douglas	Krugersdorp Munsieville St Thomas, Kagiso St Bartholemew, Kagiso Weltevreden Park
The Ven. Dr.	Tucker	Gabrielle	Bosmont Noordgesig
The Revd.	Wright	Matthew	Bryanston

NON-STIPENDIARY CLERGY

TITLE	SURNAME	FIRST NAME	PARISH
The Revd.	Adendorff	Karen	Brixton
The Revd.	Arbuthnot	Anthony	Bedfordview
The Revd. Canon	Botha	Cynthia	Parkview
The Revd. Dr.	Frahm-Arp	Maria	Parkview
The Revd.	Hlatshwayo	Linda	Moroka
The Revd. Dr.	Huntley	Anastasia	Fourways Gardens
The Revd.	Hys	Lebogang	Bekkersdal
The Revd.	Khanyile	Theo	St James, Diepkloof St Stephen, Diepkloof
The Revd.	Khomane	Seipati	Protea Glen
The Revd.	Lawrenson	Diana	Parkview
The Revd.	Lovel-Hall	Adrian	Parkhurst
The Revd.	Mabitsela	Dorcas	St Mary, Orlando
The Revd.	Macaulay	Robert	Northriding
The Ven.	Makinta	Johannes	Carletonville Fochville Westonaria
The Revd.	Malgas	Maphelo	Sophiatown
The Revd.	Martin	James	Parkview
The Revd.	Moloi	Bradley	Dobsonville Central Western Jabavu Jabavu

The Revd.	Mshuqwana	Mandisa	Rabie Ridge
The Revd.	Msipha	Themba	Pimville
The Revd.	Mtshali-Ngunda	Zanele	Yeoville
The Revd.	Mugglestone	Alice	Discovery
The Revd.	Ndaba	Vusumuzi	Pimville
The Revd.	Plessie	Tsepo	Ferreirastown Hillbrow
The Revd.	Ratshefola	Stephen	Simunye
The Revd.	Selepe	Gadibolae	Protea South
The Revd.	Smith	Gavin	Parkhurst
The Revd.	Tatalias	Jo-anne	Parktown
The Revd.	Tleane	Console	Holy Cross, Orlando
The Revd.	Visser	Margaret	Weltevreden Park
The Revd.	Xinwa	Kenneth	Tladi
The Revd.	Zondi	Mpumi	Moroka

RETIRED, ACTIVE CLERGY

TITLE	SURNAME	FIRST NAME	PARISH
The Revd. Canon	Dodo	Mlanjeni	Wedela
The Revd.	Edwards	David	Bryanston
The Revd. Dr	Guma	Mongezi	Auckland Park
The Revd. Canon	Henwood	Godfrey	Sunninghill
The Revd.	Makaba	Coto	Rabie Ridge Mayibuye
The Revd.	Ray	Paul	Orange Grove

CHAPLAINS

TITLE	SURNAME	FIRST NAME	SCHOOL
The Revd. Dr.	Jacobs	Jeremy	St John's College
The Revd.	Khobo	Rakgadi	St Mary's School
The Revd.	Masemola	Thapelo	St John's College
The Revd.	Motlhakane	Kabelo	St. Peter's College
The Revd.	Wossler	Richard	St Peter's School

HOUSE OF LAITY

PARISH NAME	REPRESENTATIVES	ALTERNATIVE
ALEXANDRA	Vusi Mathodlana Orapeleng Makwela	
AUCKLAND PARK	Tsepo Senoamadi Sebolelo Nomvete Zolisile Mapipa	
BEDFORDVIEW	Mark Lucas Chrystal Reddy Bruce Bowers	Norma Zulu Philile Mbhata Sandra Spirou
BEKKERSDAL	Thato Selokelo Portia Kubu Kgomotso Dawson	Thato Selokelo Portia Kubu Kgomotso Dawson
BEZUIDENHOUT VALLEY	Judah Makonye Charles Carroll Godswill Masango	Samu Nene
BOSMONT	Warren Cannell Imraan Baron Bernice Collophen	Natalie Wagner Bjorn Lachporia Mpho Dikgale
BRAMLEY	China Mpolo Adelaide Matlejoane Khensani Dlamini	
BRIXTON	Charity Monareng Isaac de Jongh Julie Ho	Annie Monareng Cheryl Fourie Nonhlanhla Ntaka
BRYANSTON	Mokaedi Dilotsotlhe Shirley Duma Robert Adams	Ian Masson Norma Tsotsi
CATHEDRAL	Nonku Dlamini Muzi-Omuhle Mazibuko Sidney Place	Elizina McBason Kelvin Radebe Nomathemba Nkomo
CENTRAL WESTERN JABAVU	Jean Malebane Gadifele Tshabalala Penelope Maldtane	Kedibone Tseki Tshidiso Mdhohlo

CORONATIONVILLE	Lorraine Jordan Elizabeth Dreyer Kalvyn Jordan	Elaine Petersen Lucelle Jooste Japhet Cornelius
DIEPKLOOF – ST JAMES	Tshegofatso Chimelwane Lebogang Sekwena Angie Mabena	Lizzia Tala Mxolisi Magubane Henry Magapi
DIEPKLOOF – ST STEPHEN	Reabetswe Twala Kamo Twala Thuto Moremi	Maolisi Phaliso Matu Mazibuko Jabu Mazibuko
DISCOVERY	Clayton Petersen Josephine Benson	Kenneth Fick
DOBSONVILLE & PHAKAMANI	Bruce Mmadi Sabelo Setle Bongani Nontenja	Ntsiki Qgeba
DOORKOP	Gadifele Tshabalala Penelope Malotana Kedinone Tseki	Tshidiso Mohohlo
EAST BANK	Mary Malepane Mpho Moloele Esther Tshaka	
EMNDENI	Neo Temekwane Bridgette Sithole Katleho Mpanza	Pat Ngcobo Sibongile Motsima Siphiwe Nondabula
FERREIRASTOWN	Zizipho Cuthalele Kholiswa Jacob Daniel Mteteleli	Ntozini Asiphe Ndabankulu Andisiwe Mbilini Philile
FLORIDA	Zenobia Irwin Jerome Jooste Trevor Harris	Freda Drummond Tamlyn Jegels John Matlhare
FOCHVILLE	Avon Molefe Tshidi Masena Nozipo Tambe	Tshidi Mogale Mando Matlabe Peter Khumalo
FOURWAY GARDENS	Sharon Ellis Ofentse Modise Jean Pienaar	Natasha Bailey Jeanine Line Irvin Gomwe
HALFWAY GARDENS	Rosemary Moeketsi Bongi Ledwaba	Lihle Siwisa Refilwe Marumo

	Marshal Nhanunu	Thabiso Buku
HILLBROW	Delphine Dube Kgotatso Moagi Veronica Setlhabi	Keamoetsi Modise Mandla Mkandla Mary Louw
JABAVU	Atang Sekano Golebamang Mdleleni Litshabo Pule	Ayanda Ndlovu Zoleka Nengudza Thabang Ndlovu
JEPPESTOWN	Owen van der Poel Stephen Kieser Dyna Polela	Darrin Rankin Ramon Oelf Cosmas Ndlamlenze
KAGISO – ST BARTHOLOMEW	Ntutu Mathibe Ellen Meje Liphoko Molukanele	Miriam Ngobeni Moses Mashita
KAGISO – ST THOMAS	Edwin Ditsi Thipe Motshaba Monthati Motsamai	Kabelo Sesinyi Lerato Motete
KENSINGTON	Edward Mwale Millicent Zantsi Jeanette Turner	Nicholas Odhiambo Maggie Huni Mpumi Nkosi
KHUTSONG & KHUTSONG SOUTH	Seilane Mosidi Khunou Rampou George Kgori	Mantoa Langa Palesa Nteleki Lesego Molefe
KRUGERSDORP	Vuzumuzi Dakamela Melanie van Blerk Sibusiso Zungu	Andrew van Blerk Sonto Mabula Bruce Saungweme
LINDEN	Gift Chanza Anele Malumo Moalusi Khanyisile	Lesley McGillivray Able Nyamhunga Garth McFarlane
MEADOWLANDS	Bohlale Graham Boipelo Tshikane Desree Legwale	Tebogo Maponyane Katleho Mberane Petunia Mbatha
MOHLAKENG	Kedike Babupi Garvon Molefe Onthatile Lethoko	Nana Lekgatle Molefi Mangoele Kagiso Modikoe
MOROKA	Baile Madiba Sbongile Mathiane Tebogo Nsibande	Amos Molefe Meme Makgaka Samora Meletse

MUNSIEVILLE	Thapelo Montsho Tidimalo Moeketsi Matshidiso Maja	Kelebogile Lelake Tshegofatso Groom Sinah Kokota
MZIMHLOPHE	Nkosinathi Mtshali Luyolo Blom Keolebogile Molusi	Dolly Seripe Steven van Lodewyk Kora Meshwe
NEWCLARE	Patricia Williams Lincoln Leghlo Louis Dominic	Donovan Jacobs Terry-Lee Davis
NOORDGESIG	Lesego Ramanyai Marks Hamilton Christopher Layte	Winnie Frazenburg Dorothy Oliver Rhona Marks
NORTHRIDING	Evelyn Kunene Mankwane Maela	Justin Strydom Michael Klinck
ORANGE GROVE	Thandi Nontenja Simangele Mngomezulu Maggie Mashala	Timothy Biyela Veronica Davids Uzoma Veromole
ORCHARDS	Danny Gumbi Ntsiki Qobose Shelley Sherlock	Charles Sarjoo Susan Cock John Browne
ORLANDO – HOLY CROSS	Nomonde Mkhatshane Mamonare Sithole Lindiwe Monnakgotla	Vusi Cwane Thathane Ramphomane Nokwanda Mngoma
ORLANDO – ST JOHN	Nonkululeko Dineka Makantjane Nkwane Simangaliso Magudulela	Lorato Taku Virginia Mauwane Pule Ditibane
ORLANDO – ST MARY	Siphiwe Shabangu Mthuthuzeli Macasa Thando Zulu	Esther Mothoa Lerato Langa Nonhlanhla Mkhwanazi
PARKHURST	Mike Newton Stephanie Dawson- Cosser Fiona Maskell	Sue Webster
PARKTOWN	Zuko Khoza George Jopling	Nathan Tshava Praymore Goronga
PARKVIEW	Darryl McMullen Catherine Bell Patience Dlamini	Fabian Oliver Nigel Carman

PIMVILLE	Lucy Ngwenya Boitumelo Seapalo Mpumelelo Nomlomo	Peter Motlanthe Jabulile Khumalo Erika Tlaba
PROTEA GLEN	Thapelo Marais Tshepo Sekobo Stanley Muse	Kagiso Setime Amanda Mamabolo Nelly Tsotetsi
PROTEA SOUTH	Khosi Mbathe Busisiwe Nkuna Magojane Gongota	Sizeka Mkabile Teboho Phumo Thato Mofokeng
RABIE RIDGE & MAYIBUYE	Michelle Dethanie Thami Fuller Obed Ngwenya	Sophie Dethanie Amelia Mngelwa Jabulile Maletswene
RANDBURG	Shorai Chirombo Robert Mukuze Helen Lane	Terry Tungwarara Moyra Mummery
RANDFONTEIN	Zelda Marite Megan Modise Christina Banda	Frank Smith Karabo Motsiane Mamello Marite
RANGEVIEW	Eamon Marais Florence Mosepele Lushan Turner	Christopher Molefe Beatrix Beukes Neo Makhubedu
ROODEPOORT	Edwina Fillies Tiny Baloyi Hugh Douglas	Nicole Becket
ROSEBANK	Lawrence Trent Greg Skeen Michael Glensor	Richard Bouma Nycholas Oliviera Claudia Jeevanantham
SENAOANE	Nontsikelelo Rajuili Duduzile Manala Ntombefuthi Mfaba	Tshepo Mosikidi Johannes Masangani Sibongile Mthethwa
SIMUNYE	Patrick Selokela Kiki Rammutle Joe Makuane	Ntsebeng Lesikare Rose Makara Itumeleng Mokome
SOPHIATOWN	Rhoda Mpotoane Tshepo Letsoalo Amogelang Moeti	Zandile Shongwe Tebogo Ramela Neo Nkoane
SUNNINGHILL	Mark Williams Angela Odame	Nicky Humphreys Ragini Ramkumar

	Kenny Abraham	Protus Otieno
TLADI	Thulani Khumalo Daniel Mashamatie Mbuyiseni Dladla	Martha Maaroganye David Mongale Ntaoleng Nkosi
TOEKOMSRUS	Selwyn Fritz Lorna Padyachee Taznine Smith	Chantal Olien Audrey Phillips Genevieve Radeby
WELTEVREDEN PARK	Sebastian Swartz Taz Jansen Vuyelwa Mahlangu	
WEDELA	Keitumetse Olifant Kedibone Kekana Tshepang Mongoato	Paul Moatshe Lindelwa Goxo-Mkango Molebogeng Mohutshiwa
WESTONARIA	Petunia Senoamadi Patience Kula Emanual Boloshe	Gladys Matsididi Patricia Masiye
YEOVILLE	Nhlanhla Sibanda Sisanda Maqina Chief Sunday	Glen Sibanda Dumisani Kewuti Loyiso Ntshikila

DIOCESAN OFFICIALS

Chancellor:	Adv Itumeleng Phalane
Deputy Chancellor:	Adv Bongani Manentsa
Registrar:	Ms Tholoana Makhu
Deputy Registrar:	Ms Tebogo Molefe
Bursar:	Vacant
Deputy Bursar:	Vacant
Interim Diocesan Executive Officer:	Revd. Lynda Shimmin

ORGANISATIONS AND GUILDS

	ELECTED	ALTERNATE
ALTAR GUILD	Mimi Mogale	
ANGLICARE	Ntsiki Qobose	Gwen Eachells
AMF	Bathethi Seitiso	Kgosiemang Phejane
AWF	Queen Khalo	Miriam Thubela
BERNARD MIZEKI MEN'S GUILD	Hlalele Mokhele	Frans Graham
COACH	Kenneth Fick	Penelope Lucas
DIOCESAN RETIREMENT COMMITTEE	Patricia Leman	Revd. Paul Molefe
GRACE VILLAGE	John Rossouw	
IPELEGENG	Faith Sepeng	Sipho Tshoni
JAEI	Fridah Moatshe	Sedi Marumo
MOTHERS UNION	Siphokazi Maqhina	Xoliswa Bam
PARISH VILLAGES	Noel Shorten	
ST AGNES & ST MARY MAGDALENE	Ofentse Lebitse	Lehlohonolo Lekaba

SCHOOLS

ST JOHN'S COLLEGE	Stewart West
ST. MARY'S SCHOOL	Deanne King
ST. PETER'S COLLEGE	Rui Morais
ST. PETER'S SCHOOL	Robert Macaulay
VULEKA SCHOOL	Greg Royce

RETIRED CLERGY

TITLE	NAME	SURNAME
The Revd.	Eve	Abrahams
The Revd.	Janet	Aereboe
The Revd.	Susan	Alexander
The Revd.	Jerry	Bailey
The Revd.	Steward	Basson
The Revd.	Erna	Basson
The Revd.	Ray	Bewsher
The Revd.	Roger	Cameron
The Revd.	Errol	Dengler
The Revd. Canon	Margaret	Eades
The Revd.	Helen	Els
The Right Revd.	Brian	Germond
The Revd.	Paul	Germond
The Revd.	Tim	Gray
The Revd.	Audrey	Hick Page
The Revd.	Marion	Hofmyer
The Revd.	Rob	Hofmyer
The Revd.	Alan	Keartland
The Revd.	Alfred	Khumalo
The Revd.	Patricia	Lane
The Revd.	Cathy	Lee
The Revd.	Gillan	Lee
The Revd.	Peter	Lenkoe
The Revd.	Francis	Letlotlo
The Revd.	Barrie	Lodge
The Revd.	Greg	Longbottom
The Revd.	Phillip	Louw
The Revd.	Jenny	Mabin Krige
The Revd. Canon	Sipho	Masemola
The Revd.	Phyllis	Mgquba
The Revd.	Enos	Mhlongo
The Revd.	Alinah	Mohomane
The Revd.	Abe	Mokgohlane
The Revd.	Gloria	Mokwatle
The Revd.	Paul	Molefe
The Revd.	Nigel	Mollink
The Revd.	Samuel	Moloi
The Revd.	Parker	Monala
The Revd. Canon Dr	Norman	Montjane
The Revd.	Archie	Motaung

The Revd.	Earl	Neil
The Revd.	Monica	Ngombane
The Revd.	Dave	Osburn
The Revd.	Beverly	O'Shaughnessy
The Revd.	Hilary	Owen
The Revd.	Andrew	Payne
The Revd.	Andrew	Phillips
The Revd.	Margaret	Place
The Revd.	Sedupe	Ramokgopa
The Revd.	Paul	Ray
The Revd.	Janette	Ross
The Revd.	Linda	Schwartz
The Revd.	Maureen	Rowland-Aitken
The Revd.	Rusty	Seller
The Revd.	Gerard	Sharp
The Revd.	Paul	Siaki
The Revd.	Gwyn	Slade
The Revd.	Trevor	Slade
The Revd.	Lynda	Shimmin
The Revd.	Badanile	Tsita
The Revd. Dr.	Karen	Uitzinger
The Revd.	Sue	Waldron
The Revd.	Thelma	Walmsley
The Revd.	John	Warren
The Revd.	John	Westwood
The Revd.	Alan	Williams
The Revd. Dr.	Nigel	Willis
The Revd.	Peter	Wilson
The Revd.	Manalesi	Zeka

DECEASED CLERGY

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

ARCHDEACONRIES

1	2	3	4	5	6
Ven Gabi Tucker	Ven Norman Alkins	Ven Johannes Makinta	Ven Doug Torr	Ven Thabo Katsana	Ven Shona Fleming
Coronation # Newclare Florida # Brixton # Mayfair Discovery # Roodepoort Bosmont # Noordgesig	Bedfordview # Kensington # Jeppestown # Malvern # Bez Valley Orchards # Orange Grove	Khutsong # Khutsong South # Carletonville # Wedela Fochville Mohlakeng # Simunye # Bekkersdal # Westonaria	Krugersdorp # Munsieville # Hekpoort Kagiso – St Bart # Kagiso – St Thomas Weltevreden Park # Ruimsig Rangeview Toekomsrus # Randfontein	Orlando – Holy Cross Pimville Senaoane Moroka Jabavu	Northriding Sunninghill # Cosmo City Randburg Midrand # Rabie Ridge # Mayibuye Fourways
7	8	9	10	Schools	
Ven Michelle Pilet	Ven Kagiso Molefe	Ven Thato Molipa	Vacant	Canon Thandi Chaane	
Alexandra # Eastbank # Bramley Rosebank # Parkhurst Bryanston Linden Parkview	Diepkloof – St James # Diepkloof – St Stephen Orlando – St. Johns #Orlando – St. Mary Meadowlands # Mzimhlophe	Protea Glen # Protea South Tladi Emdeni # Doornkop Dobsonville # Central Western Jabavu	Cathedral # Ferreirastown # Hilbrow Auckland Park Sophiatown Parktown Yeoville	St. Mary's School St. Mary's Junior St. John's College St. John's Prep St. Peter's College St. Peter's School St. Peter's Prep Vuleka Schools	

SECTION 4

DAILY ORDER OF PROCEEDINGS FOR THE 66th DIOCESAN SYNOD: 26 – 28 October 2023

The President to move that the *Times of Business* be as follows:

THURSDAY 26th OCTOBER 2023

- 14h00 Registration Opens
16h00 Opening Eucharist and Constitution of the Synod
Bishop's Charge
Preliminary Business:
1. Selection & Appointment of Cleric and Lay Secretaries
Chair of Committee of Synod
Prolocutor
Chairperson of the House of Laity
 2. Welcome, greetings and times of Business
 3. Consideration of the Agenda

FRIDAY 27th OCTOBER 2023

- 08h00 Registration Opens
08h30 Morning Prayer
09h00 Order of Daily Proceedings
1. Notice of Motions, Questions and Petitions
 2. President to propose that: "All reports that have been tabled and contained in the First and Second Agenda Books be received *en-block*."
 3. President to propose: Procedure regarding Minutes
 4. President to propose: Procedure regarding passed Measures (Standing Rule 44: p.230)
- 10h00 Synod Adjourns: Tea Break
10h30 Synod Resumes: Agendum 1 – Agendum 3
12h00 Midday Prayers
12h10 Measures
12h50 Elections for Provincial Synod and Elective Assembly
13h00 Synod Adjourns: Lunch
14h00 Synod Resumes: Acceptance of Reports from the following Organisations and Guilds:
- Anglicare
 - Anglican Men's Fellowship (AMF)
 - Anglican Women's Fellowship (AWF)
 - Bernard Mizeki

COACH
 Ipelegeng
 JAEI
 Mother's Union
 Parish Villages
 St John's College
 St Mary's School
 St Peter's College & St Peter's Prep
 Vuleka Schools
 Grace Village
 Diocesan Retirement Committee
 Altar Guild
 Server's Guild

14h15 Measures
 16h00 Synod Adjourns: Tea Break
 16h30 Synod Resumes: Measures
 17h30 Answering of Questions and Responding to Petitions
 18h00 Evening Prayer
 Synod Adjourns
 19h00 Committee of Synod

SATURDAY, 28th OCTOBER 2023

08h00 Registration Opens
 08h30 Morning Prayer
 09h00 Synod Resumes: Notice of Motions, Questions and Petitions
 09h15 Measures
 10h30 Synod Adjourns: Tea Break
 11h00 Synod Resumes: Measures
 12h00 Midday Prayers
 12h10 Measures
 12h50 Results of Nominations for Provincial Synod and Elective Assembly
 13h00 Synod Adjourns: Lunch
 14h00 Synod Resumes: Measures
 16h00 Synod Adjourns: Tea
 16h30 Synod Resumes: Measures
 17h30 Answering of Questions and Responding to Petitions
 18h00 Vote of Thanks
 Promulgation
 Dissolution of Synod

SECTION 5

GENERAL INFORMATION

TIMES AND PLACE OF MEETING

The 66th Session of Synod will be opened on Thursday, 26th October 2023 with a celebration of the Eucharist at the St. John's College Chapel. The venue for the proceedings on Friday, 27th October and Saturday, 28th October will be at St John's Pre-Preparatory School in Houghton. **Please note that these are separate buildings on the same campus - refer to the attached map at the back of the Agenda Book for directions.**

TRANSPORT AND PARKING

Members of Synod are asked to make their own arrangements for transport. For Thursday, Friday and Saturday, parking will be available at the St John's Pre-Preparatory School grounds.

DRESS CODE

For the 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

All members of the Diocese are welcome to attend the opening service of Synod to hear the Bishop's Charge at the St John's College Chapel.

MINUTES

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.

REGISTRATIONS AND ATTENDANCE REGISTERS

Thursday, 26th October

Tables for the registration of clergy will be on the left-hand side of Darragh Hall (opposite the Chapel), and for lay officers and elected lay representatives on the right-hand side of the Darragh Hall. The Diocesan Office staff will man these tables. Ushers will direct clergy and laity to where they must sign the registers.

Please remember that only clergy, lay officers and elected representatives must register and that the names of both clergy and laity are in Parish and not alphabetical order.

Friday, 27th October and Saturday, 28th October

Tables will be set-up at the entrance to the St John's Pre-Preparatory School, divided between clergy and laity. Diocesan staff will be available to hand out name tags. All attendees of Synod must always wear a name tag. **Remember that everyone attending Synod, including the invited guests, should register.**

Only clergy and elected representatives may speak and vote. 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. The alternate lay representative may only attend in the absence of the elected lay representative.

MEALS

Lunch and tea will be provided on Friday and Saturday. **Please note that no breakfast will be served, but coffee/tea will be available.**

RULES OF PROCEDURE AND DEBATE

The daily order of proceedings shall follow the Standing Rules of Provincial Synod (*pg. 177 of the Constitution and Canons of the Anglican Church of Southern Africa 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 must be in the hands of the Interim Diocesan Executive Officer before 8.00 a.m. on 01 September 2023, so that they may be considered for inclusion 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.

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 MEASURES

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 Interim 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 Interim 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.

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.

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 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).

SECTION 6

Please note: All proposed changes are recorded in *red bold italic*.

AGENDUM 1: MOTION FOR SYNOD 2023: DAILY ORDER OF PROCEEDINGS OF THE SYNOD, STANDING RULE 14(c)-(g)

THAT THIS SYNOD:

Noting that the Standing Rules of the Provincial Synod apply to Diocesan Synod and that such part of the above Standing Rule may be amended by the President with the permission of Synod in the interests of Synod at large.

Agrees that the public reading of the minutes be dispensed with and that copies of them are displayed daily at Synod and that all corrections to the minutes shall be handed to the Secretaries in writing as allowed by Standing Rule 14 (c) in the Canons.

Agrees that the matters covered by Standing Rule 14 (d) to (g) in the Canons, be the last business of Synod unless in the interests of the smooth running of Synod the President deems another time to be more appropriate during the day.

PROPOSER: Ms Tholoana Makhu

SECONDER: Ms Funeka Ndungane

AGENDUM 2: PRESENTATION OF DIOCESAN FINANCIALS AND APPOINTMENT OF AUDITORS FOR 2024

- | | | |
|------------|--|-----------------------------------|
| 2.1 | REPORT ON TURNAROUND STRATEGY | <i>2nd Agenda Book</i> |
| 2.2 | AFS AS AT 31 DECEMBER 2022 | <i>2nd Agenda Book</i> |
| 2.3 | BUDGET - ESTIMATES OF INCOME AND EXPENDITURE FOR 2024 | <i>2nd Agenda Book</i> |
| 2.4 | APPOINTMENT OF AUDITORS FOR 2024 | |

AGENDUM 3: REPORT FROM THE INTERIM DIOCESAN OFFICER (IDEO)

AGENDUM 4: 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 Constitution and Canons of ACSA;
3. Through the years, certain provisions have been made which are inconsistent with the Canons and the Constitution of ACSA;
4. Synod hereby resolves to make such changes as are necessary to align the Rules to the Constitution and Canons of ACSA;
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 Constitution and Canons of ACSA; which read:

“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 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

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 communicants) and every such assembly which shall be constituted, convened and held according to rules laid down in this Constitution.

Diocesan Synod

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 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.

THE PROPOSAL

IT BE ENACTED THAT:

The Diocesan Rules are therefore amended as proposed below and that further amendments may be made as needed and enacted at a Special Synod called for this purpose.

PROPOSER: Adv Bongani Manentsa

SECONDER: Ven Douglas Torr

AGENDUM 5: MEASURE REGARDING THE SCHEDULES

THE PRINCIPLE

Whereas: The schedules currently form part of the Rules as promulgated by Rule I-1.2 which currently reads:

RULE I-1.2: INCLUSION OF THE SCHEDULES

Everything contained in the Schedules shall be deemed to form an integral part of the Rules of the Diocese and shall be accorded the same authority and force as the Rules themselves.

And Whereas:

1. To promote easy reference, Rules and Schedules will be consolidated for ease of reading and understanding.
2. Some schedules therefore be removed from the Rules and adopted as policy documents.
3. All duplicating information from the Canons on matters guided by the Constitution and Canons of ACSA, should be removed.

THE PROPOSAL

IT BE ENACTED THAT:

1. The following schedules be incorporated in the Rules under the relevant sections:

Schedule B:	Functions and Responsibilities of the Bishop and the Advisory Committee in relation to Synod
Schedule C:	Procedure of Synod
Schedule E-3:	Change of Parish Auditors
Schedule F-1:	Powers and Obligations of Parish Councils
Schedule F-2	Arrear Parish Contributions
Schedule I:	Trustees of the Diocese of Johannesburg
Schedule J:	Proceeding of the Diocesan Trustees
Schedule K:	The establishment and operation of Deposit Funds and Investment Funds by the Trustees
Schedule L:	Parish Contributions and the DFB

2. The following schedules be removed from the Rules and promulgated as policy documents:

Schedule E-1, 2, 4 and 5:	Parish auditors and verifiers
Schedule F-2 to 23:	Parish Councils, their obligations and

Schedule H:	provisions in respect of contributions, accounts and accounting, meetings, secretaries and treasurers and procedures
Schedule M:	Diocesan Officers and Auditors
Schedule N:	Property, buildings, terriers, insurance and the construction or alteration of buildings
	Property Function Team

3. That the following Rules and Schedules be deleted as they are already covered by the Constitution and Canons of ACSA:

Rule F-1 and 2:	Licensing and Appointment of Clergy
Rule F-6:	Removal of Clergy from Office
Schedule G:	Procedure in relation to Bishop's Court
Schedule O:	Registers

PROPOSER: Ven Douglas Torr

SECONDER: Adv Bongani Manentsa

AGENDUM 6: MEASURE REGARDING RULES DEALING WITH MATTERS OF POLICY

THE PRINCIPLE

Whereas: Some of the current Rules are matters of policy and should rather be policy documents.

**THE PROPOSAL
IT BE ENACTED THAT:**

The following Rules be transferred to policy documents and removed from the Rules:

Rule C-6 To Rule C-11:	Diocesan Ministries;
Rule E-2:	Developmental Districts
Rule F-3.1:	Stipends and Allowances
Rule F-3.8:	Parish Allowances
Rule F-4:	Clergy Housing and Transport
Rule F-5.3 to F-5.8:	Sick Leave, Study Leave, Reporting of Leave, Absence of the Incumbent, Maternity and Paternity Leave

PROPOSER: Ms Tebogo Molefe

SECONDER: Adv Bongani Manentsa

AGENDUM 7: PREAMBLE

THE PRINCIPLE

Whereas: The Preamble to the Diocesan Rules needs to reflect our Diocesan missional values and to strengthen the alignment between the Vision and Values of both ACSA and the worldwide Anglican community.

THE PROPOSAL

IT BE ENACTED THAT:

The preamble be changed to read:

Our vision, as the Anglican Diocese of Johannesburg, is to bring all people to unity with God and each other in Jesus Christ, our Lord.

We affirm that this mission is a response to Jesus' command to go forth and make disciples of all nations. We pursue this mission through prayer and worship, the proclamation of the gospel and the promotion of justice, peace, and love for all people. This mission is carried out through the ministry of all believers.

We maintain that this ministry requires the spiritual growth of all who believe in the saving power and grace of Jesus Christ as has been revealed to us in the gospels. This spiritual growth leads to a deepening relationship with God and creation, ourselves and others. We emphasise that the continuing spiritual formation necessary for that growth entails a lifelong process of learning that will include, in particular:

- ***personal prayer;***
- ***Bible study;***
- ***regular worship and attendance at communion;***
- ***the pursuit of fair law and public administration;***
- ***reconciliation among those who have been divided or separated from one another;***
- ***the protection of the environment and a commitment to sustainable development;***
- ***speaking about Jesus openly as the Lord whom we know;***
- ***giving financially to support the work of the Church;***
- ***offering giving personal service to the Church as well as the community;***

- *new Church plantings, especially in new developing communities; and*
- *living holy and healthy sexual lives.*

PROPOSER: Revd. Martha Gordon

SECONDER: Revd. Mpumi Zondi

AGENDUM 8: MEASURE REGARDING THE DIOCESAN LEGISLATIVE BODY (Combining rule C.1 and Schedule C)

THE PRINCIPLE

- Whereas:**
1. The legislative authority of the Diocesan Synod needs to be affirmed and made clear.
 2. The provisions and Rules relating to Synod may be found in different Sections of the Rules.
 3. This makes for difficulty in access and interpretation.
 4. That Section C-1 and the related Schedule C be moved to the front of the Diocesan Rules. Furthermore, that the Section should be renumbered “A” and all other Section numbers be sequentially changed.
 5. Inclusive and simple language should be used.

THE PROPOSAL

IT BE ENACTED THAT:

SECTION A: THE LEGISLATIVE BODY

RULE A-1 THE DIOCESAN SYNOD

The structure and process of Diocesan Synod will be patterned on the Rules and procedures of Provincial Synod as set out in the Constitution and Canons of ACSA.

A-1.1 Constitution of the Synod

A-1.1.1 Bishop

- (a) 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 three 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.***

- (b) 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.*

A-1.1.2 Clergy

- (a) Only clergy, licensed by the Bishop to any Parish or Institution as either: Rector, Priest-in-Charge, Interim Priest, Assistant Priest or Chaplain, shall be a member of Synod. This right and status will be set out in the Summons issued by the Bishop.*
- (b) 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 who has been placed on a leave of absence.*

A-1.1.3 Lay Representatives

- (a) Each Parish and Chapelry within the boundaries of the Diocese shall elect three lay representatives at its Annual Vestry Meeting. See rule A.1.1.3 (b) below.*
- (b) Lay representatives shall be persons of the full age of eighteen years elected in terms of Section 1.1.3 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 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.*

A-1.1.4 Diocesan Organisation Representatives

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.

A-1.2 The Role and Powers of the Bishop with regards to Synod

- (a) 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.*

- (b) The Bishop shall give notice of any Session of Synod at least four months before the day appointed for the opening of the Synod.*
- (c) 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.*
- (d) The Constitution and Canons of ACSA make provision for the power of Veto of the Bishop in Diocesan Synod, and it shall be exercised in terms set out in the Constitution and Canons of ACSA.*

A-1.3 Quorum

- (a) 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.*
- (b) 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.*

A-1.4 Election of Lay Representatives

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 A1.1.3**. The following provisions shall govern the election of lay representatives:

A-1.4.1 Election Procedure

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.

A-1.4.2 Quorum at the Election

The presence of a quorum shall be necessary either at the Parish Council in terms of clause **Rule A-1.1.3**, 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.

A-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.

A-1.4.5 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.

A-1.5 Election of Representatives for Diocesan Organisations

The following provisions shall govern the election of representatives for Diocesan Organisations:

A-1.5.1 Election Procedure

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.

A-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.

A-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.

A-1.6 **Motions to Synod**

Written notice of every motion (not being one to which a- g below apply) to be moved before the Synod, signed by the proposer and seconder thereof and accompanied by a written statement confirming that the motion has been discussed at a meeting of any Parish or other council or body referred to in these Rules, and that it has been approved by such meeting - shall be delivered to the Diocesan Executive Officer not less than twelve weeks before the first meeting of the Synod. In order for the Synod to have an understanding of the reasons the motion is being proposed and the effect of the motion, the notice of the motion shall be accompanied by a detailed explanation of the background to the motion and the arguments for and against its adoption, together with the financial implications (where applicable) of the effect of implementing the motion. No motion of which notice has not been given as aforesaid shall be moved in the Synod, unless it is a motion:

- (a) arising out of the Bishop's charge to the Synod;
- (b) by way of amendment to a motion before the Synod;
- (c) for the adjournment of the Synod or of a debate;
- (d) in Committee of the whole Synod;
- (e) for the postponement of any motion;
- (f) in regard to which the Synod agrees by a resolution taken without debate to accept a shorter period of notice, or in regard to which notice is altogether dispensed with by the unanimous concurrence of the Synod; or
- (g) of greeting, appreciation or condolence.

RULE A-2 **PROCEDURE OF SYNOD** (*Previously Schedule C*)

A-2.1 **Roll Call**

Prior to the commencement of the Service referred to in Rule **C – 1.8.1**, the Registrar of the Diocese or the Deputy Registrar shall ascertain from the attendance sheets signed in accordance with paragraph 2 below whether or not at least one-third of the members of the Synod is present and shall report thereon to the Bishop. If one-third or more of the members of the Synod are present, the Bishop shall declare the Synod duly constituted, and the celebration of the Holy Communion may commence. If however, less than one-third of the members of the Synod shall be present, the Bishop shall refer the matter as soon as conveniently possible to those members of the Executive Committee of the Diocesan Trustees (see Rule C-4.5 (b)) who are present, who shall decide, subject to the Bishop's consent, whether or not the Synod shall proceed, and if so, in what manner. Before the commencement of the

business of the Synod any objections to the Roll shall be settled, and the Registrar or the Deputy Registrar shall report to the Synod if any of the Parishes are inadequately represented.

A-2.2 Attendance Record

Prior to the commencement of each day of a session of the Synod, attendance sheets shall be made available and shall be signed by every member, indicating the capacity in which he or she is present, or the Parish or organisation which the member represents. From the said attendance sheets the secretaries of the Synod shall mark the roll of the Synod. If any of the Parishes are inadequately represented the Registrar or the Deputy Registrar shall so report to the Synod.

A-2.3 Daily Order of Proceedings

The daily order of proceedings shall follow the Standing Rules of Provincial Synod as far as possible but may be varied by the Synod where deems necessary.

A-2.4 The Chair in the absence of the Bishop

- (a) The Bishop shall take the chair at every session of the Synod; provided however that if the Bishop shall be unable to be present, the cleric who is next in seniority, shall take the chair.
- (b) If the Chairperson wishes to propose, second or speak to any motion, he or she may, with the consent of the Synod, appoint another member of the Synod to take the chair during the debate and the vote on that motion.

A-2.5 Secretaries

The clergy shall elect a clerical secretary and the lay representatives a lay secretary who shall keep minutes of the proceedings of the Synod, mark the roll of attendance on the second and subsequent days of each session, and discharge such other duties as are required of them by the Synod.

A-2.6 Accounts, Reports, Estimates and Parish Contributions

In years in which the Synod is to be assembled the Diocesan Bursar shall submit:

- (a) the audited accounts of the Diocesan Trustees and the Diocesan Finance Board Diocese for the last financial year, together with the report of the auditor thereon;
- (b) a report on the said accounts and on Diocesan finance for the current financial year, which shall be presented by the Bursar on behalf of the

- Diocesan Finance Board;
- (c) the Diocesan Finance Board's estimates of Diocesan revenue and expenditure, and a schedule of Parish contributions for the forthcoming financial year.

The Synod shall then approve and adopt, or otherwise deal with the same, and may make such alterations and amendments to the estimates and contributions as it may deem fit.

A-2.7 Duties of the Synod

It shall be the duty of the Synod:

- (a) to appoint an auditor for the forthcoming financial year: provided that in years in which the Synod is not assembled, or, if assembled, does not consider the accounts for the preceding financial year, the appointment of the auditor shall be made by the Diocesan Council;
- (b) to receive, consider and deal with a report by the Diocesan Executive Officer setting out the action taken concerning resolutions passed at the previous Synod;
- (c) to receive a schedule of all duly constituted Parishes;
- (d) to consider reports which shall be prepared by all Diocesan Organisations entitled to representation at Synod.

A-2.8 Houses of Synod

The Synod shall consist of three houses, laity, clergy, and the Bishop (with whom shall be included any Bishop Suffragan), who shall sit, debate, and vote together, but at any time a vote by houses maybe demanded by any member, and then the votes of each house, shall be taken separately in the sequence of laity, clergy, and the Bishop (with any Bishop Suffragan).

A-2.9 Separate Deliberations

If at any time the clergy or the laity decide by a majority vote of either of their houses to deliberate apart, the sitting of the Synod shall be suspended during such deliberations, which shall take place in separate chambers with persons elected by the respective houses to chair their meetings.

A-2.10 Rights of Diocesan Officers

- (a) Diocesan officers shall have the rights of representatives and may introduce motions and amendments provided that no Diocesan officer shall be entitled to vote unless he or she is also the representative of any Parish, council,

organisation or body elected in terms of **Rule A-1.4.2**, or the alternate of any such representative elected in terms of **Rule A-1.4.3**, and acting as that representative;

- (b) The Diocesan Executive Officer shall attend all meetings of the Synod, may speak thereat, but shall not have the right to vote.

A-2.11 Lay Officials

The Bishop may invite lay officials in Diocesan departments, and licensed lay workers or representatives of bodies of such workers, to attend any meeting of the Synod. Such persons shall have the right to speak, but not to vote.

A-2.12 Resolutions and Rules

Every issue shall come before the Synod, in the first instance, in the form of a motion duly seconded. No measure shall become a Rule until it shall have been assented to, and thereafter promulgated, by the Bishop.

A-2.13 Provincial Synod Representatives

Synod shall, at each session, elect the requisite number of Diocesan representatives to any Provincial Synod which may meet between then and the next Synod. The clergy shall elect the clerical representatives, and the laity, the lay representatives, each house voting separately. Alternate representatives may also be elected by the same procedure.

A-2.14 Other Elections at Synod

Synod shall, also, at each session elect members to the following bodies by the same procedure as set out in **Rule A-2.13** above:

- (a) Elective Assembly Advisory Committee as provided for in Canon 4.
- (b) Provincial Standing Committee as provided for in Canon 43 (a).
- (c) Trustees (four) as provided for in **Rule C – 5.5.3**

A-2.15 Opening and Closing of Synod

The following provisions shall govern the opening and closing of Synod:

A-2.15.1 Opening of Synod

The session of Synod shall be opened with a celebration of the Holy Eucharist. Subject to the provisions of Article VIII of the Constitution, of the Canons and of the

Standing Rules of the Provincial Synod, the procedure of the Synod shall be as set out in **Rule A-2**.

A-2.15.2 Closing of Synod

The session of the Synod shall be closed with a service of prayer and praise, in the course of which the Bishop shall promulgate all the measures passed by that session, and then pronounce the session of Synod closed.

PROPOSER: Ms Tebogo Molefe

SECONDER: Adv Bongani Manentsa

AGENDUM 9: MEASURE REGARDING DIOCESAN SYNOD ADVISORY COMMITTEE (*Combining rule C.1.7 and Schedule B*)

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 may 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 Schedule provisions which deal with Diocesan Synod be moved to Section A and all other section numbers sequentially changed.
 5. Inclusive and simple language should be used in its provisions.

THE PROPOSAL

IT BE ENACTED THAT:

RULE A-3 THE 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-3.1 The Functions of the Advisory Committee

- (a) 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) 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) Advise the Bishop whether motions and other matters submitted for the consideration of the Synod fall within the **purview** of the Synod, provided however that the Bishop alone shall decide whether or not any matter shall be brought before the Synod;
- (d) 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) Consider such questions of procedure as may be referred to it;
- (f) Prepare the Agenda Books for Synod and the hours of the sitting of Synod;**
- (g) Notify Synod of the elections that have to be made during the sitting of Synod;**
- (h) Provide a final copy of the amended Resolutions and Acts to the Bishop within four months of the adjournment of Synod.**

A-3.2 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-3.3 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 that 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: Ms Tebogo Molefe

SECONDER: Adv Bongani Manentsa

AGENDUM 10: MEASURE REGARDING AMENDMENT OF RULE B-4.3: HONORARY CANONS

THE PRINCIPLE

Whereas: Rule B-4.3 currently reads:

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 cleric or *lay person* 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: Ven Michelle Pilet

SECONDER: Ven Gabi Tucker

AGENDUM 11: MEASURE REGARDING AMENDMENT OF RULE B-6.1: APPOINTMENT OF AUDITORS

THE PRINCIPLE

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

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

THE PROPOSAL

IT BE ENACTED THAT:

Rule B-6.1 be amended to read:

B – 6.1 Appointment of Auditors

- (a)** The Synod *or Diocesan Council* shall appoint qualified auditors who shall be nominated by the Diocesan Finance Board *and approved by the Trustees*, as per their duties set out *in Rule C-4*.
- (b)** *In the event of a vacancy of auditors arising between the next assembly of Synod or the next meeting of the Diocesan Council, the Diocesan Trustees shall appoint auditors, which appointment must either be ratified or substituted at the next forthcoming Synod or Diocesan Council, whichever shall first occur.*

PROPOSER: Revd. Lynda Shimmin

SECONDER: Revd. Ian Stevens

AGENDUM 12: MEASURE REGARDING RULE C-3: DIOCESAN CHAPTER

THE PRINCIPLE

Whereas: Rule C-3 provides information about the functions and composition of Chapter. These details should not be included in the Rules, but ought to form part of a policy document.

And Whereas: Rule C-3 currently reads:

RULE C-3 DIOCESAN CHAPTER

C – 3.1 Purpose of the Diocesan Chapter

The purpose of the Diocesan Chapter shall be to Enable, Empower, Equip and Engage both the ordained and laity in the growing and furtherance of God’s mission and ministry through the intentional implementation of our Diocesan vision.

C – 3.2 Functions of the Diocesan Chapter

The Diocesan Chapter functions shall include: -

- (a) Promote the implementation of the Diocesan Vision within all Diocesan Constituencies.
- (b) Provide ongoing evaluation and assessment of the ministry of each Archdeaconry and its constituent Parishes, with a view to identifying areas of special need and resolving any problems and conflicts that may have arisen.
- (c) Develop relevant guidelines or policies which will assist the Archdeacons, clergy and Parishes in their ministry.
- (d) Be responsible for the oversight of the following Diocesan ministries.
- (e) Diocesan Spiritual Formation
- (f) Diocesan Ministry Formation.
- (g) Diocesan Young People’s Ministry
- (h) Diocesan Children’s Ministry
- (i) Diocesan Retirement Committee
- (j) Diocesan Church Planting Ministry
- (k) Diocesan Pastoral Care
- (l) Diocesan Gender Ministry
- (m) Diocesan Liturgical Ministry
- (n) The Bishop, after consultation with Chapter, may appoint leaders for the Diocesan Ministries listed under Rule C-3.2.4.

C-3.3 Composition of the Diocesan Chapter

- (a) Chapter shall consist of the Bishop, the Vicar General, the Dean (if different from the Vicar General), the Diocesan Executive Officer, the Rector of the School for Ministries, and the Archdeacons.
- (b) The Bishop may also appoint, in consultation with Diocesan Chapter, a maximum of five lay people and a maximum of two clergy persons so as to provide greater representativity or specific expertise. These additional members of Chapter shall be appointed for a three-year tenure of office, subject to re- appointment for another three years, after which they are no longer eligible for re-appointment.
- (c) The Bishop may invite the leader of a specific Diocesan Ministry to attend a particular Chapter meeting for reporting and discussions related to their ministry.
- (d) The Bishop shall be the Chairperson but may delegate that responsibility to some other person at his or her discretion.

C – 3.4 Meetings

Unless the Bishop, in consultation with the Diocesan Chapter, shall decide otherwise, Chapter shall meet on a monthly basis.

THE PROPOSAL

IT BE ENACTED THAT:

Rule C-3 be amended to read:

RULE C – 3.1 Purpose *and Function* of the Diocesan Chapter

The purpose *and function* of the Diocesan Chapter shall be to Enable, Empower, Equip and Engage both the ordained and laity in the growing and furtherance of God’s mission and ministry through the intentional implementation of our Diocesan vision.

And that rule **C – 3.2 to C – 3.4** be removed to a policy document.

PROPOSER: Ven Thabo Katsana

SECONDER: Ven Johannes Makinta

**AGENDUM 13: MEASURE REGARDING AMENDMENT OF RULE C-4:
BOARD OF DIOCESAN TRUSTEES (Combining Rule C-4 and
Schedule I and Schedule J)**

THE PRINCIPLE

Whereas: 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.

And 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:-

- (a) be called “The Trustees of the Anglican Diocese of Johannesburg”.
- (b) Hold all the properties of the Church within the Diocese of whatsoever kind whether movable or immovable in terms of the Constitutions and Canons of ACSA.

C – 4.2 Function of the Diocesan Trustees

- (a) 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.
- (b) The Diocesan Trustees shall annually review and ensure that investments by the Parishes, Schools,
- (c) and Organisations, are in compliance with Canon 42.12(b).
- (d) The Diocesan Trustees shall delegate responsibility to the Diocesan Finance Board in matters that are financially related.
- (e) The Diocesan Trustees shall establish subcommittees to deal with specific areas of responsibility within their mandate as they deem it necessary.

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) The Archdeaonries 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.
- (d) 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.
- (e) 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

- (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 and the Registrar shall be deemed to be an Executive Committee of the Diocesan Trustees.
- (c) 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 **Canon 42** there shall be a body known as the ***Board of*** Diocesan Trustees who shall:

- (a) be called 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 roles, responsibilities and functions as set out in Canon 42, are adopted.

- (a) ***The primary function of the Diocesan Trustees shall be oversight on all matters pertaining to immovable and moveable assets, including the Diocesan Finances as outlined in the Rules.***
- (b) ***Other functions of the Trustees shall be:***
 - 1. ***To implement Provincial Synod decisions and ensure that they are localised for the Diocesan Context.***
 - 2. ***To be 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.***
 - 3. ***To annually review and ensure that investments by the Parishes, Schools and Organisations, are in compliance with Canon 42.12(b);***
 - 4. ***To establish sub-committees as needed and delegate some responsibilities to such committees. However, the Trustees remain accountable for any actions and decisions taken. Delegation is formal and must have the following:***
 - i. ***Formal terms of reference which must be approved for each sub-committee by the Trustees and reviewed annually;***
 - ii. ***Appropriate composition with due regard to skills requirement for each sub-committee***
 - 5. ***The Board shall have the following sub-committees, namely:***
 - i. ***Diocesan Finance Board;***
 - ii. ***Property Committee;***
 - iii. ***and such other sub-committees as it may from time to time determine.***

C – 4.3 Composition of the Diocesan Trustees

- (a) ***The Diocesan Trustees shall consist of:***
 - 1. ***the Bishop OR the Vicar General, in the absence of the Bishop,***
 - 2. ***the Dean (if different from the Vicar General),***
 - 3. ***the Diocesan Executive Officer,***
 - 4. ***the Bursar OR the Deputy Bursar, in the absence of Bursar,***

- 5. *the Chancellor OR the Deputy Chancellor, in the absence of Chancellor,*
- 6. *the Registrar OR Deputy Registrar, in the absence of the Registrar,*
- (b) *And four (4) such other lay persons as Synod may elect according to such criteria, as may be decided by the Bishop, and which will be contained in a separate policy document.*
- (c) *The Bishop shall be the Chairperson of the Board of Trustees. He / she may delegate that responsibility to some other Trustee.*

C – 4.4 The liability of the Trustees (Previously Schedule I-1)

In respect of each unit of pastoral charge, Parish, Diocesan School or work of mercy and social service for any claim under any mortgage bond or other instrument of debt or in respect of any other obligation whatsoever whether for capital, interest or costs of any proceedings therefor, shall be discharged out of the **relevant** property or the assets and funds of the unit, Parish, Diocesan School or work of mercy and social service on whose behalf the debt was incurred. No charge of any description shall fall on the **Diocesan** Trustees either personally or otherwise or on their successors in office or on any other property or funds held by them.

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 chairperson of the Diocesan Trustees 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 or Deputy Chancellor, the Registrar or Deputy Registrar, shall be deemed to be an Executive Committee of the Diocesan Trustees (and/or Bishop’s Executive).*
- (c) *Any such decisions made by the Executive Committee shall be ratified at the following meeting of the Diocesan Trustees. The absence of ratification shall not nullify the action or decision taken, and, the Diocesan Trustees shall determine any next steps or actions that need to be taken.*

C-4.5.1 Functions of the Executive Committee of the Diocesan Trustees

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 within all our Parishes, institutions and structures.*
 - (c) To advise on how best to achieve the transformation of the Diocese.*

C – 4.5 Proceedings of the Diocesan Trustees:

C – 4.5.1 Diocesan Trustees Meetings

- (a) Trustees shall endeavour to attend all and prepare thoroughly before meetings.*
- (b) Trustees who are unable to attend the meetings shall inform the Chairperson and Diocesan Executive Officer timeously. The attendance record of each Trustee shall be part of the Diocesan Executive Officer’s report to the Synod and Diocesan Council.*
- (c) The Chairperson shall interview any Trustee who fails to attend three (3) conservative meetings in a calendar year to ascertain if this member should continue as a Trustee.*

C - 4.5.2 Frequency of Meetings

- (a) The Diocesan Trustees shall meet at least five (5) times per annum.*
- (b) Meetings of the Diocesan Trustees will be held at such time and place the Trustees deem appropriate.*

C – 4.5.3 Notice of Meetings

Written notice of the place, date and time of each meeting shall be given by the Diocesan Executive Officer to each of the Trustees at least thirty (30) days before such meeting.

C – 4.5.4 Agenda and Meeting Papers

- (a) The Chairperson must work with the Diocesan Executive Officer in preparing the agenda for the meeting.*
- (b) The agenda and meeting papers must be circulated to all Trustees and their deputies at least seven (7) days prior to the meeting.*

C – 4.5.5 Minutes of Meetings

- (a) Minutes of the meetings shall record the main issues of discussion, any material and dissenting views, and decisions and resolutions taken at the meeting.*

- (b) Resolutions shall first be put to the Board of Trustees in draft form and once passed, must be recorded in a Resolutions Register.*
- (c) Minutes of the meetings shall be signed by the Chairperson of the meeting and circulated to the Board of Trustees and approved by the Board at the subsequent meeting.*

C – 4.5.6 Quorum

- (a) The quorum shall be 50% of the total members including the Diocesan Executive Officer unless circumstances otherwise dictate.*
- (b) The quorum for decisions, where consensus cannot be reached after discussions and is put to vote, shall be the majority of those voting, including the Chairperson. Should the vote be a tie, the Chairperson shall cast the deciding vote.*

C – 4.5.7 Validity of Actions

A meeting of the Board of Trustees at which a quorum is present, shall be competent to exercise all or any of the authorities, powers and discretions by, or under the Constitution and Canons of ACSA, or Diocesan Rules for the time being vested in, or exercisable by, the Diocesan Trustees generally. The majority of the members present at such meeting shall have the same powers as if it were the whole body. No resolution shall be invalidated by reason of the accidental omission to send or deliver any notice.

C – 4.5.8 Executive Signatures

For the exercise of any of the powers vested in the Diocesan Trustees, the signature of any Trustee or Trustees authorised thereto by resolution of the Trustees shall be sufficient, and the certificate of any such resolution under the hands of the Bishop and the Diocesan Executive Officer, or of the Chair of the meeting passing such resolution, shall be sufficient authentication thereof.

C – 4.5.9 Debt

No vestry, Parish Council, cleric, Diocesan or parochial officer, board, nor any other person or body shall be entitled to incur any debt for, or on behalf of, the Church, or in any manner so as to bind the Church, unless acting under power expressly contained in any Article of the Constitution or in any Canon, Act or Rule, or under written authority of the Diocesan Trustees or Diocesan Finance Board.

C – 4.5.10 Immovable Properties (Previously Schedule I-2-7)

All immovable properties belonging to the Church, whenever possible, shall be conveyed to the said Trustees.

C – 4.5.11 Securities

All securities registered and all capital funds and monetary trusts invested in their name, may be held by them for any ecclesiastical, educational or charitable purpose, Provincial, Diocesan, or parochial, subject to any special trusts and the provision of the Constitution and Canons of ACSA and these Rules.

C – 4.5.12 Stewardship of the Diocesan Trustees

In exercising stewardship over the land and buildings of the Diocese of Johannesburg the Trustees shall:

- (a) Before giving their consent to the purchase of new Diocesan land and buildings, satisfy themselves that it is properly purchased for the ministry of the Church.*
- (b) Before giving their consent to the sale of any land, satisfy themselves that the disposal will not adversely affect the ministry of the Church, and reach agreement with the component seeking to sell the land as to how the proceeds shall be invested to meet the requirements of Schedule A to Article XIX of the Constitution.*
- (c) Before agreeing to the construction, major alteration to, or demolition of any building erected or to be erected on Diocesan land, satisfy themselves as to the suitability of such actions in the furtherance of the ministry of the Church.*
- (d) Ensure that the Title Deeds of Diocesan land are properly recorded and securely stored, as a responsibility of the Diocesan Registrar.*
- (e) Ensure that all buildings on Diocesan land are properly insured.*
- (f) Ensure that all buildings on Diocesan land are properly maintained.*
- (g) Ensure that the procedures laid down in the Property Guidelines are carried out.*
- (h) Oversee the working of its Property Committee.*

C – 4.5.13 Managing Trust Property and Funds

- (a) All property and funds held by the Diocesan Trustees on behalf of any Parish shall be controlled or disposed of by the Diocesan Trustees in consultation with the Vestry of such Parish, provided always that if there should be disagreement between the Vestry and the Diocesan Trustees, the matter shall be referred to the Provincial Trust Board, whose decision shall be final and binding on the Vestry and the Diocesan Trustees.*

- (b) All property and funds held by the Diocesan Trustees on behalf of any Diocesan School or Organisation shall be controlled or disposed of by the Diocesan Trustees in consultation with the authority of such Diocesan School or Organisation, provided always that if there should be disagreement between the authority and the Diocesan Trustees, the matter shall be referred to the Provincial Trust Board, whose decision shall be final and binding on the authority and the Diocesan Trustees.**

C – 4.5.14 Recording of Special Trusts in Minutes

All special trusts, Provincial, Diocesan or parochial, shall be recorded in the minutes of the Diocesan Trustees; where no such trusts exist or are declared, all property and funds shall be held and disposed of by the Diocesan Trustees as they think fit, except when otherwise specially directed by the Constitution and Canons of ACSA or by the Synod.

C – 4.5.15 Use of Trust Property and Funds

Whenever property or funds are held upon trust as recorded in the minutes, such property and funds and the revenue thereof shall be used only for the purpose of such trust, unless otherwise ordered by the Synod in terms of a resolution, prior notice of which has appeared in an Agenda Book of the Synod. Should a difference of opinion arise between the Diocesan Trustees and the Synod as to the use of any fund, the Provincial Trustees shall have the final decision as to the administration of the trust.

C – 6 The Establishment and Operation of Deposit Funds and Investment Funds by the Diocesan Trustees

The Diocesan Trustees may establish deposit funds or investment funds. Such funds shall be operated and controlled by the Diocesan Finance Board, for the Diocesan Trustees. The Rules pertaining to such funds shall be established by the Diocesan Finance Board, and amended by them, subject in each instance to the consent of the Diocesan Trustees.

PROPOSER: Adv Bongani Manentsa

SECONDER: Ms Tholoana Makhu

AGENDUM 14: MEASURE REGARDING RULE D-1.4: FUNCTIONS OF THE ARCHDEACONRY FINANCE REPRESENTATIVE

THE PRINCIPLE

Whereas: Rule D-1.4 provides information on the functions of the Archdeaconry Finance representative on the Diocesan Finance Board, and currently reads as follows:

D – 1.4 Functions of the Archdeaconry Finance Representative

- (a) The functions of the Archdeaconry Finance Representative shall be to advise the Archdeacon on financial matters affecting the financial affairs of the Parishes within the Archdeaconry.
- (b) The Archdeaconry Finance Representative shall also represent the Archdeaconry at meetings of the Diocesan Finance Board.
- (c) The Archdeaconry Finance Representative shall provide a report from the Diocesan Finance Board to the Archdeaconry meeting as and when it convenes.
- (d) The Archdeaconry Finance Representative may, on request, be available to assist the wardens and treasurers in the carrying out of their duties in respect of the financial management of their Parishes.

And Whereas: This role falls under the purview of the functions of the Diocesan Finance Board.

THE PROPOSAL

IT BE ENACTED THAT:

Rule D-1.4 be deleted from this section.

PROPOSER: Mr Sibusiso Zungu

SECONDER: Ms Angela Odame

AGENDUM 15: MEASURE REGARDING AMENDMENT OF RULE C-5: THE DIOCESAN FINANCE BOARD

THE PRINCIPLE

Whereas: 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.

And Whereas: Rule C-5 currently reads:

C – 5.1 Diocesan Finance Board

There shall be a Diocesan Finance Board responsible for the oversight of the financial and administrative affairs of the Diocese to try to ensure that the Diocese is managed on a sound financial footing. Because of the provisions of Article XVIII of the Constitution, it operates under authority delegated to it by the Diocesan Trustees, and so the Board shall report regularly to the Trustees.

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;
- (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).

C – 5.3 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.

C – 5.4 Composition of the Executive Committee of the Diocesan Finance Board

Should an urgent and necessary decision be required between meetings of The Diocesan Finance Board, the Diocesan Executive Officer shall canvas the opinion of as many members of the Board as is possible, but for the purposes of making that urgent and necessary decision, the Bishop, the Diocesan Executive Officer, the Diocesan Bursar and the Chairman of The Diocesan Finance Board (if different from

the Diocesan Bursar) shall be deemed to be an Executive Committee of the Diocesan Finance Board. Any such decisions made by the Executive Committee shall be reported for ratification to the following meeting of The Diocesan Finance Board.

C – 5.5 Keeping of Minutes

The Board shall cause minutes to be duly entered in books provided for the purpose of recording the members present, and all resolutions and proceedings at each meeting. The minute book of the Board shall be open at all times to inspection by any member of the Board and any incumbent or Churchwarden in respect of matters concerning their own Parish jurisdiction.

C - 5.6 Deposit Funds

The Board shall have the power to establish, operate and wind-up investment funds as laid down in Schedule A of the Constitution of the Church.

THE PROPOSAL IT BE ENACTED THAT:

Rule C-5 be amended to read:

RULE C – 5 DIOCESAN FINANCE BOARD

C – 5.1 Diocesan Finance Board

There shall be a Diocesan Finance Board which shall be a sub-committee of the Diocesan Trustees operating under authority delegated to it by the Diocesan Trustees. It is responsible for the oversight of the financial and administrative affairs of the Diocese. The Diocesan Finance Board shall be subordinate to the Board of Trustees.

C – 5.2 Function of the Diocesan Finance Board

- (a) The Diocesan Finance Board is responsible for providing oversight over the financial management and the internal controls over financial management of the Diocese.***
- (b) This is done by ensuring that there are policies and procedures in place that would include:***
 - 1. Implementing internal controls over financial reporting within the Diocese.***
 - 2. Implementing controls to safeguard the assets of the Diocese under the stewardship of the Board of Trustees.***
 - 3. Ensuring an appropriate Delegation of Authority is in place to***

support all the finance decisions made in the Diocese, taking into account the risk to the Diocese as defined by the Board of Trustees.

- 4. Overseeing the preparation of:
 - i. Annual financial statements for audit and presentation to the Synod;*
 - ii. Monthly management accounts for presentation to the Diocesan Trustees;*
 - iii. Annual budget for presentation to Synod or Diocesan Council for approval; and*
 - iv. Any supporting financial information required for making any capital or budget decisions.**
- 5. Ensuring there are appropriate policies and procedures and guidelines to assist Parishes with their financial management and oversight obligations.*
- 6. The Diocesan Finance Board, from time to time, establishing any ad-hoc committee(s) to oversee or implement any specific mandate as may be determined by it, and co-opt individuals with specific skills to serve on such ad-hoc committee(s) established by it.*

C – 5.3 Composition of the Diocesan Finance Board

- (a) The Diocesan Finance Board shall consist of nine (9) members as follows:
 - i. the Bursar AND the Deputy Bursar;*
 - ii. the Diocesan Executive Officer;*
 - iii. the Diocesan Finance Manager (Ex-officio);*
 - iv. and five (5) such other lay persons as the Bishop shall appoint in consultation with the Diocesan Trustees.**

C – 5.3.1 Chairperson of the Diocesan Finance Board

The Chairperson shall be elected from among the members of the Diocesan Finance Board.

C – 5.4 Proceedings of Meetings Diocesan Finance Board

C – 5.4.1 Diocesan Finance Board Meetings

- (a) Members shall endeavour to attend all and prepare thoroughly before meetings.*
- (b) Members who are unable to attend the meetings shall inform the Chairperson and Diocesan Executive Officer timeously. The attendance*

record of each member shall be part of the report to the Diocesan Trustees.

- (c) The Chairperson shall interview any member who fails to attend three (3) conservative meetings in a calendar year to ascertain if this member should continue as a member of the Diocesan Finance Board.*

C – 5.4.2 Frequency of Meetings

- (a) The Diocesan Finance Board shall meet at least ten (10) times per annum and when circumstances necessitate.*
- (b) Meetings of the Diocesan Finance Board will be held at such time and place the Members deem appropriate.*

C – 5.4.3 Notice of Meetings

Written notice of the place, date and time of each meeting shall be given by the Diocesan Executive Officer to each of the Members at least thirty (30) days before such meeting.

C – 5.4.4 Agenda and Meeting Papers

The Chairperson must work with the Diocesan Executive Officer in preparing the agenda for the meeting. The Chairperson must ensure that the agenda is prepared prior to the meeting and circulated to Members together with meeting papers. The agenda and meeting papers must be circulated at least seven (7) days prior to the meeting.

C – 5.4.5 Minutes of Meetings

- (a) Minutes of the meetings shall record the main issues of discussion, any material and dissenting views, and decisions taken at the meeting.*
- (b) Resolutions shall first be put to the Members in draft form and once passed, are recorded in a Resolutions Register.*
- (c) Minutes of the meetings shall be signed by the Chairperson of the meeting and circulated to the Diocesan Finance Board members and approved by the members at the subsequent meeting.*

C – 5.4.6 Quorum

- (a) The quorum shall be 50% of the total members including the Diocesan Executive Officer unless circumstances otherwise dictate.*
- (b) The quorum for decisions, where consensus cannot be reached after discussions and is put to vote, shall be the majority of those voting,*

including the Chairperson. Should the vote be a tie, the Chairperson shall cast the deciding vote.

C – 5.4.7 Deposit Funds

The Board shall have the power to establish, operate and wind-up investment funds as laid down in Schedule A of the Constitution and Canons of ACSA. Such funds shall be operated and controlled by the Diocesan Finance Board on behalf of the Diocesan Trustees. The Rules pertaining to such funds shall be established by the Diocesan Finance Board, and amended by them, subject to the consent of the Diocesan Trustees.

C-5.5 Parish Bank Accounts in excess of their available funds

- (a) 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:*
- (b) 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 and Chapter as to the steps that need to be taken. The Board may grant such relief as it may think fit; or*
- (c) Refer the matter to the Diocesan Trustees who may act under the relevant provisions of the Constitution and Canons of ACSA (Canon 23) which apply to a Diocese in arrears and apply those provisions with the necessary accommodation for the Parish circumstance, and take any steps deemed necessary.*

PROPOSER: Mr Sibusiso Zungu

SECONDER: Ven Thabo Katsana

AGENDUM 16: MEASURE REGARDING RULE E-1.3: PARISHES THAT ARE NOT FINANCIALLY VIABLE

THE PRINCIPLE

Whereas: Rule E-1.3 dealing with Parishes that are not financially viable, is insufficiently clear.

And Whereas: Rule E1.3 currently reads:

E – 1.3 Parishes that are not financially viable

Where a Parish fails to meet its financial obligations in respect of its clergy, the Diocesan Executive Officer, after ascertaining the full facts of the matter shall present a report to the Diocesan Chapter who shall determine an appropriate course of action in accordance with policy as determined by the Diocesan Council from time to time.

THE PROPOSAL

IT BE ENACTED THAT:

Rule E-1.3 be amended to read:

Where a Parish fails to meet its financial obligations, *which may include payments for clergy stipends, maintenance, insurance, utilities and Diocesan contributions*, the Diocesan Executive Officer, after ascertaining the full facts of the matter, shall present a report to *the Diocesan Trustees who will then make recommendations to the Diocesan Chapter as to the appropriate steps to be taken. The decisions of the Diocesan Chapter shall be final.*

PROPOSER Ven Douglas Torr

SECONDER: Adv Bongani Manentsa

AGENDUM 17: MEASURE REGARDING AMENDMENT OF RULE F-3.1: STIPENDS AND ALLOWANCES

THE PRINCIPLE

Whereas: The stipends and allowances of clergy are currently decided by Synod only. Provision is needed for such decisions also to be taken by Diocesan Council from time to time,

And 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 are specific arrangements to the contrary with the Diocesan Finance Board.

PROPOSER: Mrs Stephanie Dawson-Cosser **SECONDER:** Ms Vuyelwa Mahlangu

AGENDUM 18: MEASURE REGARDING AMENDMENT OF RULE F-5.1:
ORDINARY LEAVE

THE PRINCIPLE

Whereas: There is inconsistency in Rules relating to leave. Furthermore, proper permissions for leave are not sought timeously. The title of ordinary leave is not one commonly used, leads to confusion and should be changed to annual leave.

And Whereas: 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 and Rule F-5.1 be amended 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 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 is taken. The cleric shall arrange *annual* leave in *consultation with the Churchwardens and approved by the Archdeacon (and in the absence of an Archdeacon the Bishop, prior to any such leave being taken)*. No payment shall be due in respect of *annual* leave which is not taken.

PROPOSER: Ven Norman Allkins

SECONDER: Ven Thato Molipa

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

THE PRINCIPLE

Whereas: Rule F-5.2 currently reads:

F – 5.2 Long Leave

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.

**THE PROPOSAL
IT BE ENACTED THAT:**

Rule F-5.2 be amended to read:

F – 5.2 Long Leave:

Long leave is not an entitlement, but may be negotiated between the Cleric, the Parish, the Archdeacon, Diocesan Finance Board, and the Bishop. The final decision to approve or not approve such long leave shall be at the discretion of the Bishop. In the case of the leave of the Bishop, the decision shall rest with the Diocesan Finance Board and Chapter.

PROPOSER: Ven Michelle Pilet

SECONDER: Ms Nonku Dlamini

**AGENDUM 20: MEASURE REGARDING AMENDMENT OF RULE H-1.2(7-8):
ELECTION, BUSINESS, AGENDA AND MINUTES OF
ANNUAL VESTRY**

THE PRINCIPLE

Whereas: Rule H-1.2(7-8) currently reads:

- 7) election of the Churchwardens and the Councillors for the ensuing year, subject to the provisions of Canon 28 and 29;
- 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 (7-8) be amended to read:

- 7) the election of the Churchwardens and the Councillors, and the appointment of an auditor or independent verifier, to be reported to the Diocesan Executive Officer for the ensuing year, subject to the provisions of Canon 28 and 29.*

PROPOSER: Revd. Lynda Shimmin

SECONDER: Mrs Angela Odame

AGENDUM 21

**MEASURE REGARDING POST-RETIREMENT MEDICAL AID
(PRMA)**

2nd Agenda Book

SECTION 7

ORGANISATION & GUILD REPORTS

1. ANGLICARE



We don't think ourselves into a new way of living, we live ourselves into a new way of thinking," says Franciscan priest Richard Rohr. In 2022 we considered the connection between living and thinking and how they relate in who we are and what we do. The privilege of the ministry Anglicare offers, is that it calls us as counsellors to be constantly recognising and experiencing the link between thinking and living and the impact this has on us and those we accompany. As Christians we know God is deeply with us in both. These thoughts continue to accompany us in 2023.

In 2022 we had all our meetings in person. It was a year of reckoning, reconsidering and re-evaluating but also celebrating. In November, we celebrated 40 years of being the counselling body of the Anglican Church in the Diocese of Johannesburg.

Our training mornings offered encouragement and insight based in both professional and personal experience. Our first speaker of the year was Eric Bryce-Borthwick who shared how he had learned to live a better story inspired in part by the book by Donald Miller, *A Million Miles in a Thousand Years*. Eric shared how despite the tragedy of his daughter's death in 2018 and other health and work challenges, he had been able to recognise blessing, hope, and possibility. Industrial psychologist Amy Bands was our April speaker with a talk entitled "Helping the Helpless". Her insights pivoted around an objective plan of dealing with a challenge or set back so that alternatives emerge in securing an empowering and resourceful way forward. With online counselling becoming more common we asked Rev Linda Schwartz to speak to us in June. She spoke to us from her office at home in Port Alfred via a screen modelling, as she shared, how possible and effective this way of interacting can be. Her talk enabled us to understand the strengths and pitfalls of meeting clients online and also provided practical parameters around confidentiality, setting up the meetings and data usage. In July, Dr Thabo Rangaka, a practising psychiatrist and one of our counsellors and past supervisors, spoke to us about the interconnection of the disciplines of

psychology and psychiatry and how a multi-disciplinary approach can work in helping others deal with difficulty be it around physical or mental health. Spiritual Director Francis Correia led our Quiet Morning in August encouraging us to ask, "How is God's compassion revealed to me?" With the help of scripture and Gospel contemplation the morning served to honour and grow our own faith journey to nourish and anchor our ministry and its call to compassion. In October, we asked Sandra Quick, one of our own counsellors, to speak about Tough Love. Sandra shared not just about the organisation and how it functions in helping those dealing with addiction and abuse, but also spoke about her son and their family's journey with learning and living into the support and principles of Tough Love. It was a brave, humbling, moving and deeply relevant talk.

On 19 November 2022 we arrived at St George's Parktown to celebrate our 40th birthday! It was a much-anticipated day to which we along with past members, speakers, priests, family members and Bishop Steve were all invited. Bishop Steve joined us for morning prayer in the church with a homily that reflected the need to be open and real, rely on God when its hard and listen for God in the rhythm of every day through what we do, who we meet and even hear on the radio during a car journey. The photograph on the lawn afterwards celebrates Anglicare's pilgrimage with all the connections of the many gathered again after years of showing up, supporting, listening, and caring. At a magnificent tea in the hall, we listened to different speakers connected to our 40-year journey from counsellors who have been with us from the start to those that have just joined, from past chairpersons to exec members. We also had Rev Margaret Place share a message from Bishop Timothy Bavin who started Anglicare in 1982 as well as Bridget Skelton who spoke on behalf of her mum, Liz Dooley, who remained faithful to our work, its need, responsibility, and efficacy. So, thank you to Sarah Edwards, Rev Margaret Place, Mme Gloria Malindi, Winifred Montgomery, Eric Bryce Borthwick, Ron Charlton, and Clifford Watama for their words and stories. You spoke from the heart reflecting soul, significance, laughter, and love with a dedication that re-inspired us and made us realise the importance and value of what we do. Ours is a quiet and confidential ministry focused on helping those whose identity we protect and honour. This celebration respected that but enabled us to recognise and realise our intentions and their unfolding.

Our 40th Birthday celebrations continued when Joan and Ntsiki took cake and party packs to the last Clergy Day of 2022. Along with the Bishop they shared about Anglicare and its role in the Diocese. Good questions, interest and appreciation emerged.

In 2022, we saw over 600 clients in almost 800 sessions. Relationship issues remain the prime presentation followed by anxiety and depression and then grief. Our response to requests for counselling continues to be good with the ongoing hope that we get back to a request within 24 hours. Eric Bryce Borthwick offers a full report back of this as part of this AGM.

In 2022, we welcomed Josie Benson back to Anglicare and in April were joined by 16 new counsellors: Michele Dethanie, Lesiba Lamola, Lycer Langa, Nikiwe Masilela, Selina Monyeki, Clifford Watama, Mandisa Mshuqwana, Elizabeth Momesie, Wilheminah Moeketsi, Tshegofatso Tseke, Happy Shibambo, Chantal Gennistar, Gift Ngwenya, Samukele Baloyi and Bridget Masemola. This is one of our biggest classes of new counsellors indicating not just the need within communities but also the willingness of people to want to know how best to listen, hear and be available to others who really need help. Most of our new counsellors were trained by the Institute for Creative Conversations using in a Narrative Pastoral model.

This year our Narrative training Course added Angela Odami, Sarah Moshote, Mary Mbugua and Zuki Pinini to our numbers. Ntsiki Oqobose, who runs the portfolio for new counsellors and training, also completed the course.

Anglicare lost one of its founding mothers in April 2022 when Liz Dooley died. Liz as the director of Family Life Centre had been pivotal from the start of our organisation offering the 40 Hour Basic Counselling Course which trained so many of us. Even after her retirement Liz continued as one of our supervisors right up until the week before she died. She will be missed for her dedication, wisdom, and determination to honour the potential of every person. Liz remains embedded in the core of Anglicare as the wise voice in many of our heads as we sit and listen, reflect, and challenge. She will be deeply missed. Clare Dolby one of our counsellors from St Michael's Bryanston died in June after a back op. She was a quiet and determined member of Anglicare who lived into this ministry with dignity, respect and a deep commitment. Rest in Peace Clare. You too are missed especially at our meetings where your input was astute and searching.

This ministry would not be possible without the license we carry from the Bishop – we are Lay ministers with a special license for counselling. Thank you to Bishop Steve for trusting us. Assisting our desire to be life-long learners and listeners are our supervisors Rod Charlton, James Nel, Malcolm Montgomery, Annemarie Lydall, Winifred Montgomery, Joan Griebenow (with assistance from James) Linda Schwartz and Monica Harrison. The call to monthly accountability refines our insight and those we journey with, and we thank these people for their willingness, encouragement and faith in us.

Anglicare remains in good financial standing. We received generous donations in 2022 with R10 000 coming from the Dooley family in memory of Liz. This will go towards training new counsellors and securing the future of our ministry and the need for ongoing learning. We have been able to offer financial assistance to existing and new counsellors this year as well as contribute to our 40th birthday celebrations and still end the year with a positive balance of R32196. As the time of writing, our balance after assisting with training some of our new counsellors remains similar, R 32526. We are grateful for subs paid and further donations received.

To those on the 2022 exec especially for all the organising and dedication in making our 40th the event it was – thank you! To Rakgadi our chaplain as well as Eric, Joan, Mary Anne, Lily, Gwen, Kerry, Brigitte and Sandra know much gratitude for showing up in person and online and really believing in this ministry and all it has to offer. Joan, Eric and Mary Anne will step down from the Exec in 2023. We thank them for their extraordinary dedication, knowledge and wise leadership over many years. They are pillars of Anglicare who will be missed in leadership but thankfully remain as counsellors and consultants.

Anglicare's meetings moved around more in 2022 and this will continue in 2023 as St George's is only able to host us for three mornings a year. St George's has been our home for the 40 years of Anglicare as we are so grateful for their hospitality and the stability of place they offered. It will, however, be a good explore more venues around the Diocese and get to know other parishes and communities.

I am grateful for the exec of 2023 which comprises Ntsiki Qobose, Elizabeth Dreyer, Gwen Eachells, Brigitte Walsh, Sandra Quick, Zamahlubi Dlamini, Bridget Masemola and Kerry Joughin. Rev Rakgadi Khobo remains our chaplin. She has started a monthly prayer group for our counsellors and will lead our August Quiet Morning. Her wisdom and insight is pivotal to Anglicare.

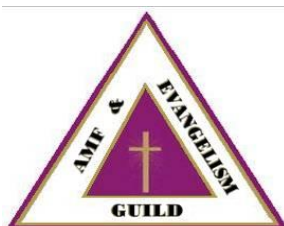
2023 has seen ongoing exploration in the relationship between thinking, being and behaviour. Rod Charlton joined our March training morning sharing how his visit to Israel impacted on his understanding of faith and hope and how this altered his insight as a psychologist. Ashley Bryce Borthwick shared in April about the spirituality on the 12 Step Programme and its efficacy in overcoming addiction. Vincencia Dietricks continued with this insight in May in a powerful talk around the neurotransmitter dopamine and its impact on addictive behaviour. Emerging from Youth month, Anglicare youth desk comprising Bridget Masemola and Zamahlubi Dlamini shared insights about Generation Z and the way they see think and how we might respond as counsellors.

There is a Japanese art form called *Kintsukuroi* or *Kintsugi* which means "Golden Thread." If a porcelain bowl is broken or cracked, the way of mending it makes it more beautiful and stronger than it was before. The healing line is often in gold leaf, obvious and evident as part of the value and life of the bowl. As Anglicare, we pray we continue to be present to those who come to us and live into the truth that strength and beauty come from being vulnerable, willing to share and mend. May we honour God who is in our part of this artistry.

Compiled by:

Revd. Diana Lawrenson

2. ANGLICAN MEN'S FELLOWSHIP (AMF)



❖ Introduction

We greet you in the precious name of Our lord and saviour Jesus Christ. It is with great pleasure to report on the following activities of the Guild.

❖ Diocesan Leadership

Position	Person
EXECUTIVE	
President	Rev Tshepo Maloka
Vice President	Ntate Johnson Khumbane
General Secretary	Mme Seitiso Thethe
Deputy Secretary	Mme Lesego Modikwe
Communication Officer	Ntate Kgosi Phejane
Treasurer	Mme Mpho Molefe
SUB - STRUCTURES	
Mens Lekgotla	Ntate Daniel Moemise
Social responsibility	Mme Nosipho Tambe
Bajari-ba-Areka	Mme Jane Njody

❖ Strategic Update

As part of our 2023 Diocesan Conference, our 5 years strategic planning document will be reviewed and implemented from 2024 – 2028. It will us to meet the set target by the Province.

❖ Membership

DESCRIPTION	NUMBER
MALES	79
FEMALES	277
TOTAL	356

Out of the above stated 356 members, we have 07 Clergy (06 males and 01 female). At the time of preparing the report we have 02 deceased members; may their soul continue to rest in peace and rise in Glory.

❖ **Diocesan Activities**

The following activities were planned for 2023:

Activities	Feedback
5.1 Meetings	<p>Executive meetings Diocesan Council meetings quarterly. The Diocese holds Council meetings quarterly, the meetings assist the leadership to fulfil their role as mandated. The Diocese has attended all the scheduled Provincial Council meetings.</p> <p>Other meetings are held as and when required, i.e., intervention by the Cabinet to assist a Parish that has challenges.</p>
5.2 Spiritual growth	<p>Opening service – this is the keynote service for the Diocese, our members look forward to it as it sets the tone for the year. Our organizational culture is in a way that we annually have events that has a spiritual impact and enhances our spirituality, it was a joyful moment to be able to hold Seven words service and Renewal of vows service. The two service were in-contact and venue based compared to what we had initially planned to hold them virtually.</p>
5.3 Fundraising	<p>According to our year plan we are intending to have 03 main fund-raising activities to source funds for our conference.</p>
5.4 Social Responsibility	<p>We have adopted Eyethu Center for the diasbled in Mofolo and we visit them annually to donate various items that they need to sustain their day-to-day management needs.</p> <p>We encourage our branches to hold one social responsibility event within their respective community.</p>
5.5 Training and Development	<p>During the strategic review session, we had identified various trainings that will improve the quality of service within the Guild. A few identified training needs where:</p> <ul style="list-style-type: none"> ➤ Training of trialists (Balekwa) ➤ Leadership training (Diocesan level and Parish Level) ➤ Preacher’s workshop <p>Other training needs are attended as and when there is a need.</p>

5.6 upcoming events	At the time of writing this report we could not have an input regarding the following activities / events that are on the 2023-year plan and occur after this sitting.
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❖ **Financial Status**

Our affiliated branches continue to keep with their financial obligations through innovative ways of maintaining a positive balance for the Guild and adherence to their Parish financial commitments.

❖ **Marketing of the Guild**

Our social media footprint has grown through various platforms. Facebook, twitter and Instagram. Our followers engage us from time to time and other organizations within the Diocese seek advice on how to improve their digital footprint. We have received positive feedback of events that were broadcasted live.

❖ **Achievements**

- ❖ Meeting targets that are outlined in our Diocesan Strategic Planning through activities on the year plan.
- ❖ Our landscape on social media platforms improved, including being able to successfully host online events.
- ❖ Positive response from members for donations during social responsibility drives.
- ❖ Improvement in adherence to the set turnaround time within the Diocese and the Province.
- ❖ Improvement of finances through a recovery plan of outstanding debts.

❖ **Challenges and recommendations**

CHALLENGES	RECCOMENDATIONS
Number of females continues to double up as compared to males.	Men's Lekgotla is in progress of developing an action plan that will include a recruitment drive.
Leadership challenges within various branches.	Continuously holding training workshops designed according to the needs of the branches.
Recruitment of Bontate	Through Mens' Lekgotla recruitment drive by visiting various Parishes to show case the Guild.
Financial assistance for members who are willing to partake in Guild activities, however, don't have a financial muscle to do so.	At Branch level active members will be assisted by those who are able to donate.

❖ **Conclusion**

Let us remember the words of St. Paul to Timothy (i.e.) (2 Timothy 3: 1-5).

Paul is referring to "the last days" here, this reveals his sense of urgency.

The "last days" began after Jesus' resurrection when the Holy Spirit came upon the believers at Pentecost.

The "last days" will continue until Christ could come for we should make use of the time that God has given us.

Paul's descriptive list of behaviour in the last days describes our society, even unfortunately the behaviour of many Christians.

Check your life against Paul's list. Let us not give in to society's pressures. Let us not settle for comfort without commitment. We need to stand up against evil by living as God would have his people live.

Amen.

Compiled by:

Ms. Seitiso Thethe
Diocesan Secretary

Rev Tshepo Maloka
Chaplain & President

3. ANGLICAN WOMEN'S FELLOWSHIP (AWF)



LIST OF OFFICE BEARERS

President: M. Q. Khalo, Vice President: M. Thubela. Alt. Vice President: R. Mabitsela, Treasurer: N. Oliphant. Secretary: S. Sekwena. Vice Secretary: J. Kau

1. NUMBER OF DIOCESAN BRANCHES AND MEMBERSHIP

Branches - 45 Membership - 854, members passed on - 21 Homebound – 35, New members – 28.

2. HIGHLIGHTS

2.1 HEALING SERVICE (Mission and Witness)

Theme was "in God we trust". This service was held at St. Stephen's Diepkloof and was led by Rev. Linda Mchunu from the Diocese of Highveld. Rev. Nombulelo Mosieleng was the Celebrant. Archdeacon Molefe conducted the bonfire and anointing to all members. The theme was from the book of Isaiah 53:1-4. (I choose to heal you). Both priests were presented with the AWF stoles.

2.2 NATIONAL WOMEN'S DAY OF PRAYER

Held at St Mary's Bekkersdal.

Theme: Attitudes. (Fellowship and study)

Guest speaker: Ms. Monica Makunga Harrison, a psychologist and parishioner at St. Mark Northriding.

Message: **We should have an attitude like Jesus.**

3. THANKSGIVING SERVICE

- Held at the Church of The Resurrection Meadowlands.
- Archdeacon Oupaki Moruthane was the celebrant and preacher.
- Message: Pruning a painful period after the Covid pandemic.
- The following activities took place:
 - (i) Banner parade
 - (ii) Members thanksgiving (monetary)
 - (iii) Honouring our elderly.
 - (iv) Candle lighting for the bereaved families.
 - (v) Service was also part of the Contact Magazine for the December edition.

4. **REVIVAL SERVICE**

- Held at St Andrews Pimville. Celebrant: Chaplain Mosieleng
- Preacher: Rev Mohomane
- Theme: Re-imagining ourselves igniting God's flame
- Readings: Exodus 33: 12-33, Psalm 51 John 12: 20-26 John 14: 9,22.
- Message from the Psalm 103: Bless my soul.
- Psalm 111: Be still and know that I am God
- The following messages were shared by the members:
- Re-awakening, Restoration, Renewal, Reconciliation, Reunite
- Transformation and Humility.

5. **LEADERSHIP WORKSHOP**

- Held at St. Augustine's Mzimhlope. Chaplain Mosieleng was presiding.
- The ultimate leader - Jesus Christ.
- The Heart of Leadership (John C Maxwell)
- **The 3 main points of the Diocesan vision:**
Spiritual Growth; Servant Leadership and Focused Outreach
- **Leadership unfolded as follows:**
- Lead, learn Loyalty, Empowerment, Empathy, Administrate, Accountability, Encouraging, Resilient, Sharing information, Skills transfer. Selflessness
- The following portfolios brainstormed and came out with recommendations:
- Prayer and Spirituality; Human Resource; Social Outreach; Marketing; Finance

6. **ACHIEVEMENTS**

- Archdeaconries functional as link between the Branches and the Diocese.
- There's a flow of communication.
- WhatsApp groups created on all platforms.
- Text messages (SMS's) for the oldies.
- Support for the sick - homebounds
- Memorial and funeral services for the dearly departed including the Diocesan wreath for the families of the bereaved.
- Honouring of the elderly at the All-Souls service as well as candle lighting for the departed members.

7. **CHALLENGES**

- Travelling within the Diocese for meetings and events is still a challenge, particularly with the Taxi Associations.
- Effects of the Covid-19 Pandemic: Unemployment which affects the smooth running of members affiliations to the province.

- Restructuring of certain Archdeaconries. This created instability as plans had already been made for the current year 2023.

8. SOLUTIONS

- Requesting Permits from The Association to travel.
- Requesting permission from the Diocesan Office to continue to work as per the previous Archdeaconries for stability until the end of the year.
- Archdeaconry elections put on hold until further notice.
- Able members adopting other members.

9. PLANS FOR THE FUTURE

- July 2023 - Mary and Martha Day. Rev Theo Khanyile will be presiding.
- August 2023 - Women's Day of prayer. Guest speaker is Diana Chiyangwa. AWF member at St Aidans Yeoville, Photojournalist, Writer, and Curator. Her life focusses on women and children and the theme is “**Reimagining ourselves igniting God's flame**”.
- September 2023 - Completion of the Diocesan procedures by the Dexco and regional leadership
- October 2023 - Diocesan Conference.

Provincial Resolutions:

- Leadership Empowerment; Teenage Pregnancy; Alleviating Poverty. Care and protection of the environment. Prevention of gender-based violence.
- November 2023 - All Souls and Thanksgiving services.
- Honouring the veterans who served the AWF for 45 years and more.
- Certificate of appreciation and gifts of the AWF Blankets.
- Celebrating the 75-year-olds.
- November 2023 - Social outreach to the mental health care users in Selby hospital and Baneng in Main Reef area.
- Planning for the Former Chaplain Mhlongo's farewell function
- Preparation for the elective AGM in March 2024
- Possibility of opening a branch in Weltevreden Park.
- Ongoing admission of new members.
- Hosting and preparation for the Provincial council meeting in October 2024

Compiled by:

Ms. Morakana Queen Khalo
President

Rev Vuyelwa Mosieleng
Chaplain

4. BERNARD MIZEKI MEN'S GUILD



REPORTING FROM: January 2018 to 31 December 2022

1. Membership

Category	Number
Active members (total number active members in the Diocese including clergy).	275
Active associate members (total number active members in the Diocese including clergy)	220
Number of new members recruited into the guild.	17
Number of clergy (who are members of the guild) in the Diocese.	07
Non-active (lapsed members)	00
Deceased (Jan 2018 – July 2023)	16
Number of Parishes (incl. Chapelries) where BMMG is active in the Diocese	26
Number of Archdeaconries or Regions (if applicable) where BMMG is active.	9

2. Milestones

- The guild has attracted and admitted most of the young man who are in their early twenties.
- The guild has continued to strive for financial stability, collected subs and raised funds even though we were hard hit by Covid-19 and lockdown
- The guild initiated a covid-19 relief fund for its members who were affected by Covid-19. Food vouchers were donated to the guild members who were in need.
- The guild has managed to continue with worship services during hard lockdown and post lockdown by hosting virtual services on zoom (uManyano, renewal of vows, Bernard Mizeki Memorial lecture etc.). The services were extended to other Diocese who continue to support this initiative.

- The guild was established in two new Parishes within the Diocese, St Nicholas and St Paul's Munsenville.
- The guild celebrated its 2019 patronal festival in Zimbabwe.
- The Diocesan executive has encouraged and promoted the use Anglican church hymnals of various languages that exist within the Diocese during worship services.
- The guild has continually pledged to social responsibility outreach programs, shoe donations to schools, prison visits, old age homes and the guild adopted children's home for the disabled (Korekile).
- The guild had a social responsibility at Leuwkop prison and donated toiletries to all male inmates.
- The guild acquired sponsorships from Food manufacturing companies to propel some of its social outreach programs.

3. Challenges

- 3.1 The guild has lost several veterans who passed on during covid-19 pandemic. May their souls continue to rest in eternal peace.
- 3.2 Several members have lost their jobs because of covid-19 pandemic.
- 3.3 Some members took retirement and left the Diocese for their home Dioceses, and this affected membership and stability of some of the Parishes.
- 3.4 The guild continues to struggle with shortage of clergy in the Diocese.
- 3.5 Covid-19 has affected attendance of worship services, members are still not comfortable with returning to physical worship services.

4. Financial Report as of 31 December 2021

Total income (R)	Total expenditure (R)	Closing balance (R)
420 295.08	168 080	252 215.08

- 4.1 Diocesan highest expense item
 - Travelling costs to Provincial meetings and catering

5. Social Development Programmes

- Prison visits for worship services and donation of toiletries

- Yearly donations of food, clothes, and cash to the adopted home (Korekile Home of the disabled Children).
- School shoes donation project for schools with under privileged children.
- Donation of food and toiletries to old age homes
- Covid-19 relief fund for members affected by the pandemic.
- Hospital visits to worship with the sick.
- Prayer visits to elderly members who are sick and cannot attend guild services anymore.

6. Conclusion.

The guild has strived to recruit young men who are in their early twenties to be members of the guild. This aim to promote continuity within the guild as veterans leave their Diocese due to retirement others become home bound due to elderly sicknesses. The Diocese of Johannesburg has, and it has always encouraged giving from its members. Unfortunately, as a church most of our income will be generated from giving. Members need to realise that without dedicated giving, the guild will struggle to carry out all its programs.

The Diocesan executive leads the sale of sundry items for the guild and they're the only body with the rights to sell those items within the Diocese. The guild remains committed to assisting its members who were affected in one way or the other by covid-19 pandemic. The Diocesan executives continue to engage the patron of the guild Bishop Steve, within the Diocese with efforts to trying to deal with the issue of lack of priests within the guild. The guild plans to grow its membership by fifty percent of its current membership through the recruitment of young man within the Diocese.

5. COACH



“If we nurture the dreams of children, the world will be blessed. If we destroy them, the world is doomed!”- Wess Stafford

After 2 years of hard lockdown, both the children and staff were happy to return to some form of normalcy from mid-2021. On the St. George's Home side as the country moved into level one of the lockdown, we were able to resume with all the daily programmes as normal. During this period, we are happy to report that there was a significant increase in the number of admission inquiries received. However, upon further screening, it was noted that most of the applications comprised of young people who had a history of substance abuse and severe behavioural and psychiatric problems. We also continued to experience many challenges with designated social workers who failed to submit the required documentation for admission screening, which ultimately slowed down our admissions process. Due to the aforementioned challenges, the team struggled to increase the number of beneficiaries in care as we had hoped. As a result, our number of funded beneficiaries was reduced by DSD in our new SLA.

Further to the above, in terms of the programme, we are happy to report that daily Abet classes resumed in full swing and 16 learners were registered for the October/November 2021 examinations and we managed to achieve a 54% pass rate. In addition, 3 young people were registered for their Abet matric at the Kwazini Adult learning centre in Kempton Park and are currently still studying. It is imperative to point out that the Abet programme underwent some disruption after March 2022 when the previous Abet teacher had to be dismissed due to gross misconduct. Following this unfortunate incident, the childcare team and our student social workers were then roped in to assist with lessons, until a new teacher could be appointed. As a result of this, the young people could not be registered for the June 2022 examinations. However, we are happy to report that we have since appointed a new teacher and the young people are now being fully prepared for the end of year exams.

In terms of the skills programme, young people were equipped with a range of skills over the past year. These included: food gardening, cooking and baking, artwork, sewing, knitting and braiding. One young man who is especially talented in gardening was also enrolled for an online course in garden design and maintenance. In addition,

some young people were also given an opportunity to attend a three-month basic computer skills training offered by Get Informed, one of our stakeholders. However just as we thought that the skills programme was building momentum, our skills trainer resigned at the end of February 2022. As a result, the skills programme was severely impacted by this and although the rest of the team tried their best to fill in the gap, little progress was achieved in this area. Fortunately, however, we have recently managed to recruit a suitable replacement for the skills post, and we are hoping to revive this part of the programme.

In addition to the above our therapeutic team, comprising of the social worker and child care workers also found themselves under great strain over the past year as they were faced with an increasing number of young people with serious drug addiction problems and extreme behaviour problems. As a result, there were many incidents of young people absconding from the Home in order to get drugs, vandalising of property, stealing and displays of extreme aggression. In many cases it was noted that young people displayed a total disregard for the rules of the Home and were extremely disrespectful and manipulative in terms of their behaviour. Thus, in addressing the problems, the team undertook to enlist the assistance of other stake holders such as: SANCA, SAPS, Makhukhanye Alcohol and Drug Rehab Centre as well as DSD probation Services. Young people were subjected to random drug testing and those struggling with severe addiction problems were referred for inpatient treatment. In addition, those caught stealing, vandalising of property, and displaying extreme aggression towards others were referred to SAPS. However, despite numerous attempts by the team to engage the help of SAPS, it was noted that there was little to no cooperation from the police. As a result, in many instances, this contributed to further escalation in the behaviour of our boys. Thus, to further address the problems, some young people were referred for psychiatric assessment and psychological interventions. One young girl was referred for the Diversion Programme after vandalising property while others were discharged after showing no signs of improvement despite interventions implemented. Thus, only after the expulsion of selected young people, did we note an improvement in the behaviour of the young people. In order to further help those who are still in our care, the team also managed to establish good networking relationships with external Organisations such as: Get Informed and Camp Sizanani who continue to offer regular life skills training to our young people. During this term, the young people who behaved well also had the opportunity to attend a 8 day camp that was hosted by Camp Sizanani. The Camp gave them an opportunity to participate in various group activities which included youth from other spheres of the community.

Further to the above, on the St. Nicolas Home side, it was noted that while most of the children seemed happy to return to school and see their friends again, some began to display serious attitude and behaviour problems. During this period, there was a significant increase in conflict between children, bullying, refusing to follow rules and routines and disrespect towards the staff. Some of our older boys were also caught using drugs at school and were referred to TAG for Diversion programme and to

SANCA for outpatient treatment. Some children also started displaying behavioural problems after experiencing loss of a parent. As a result, children had to be involved in intensive therapy and provided with ongoing support during this time. On a more positive note, however, all our children passed their examinations and were promoted to the next level at school, except for one child. We are also happy to report that one boy is currently busy with his matric and one girl received an award for being in the top 10 in the first term of this year.

In addition to the above, we continued to experience many challenges with staff across Coach, over the past year. We have noted that despite doing thorough security and background checks, we continue to encounter staff who are unreliable and problematic. This resulted in many disciplinaries over the past financial year with many staff being dismissed, absconding, or resigning, thereby leading to the constant staff turnover. Currently, we are still in the process of filling all the vacancies to stabilise the programmes.

Thus, as I reflect on another year gone by, I cannot help but be amazed at the resilience displayed by the Coach management team in dealing with the overwhelming challenges that they had to face over the past year. Despite these issues, staff have shown commitment in terms of ensuring that Coach meets all its commitments to the Department of Social Development as per the SLAs in place. During this period, on the COACH side, we managed to continue providing training to other Organisations to improve practice. The following trainings were successfully provided to social workers and childcare workers from both the NGO sector as well as government, namely: Grief and Bereavement, Child and Youth Care training on Conflict Management, Behaviour Management and Emotional Intelligence, Risk Assessment as well as training on Statutory Interventions which focussed on parenting plans and assessments.

Further to this, we are happy to report that there was a significant increase in rental received from Grace Village Management towards the end of 2021/2022 financial year. We are extremely grateful to the board of Grace Village Management for their on-going support, which enabled us to give the St. George's home a much needed 'facelift' and improve on the living environment of the children. This included fixing of the roof, gutters, downpipes, removing of all alien trees causing damage to the roof, painting of the inside of the house, fixing of all breakages and general maintenance of the home. In addition to this, during this period some of the surplus funds deviated by DSD were also utilised to cater for specific programme needs at the St. George's Home, such as: the upgrading of the skills workshop, purchasing of new school informs and desktop computers for children, as well as a new dining room set for the children. This served to improve the provision of a better learning and living environment for our young people and contributed to an overall improvement in terms of programme implementation. On the St. Nicolas side we are also grateful to all our donors for their love offerings to our children in the form of clothing, food, school needs as well as household furniture and appliances.

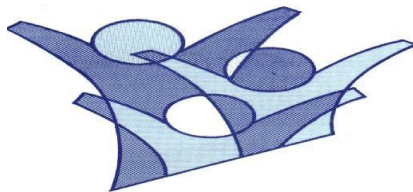
Thus, despite all the aforementioned challenges, Coach continues to strive towards to strengthening its financial and human resources in order to promote the long-term sustainability of the services it offers to the most vulnerable of our community, namely our children, because we believe that “when adults speak up for the vulnerable and the weak, working and demanding that safety and respect prevail, God’s little lambs are protected and nourished. They know they are not abandoned; they are loved. And the world becomes a little more like heaven as a result!” Wess Stafford.

On this note, I would like to take this opportunity to thank all our donors for their continued support and commitment which enables us to continue nurturing the dreams of our children. To DSD, we hope that we can continue to strengthen our partnership so that the children of our country benefit holistically. To my staff, thank you for your dedication to the children and your willingness to go the extra mile when needed. To my Board of Management, I would like to express my heartfelt gratitude for your continued dedication and support through all the hard times.

Compiled by:

Ms Nagapushnum Reddy
Managing Director

6. IPELEGENG



1. INTRODUCTION

It is our pleasure in writing this report as newly constituted Voluntary Board Members of the Ipelegeng Centre. We are deeply honoured to have been appointed to spearhead and derive mechanism that would shape the future of the Centre. This board with its given mandate is to revisit the strategic priorities and implementation of the strategic plan in realising the Centre objects under the best possible conditions. We have thus made a promise to ourselves as a board to uphold ethical standards, honour our fiduciary duties that will guide the behaviour and actions of the organisation's stakeholders to foster a culture of integrity, transparency, and accountability.

2. OBJECTIVES SET TO ACHIEVE

In line with Ipelegeng Centre strategic objectives, we continue to make strides and strives to provide an efficient and effective service that will be adaptable and flexible to the needs of the Centre. We strive to develop to implement a strategic business turnaround plan for the Centre, specifically in the area of developing a practical business process, re-engineering plan that will develop management policies, which will form a blueprint for the proper and effective management of the centre, with a strong emphasis on good corporate governance and accountability.

3. BOARD COMPOSITION

The Ipelegeng board is currently structured and comprise of 6 members (Incumbent of the Parish, two members representing St Paul Jabavu Parish, three members appointed by the Bishop) and other stakeholders (visitor or nominated visitor) as stipulated into its constitution. The board has since allocated portfolios to members in accordance to their acquired experience and expertise (Strategy, Human Resources, Risk & Compliance, Governance & Finance), to ensure to proper implementation of the strategy. The Board has co-opted a Financial Officer to be part of the Board to ensure Centre practices are compliant and operating efficiently and to advise the board on strategy as the business grows and changes.

3.1 VACANT POSITIONS

Critical vacant portfolios for the establishment of the centre have been identified as follows:

- Centre Manager, instrumental to the implementation of the operational strategies and management of the Centre. This role has since been put on hold due financial constraints of the centre. However, in mitigating and filling the void, the board has agreed and placed one of its board members to be the curator until we have means to appoint a full time incumbent.
- Marketing and Communications board member to craft the brand strategies of the Centre and other marketing deliverables.

4. IPELEGENG LEGAL STRUCTURE

The Ipelegeng Centre is established by the Anglican Diocese of Johannesburg for the benefit of the community, irrespective of race, faith, gender, age or creed in line with the Anglican ethos. Its legal structure is as follows:

- The Centre is a Johannesburg Diocesan Organisation, with full capacity to act (subject to the terms of this Constitution, the Rules of the Diocese of Johannesburg and the Constitution and Canons of the Anglican Church of Southern Africa) with the power to sue and be sued in its own name.
- The Centre, is a Non-Profit organisation, which is part of the legal entity of the Diocese of Johannesburg which is registered as a PBO No. 9300 181 28, so that its Annual Accounts shall be incorporated into the Diocesan Accounts for tax purposes.

5. JOURNEY TO DATE

Past year, in office, has been a hard-hitting journey, experienced different kinds of challenges, particularly dealing with operational practices that needed major review and including the dire financial pressure that continuously challenging the core existence, vision and its objects.

5.1. Financial Centre Status

The financial activities of the Centre revolve mainly around, generating revenue from various sources, including,

- Collecting rental from tenants occupying at the most 20 offices at the centre,
- Renting out the hall facilities for various activities like weddings, funerals, community and other organisational gatherings,

- Renting out the kitchen facility and sometimes using the kitchen for catering,
- Generating revenue from hostel accommodations of two residential facilities and a cottage at the Centre.

The Centre's ability to generate sufficient revenue from all these sources has been in decline over the past years, more prominently during the COVID-19 riddled years, i.e., 2019 to 2020 and that trend has continued to the subsequent years, right up to the current 2023 year.

All this background is brought to the fore to put into perspective the challenges that the Centre had to face in recent times in its effort to stabilise its operations and its financial operations and particularly improving and increasing on its revenue.

6. INCOME AND EXPENDITURE ISSUES

6.1. Accommodation Bookings

Accommodation Bookings have been on the fast decline over the recent years, much as this year shows a slight improvement compared to the December 2020 year, it is far less than what was generated in 2018 and 2019 years. It cannot be confirmed that the reason for this is still as a result of the COVID-19 impact or just that business is generally declining, that would need to be established.

6.2. Hall Bookings

The revenue trends from the Bookings of the Halls are no different from the Accommodation Bookings, been on the decline as well. Though part of what could be attributed to the decline on this revenue stream is the fact that there is major structural damage to the Main Hall. The roof has collapsed, and the Hall is currently not being hired out. This is most certainly one of the major contributors to the decline of centre revenue stream.

6.3. Office Rental

Past outstanding rental contributed immensely to the Centre revenue. However, we made strides in re-creating practices of managing and calling of outstanding rental payments from our tenants, this has greatly improved the Centre rental income by 80% for the year 2022.

We however, note the biggest offset of revenue was the sudden departure of our anchor tenant, the US Embassy Rosa Parks Library, which left a huge hole in Centre's revenue collection, which used to provide over R200k plus annually.

6.4. Staff Costs

Staff Costs make up a huge portion of the overall expenses for the Centre and that proportion has been on the rise over the years, and up until 2020. The Centre has over the years had a staff compliment of not more than ten staff members, a Centre Manager, A Coordinator, three Kitchen and Cleaning Staff, four security guards and at some stage a Marketing person. This compliment changed from one stage to the other with some position being filled at some stage and others being vacant. Almost all staff members were laid off during the COVID-19 era due to the effect of the pandemic, however those staff members are now back at work. At some point we encountered CCMA referral cases which unfortunately forced the Centre to make back payments due to unfair labour practice followed.

Staff cost and people practices is a continuous struggle for the board as we are aware people are the most import asset to its organisation. We strive to correct major building blocks for its function and including among other remuneration for its employees. We looking to correct staff compensation as they were without salary raise past 5 years and/or bonuses due to lack of financial abilities of the Centre.

7. ACTION PLAN

Given all these challenges, it is the Board's intention to turn around activities for the Centre, particularly financial operations. The following was identified to give it a more focus:

- One of Board members is serving as an interim Curator. This was done to mitigate risk of not having a leader on site while we still cannot afford full time personnel for the role.
- Operational and Financial Policies being introduced to the Centre
- Human Resources policies to legislate practices and including improving performance of staff.
- Financial Bank Operational Systems reviewed
- Debt collection is critical and reviewing rental space measurers and policies
- Though last year, we have shown improvement on our banking account, moving out of overdraft to positive surplus is encouraging, we are to continue to look at other mechanism of generating substantial revenue, hence our marketing strategies are to be stringent to afford new opportunities.

8. CONCLUSION

It is without doubt that there is quite a lot to be done regarding the financial affairs of the Centre, to get them updated and be in an acceptable state. Some decisions need to be made and some intentional actions need to be embarked upon, both for activities that are directly finance related as well as those which are not so directly related, for

the Centre to be restored to a fully efficient and effective entity. Therefore, critical infrastructure is to be reestablished to ensure revenue is generated for the Centre.

We therefore call upon support from our fellow constituency, church, ministries to assist the board and Ipelegeng, to consider using the Centre as a preferred venue for meetings, gatherings, celebrations, use it as hotel and any other so we can bring back Ipelegeng to its preferred flourishing state. We looking forward for your support and offer your expertise in reviving the Centre.

Finally, we the board of Ipelegeng, we give our gratitude to St Paul Jabavu Parish for their unwavering support. A heartfelt thank you to Revd Bradley Moloji and Tebogo Molefe (Deputy Registrar) for their entirely support, guidance and wisdom. We as a board, we give our solemn promise to soldier on in finding means and ways to get Centre to realise the planned objectives and its vision.

IPELEGENG BOARD MEMBERS

Faith Sepeng	Acting Chairperson	Governance
Tebogo Molefe	Visitor	Advisor
Revd Bradley Moloji	St Paul Parish Incumbent	Advisor
Lizzia Tale	Board Member	Human Resources
Sipho Tshole	Board Member	Strategy & Operational
Peter Mogale	Board Member	Risk & Compliance
Morris Letsoalo	Designated Board Member	Finance

7. JAEI



JAEI continues to promote eco-spiritualism throughout all organisations and Parishes in the Diocese of Johannesburg despite the challenges of resources.

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). We had a record number of Parishes hosting innovative and popular outdoor worship services in September. These services brought much excitement and inspiration.

Our WhatsApp group is popular, and many issues, ideas and inspiring stories shared. We continue to engage with Green Anglicans and the Southern African Faith Communities' Environmental Institute (SAFCEI).

JAEI Events included:

- JAEI committee planning workshop on Saturday 5 February.
- Pre-Lent Eco-Quiet Morning at Kloofendaal Nature Reserve on 26 February.
- Diocesan Jojo Tank sponsored by JAEI (R30 000), approved April and installed in May.
- Flower morning on how to make eco and cost effective floral arrangements on 21 May. There were 19 participants and R450 raised.
- Visit to St Andrews School for Girls with eco sermon and awareness raising. Each learner was given a bean to take home and plant.
- Morning session on Eco-spiritualism for Fellowship of Exploration (FoX) candidates at St Joseph's Diocesan Centre on 1 October.
- Eco hike for Region 1 Confirmation candidates at Kloofendaal Nature Reserve on 14 October. Spekboom was used to decorate the church for the joint confirmation service on 21 Oct and 41 Candidates in 4 Parishes received spekboom seedling gifts.
- Eco session during Cathedral Archdeaconry Youth Zoo Lake outing on 22 October.
- Past Committee until 1 June 2023: Revd Martha Gordon (Chair), Revd Judy Bassingthwaighte, Fredah Moatshe, Noeleen Mullett, Gift Ngwenya, Zolisa Sigabi

- At the JAEI AGM on 2 June 2023 – Revd Judy Bassingthwaighte was elected the new chair for the next year and was tasked to integrate JAEI with youth structures. The outgoing committee was dissolved and Noeleen Mullett will continue with communications. For more information see: www.jaei.org.za or email: noeleen@jaei.org.za or cell: 082 682 4426.

Compiled by:

Revd. Martha Gordon

8. MOTHERS' UNION



I have pleasure in writing this report for Mothers' Union in the Diocese of Johannesburg. The Johannesburg Mothers' Union Guild has now been in our Province over **100 years**, and it has been evolving ensuring that it is still relevant in the 21st century. Mother's Union is a global, women-led movement, for those not familiar with us, was formed by an Archdeacon's wife Mary Sumner in Winchester in 1876. Globally we are present in 84 countries with over four million members and growing.

We are a diverse and family-oriented charity organisation, committed to sharing God's love through our small and big outreach programs, spiritual nourishment, and compassion. We welcome people from all walks of life to join us as long as they are registered and active Parish members, baptised and confirmed, and we offer whatever help is needed, to whoever needs it, whenever it is needed. We believe that when people come together to solve challenges, amazing things can happen.

The work of the Mother's Union is mostly carried out by members volunteering their services, skills and resources excluding the two employees appointed for the running of the office from an administrative support and the cleaning of the office. Our members are active in fifty-five (**55**) Parishes across the Diocese and work hard to serve their constituencies and local communities whilst offering Christian care for families, protection of children and help those whose family life has met with adversity. Our records showed 1394 membership for the period the report is covering which showed a decline due to various reasons mostly death and retirees (Amagoduka).

HOW WE WORK

The work of the Mothers' Union is based and guided by the following:

- Approved global Mother's Union Strategic plan----currently our programs and activities are still guided by this Strategic Plan which started in 2020 and will end in 2026. 2023 is the third year of this Strategic Plan.
- Mother's Union Provincial Office initiatives
- People's needs from the surrounding communities, members of our Parishes and MU members.
- Life experiences of the Mothers' Union members

Our organisation is led and managed by volunteers from the membership and some of these volunteers in leadership positions are elected through a democratic process

and serve for a period of three years. We are a project driven organisation which assist us in improving efficiencies and creating a talent pool from which skills and capabilities are developed but it is work in progress.

The Mothers' Union is a charity organisation which is mostly self-funding, but we also receive donations from the members and sometimes get sponsors. The self-funding sources are the following:

- Annual Affiliation by members
- Fundraising
- Sales of MU items
- Donations---goods (e.g., Eucharist items) and financially

WHERE WE ARE IN THE CONTEXT OF GLOBAL STRATEGIC PLAN AND THREE DIOCESAN STRATEGIC INITIATIVES.

It is important for us to assess how well did we perform against the initiatives we agreed upon as a Diocese and the approved Global Strategic plan. Conducting assessment assist us in reflecting on the achievements and shortcomings and also useful for re-examining the programs / goals themselves which may have been set at a different time under different circumstances. We acknowledge Mother's Union needs to respond positively to the continuous and complexed changes taking place around us, unfortunately due to various constraints (e.g., financial, family responsibilities, etc.) from a personal and a group perspective some of the activities were not started nor completed.

ACHIEVEMENTS ON ON-GOING PROJECTS / PROGRAMME OUTREACH

❖ OUTREACH PROJECT TEAM

Successfully established the project team to project manage the identified and approved Outreach projects and this has assisted in developing competencies within the Diocese for continuity.

❖ KZN and Easter Cape RELIEF FUND

MU members through their Regional structures reached out and opened their hands and gave wholeheartedly (dry foodstuff, clothes, blankets, etc.) towards the relief efforts led by the South African Council of Churches, after the devastating floods in KZN and Eastern Cape which displaced families in an unbelievably bad way. This was also immediately after the Covid19 wave and the July unrest. A Donation of R10 000.00 was deposited into the bank account of Hope Africa towards the KZN relief support to deal with the floods impact.

❖ **GENDER BASED VIOLENCE AND FEMICIDE ---CONTINUOUS**

The Diocese of JHB MU formally launched and signed a PLEDGE of commitment to carry out the work of transforming our communities through the GBVF Program and its associated activities on the 3rd June. We collaborated with Safe and Inclusive Church and Gender links. The focus of their addresses was on Gender concepts and types of gender-based violence and how women can be equipped to deal, cope, and educate others, especially youth, about GBV issues and prevention thereof. GBV Workshop is planned to take place in September 2023- Train the Trainer Workshop of MU leaders and coordinators.

❖ **PARTNERSHIPS--CONTINUOUS**

JHB Mothers Union has applied for affiliation to the CSF (Civil Society Forum) which is a group of organisations that democratically represent a defined constituency (example, MU is classified as Women in the Faith sector) - working hand in glove with the Depart of Health (Gauteng). Its function is to strengthen Civil Society sector response to the fight against HIV/Aids, TB, now include GBV and Mental Health issues. Continue to collaborate with Revd Khanyile because he is one of the men that are speaking up and changing this misunderstanding of GBV and thus engaging men and boys in prevention work is an important strategy to reduce domestic and sexual violence and stalking. We believe that men should assist us in helping the boys to dismiss misconceptions around “masculinity” and “manliness.”

❖ **DIGNITY PACKS--CONTINUOUS**

Continue to supply dignity packs to the needy in hospitals, homes, etc. and there is going to be additional item targeting the elderly, namely the incontinence pads which can be supplied to members of the MU and assist in addressing the minor challenges that makes them not frequently attend MU activities.

❖ **SCHOOL SHOES**

Continue donating shoes to the needy and the intention is to increase the quantity and join forces with other partners within the church whilst finalising our own strategy.

❖ **RECOGNITION SCHEME**

Certificates and gifts for long service were handed over to deserving Mothers honouring and recognising their long commitment in the Mothers Union. We will keep on having this function after 2 years. Currently reviewing the policy to ensure that it is aligned to our current profile which is the young generation with fewer years in the Mothers Union.

PRAYER AND SPIRITUALITY

Annually we continue to conduct our Quiet Day services across the Diocese presided over by our various committed and enthusiastic priests. Our bishop led the Lady Day celebrations, and we continued using the media platforms (Facebook, WhatsApp) to

broadcast it. We thank our Chaplain for keeping us grounded in our spiritual values and Christian faith.

FINANCES

We are proud to announce that we have again received an unqualified audit outcome and the credit goes to our Financial Committee led by our Diocesan Treasurer, Ms Faith Sepeng.

DIOCESE ELECTION

2023 is the year of electing new leadership across the three organisational levels of the MU, namely Parish, Regional and Diocesan. At the time of submitting this report, the status of the election process was as follows:

- ❖ Parish Elections – May 2023 and completed.
- ❖ Regional/Archdeaconries – June-July 2023 and completed.
- ❖ Diocesan Leadership – August 2023 currently busy with the process.

We call God to lead and guide all preparations and processes for the upcoming Diocesan Leadership elections.

CHALLENGES EXPERIENCED

- ❖ Resignation of Executive Committee members at Parish and Regional level respectively without giving any reasons and notice to enable the members to get replacement. Difficulty of getting replacements or co-opting members to fill the vacancies, this affected the performance of the Parishes, especially the Regions. Members were required to notify the Regional Exco in writing and serving notice period was introduced to allow handover to take over, but it must be agreed upon with the member exiting.
- ❖ The impact of COVID-19 is still being felt by the organisation and global economic performance which has impacted our financial fluidity, this impacts the implementation of the current registered projects and to register new ones.

CONCLUDING REMARKS

Despite the unsettling effects of the economic and social environments, the MU ministry will continue to be creative to find ways of being a church community. A special thanks to our Youth Ministry that volunteered themselves to assist the MU Diocese Ministry in fostering the digital 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 assets to the best of our ability.

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

“You will be enriched in every way so that you can be generous on every occasion, and through us your generosity will result in thanksgiving to God.” 2 Corinthians 9:11

9. PARISH VILLAGES

I hereby report on the progress made by the Board in the year ending February 2023. Our purpose as a board is to provide affordable housing/accommodation to members of the supporting parishes and the local Christian community.

We need to ensure that the accommodation provided is kept and maintained at an acceptable standard and that our services and offerings are of a marketable standard with similar institutions in the area.

I would like to thank all the board members for the involvement, commitment and time given to the matters of the village.

I would like to give a special word of thanks to Denise and John for the work they do ensuring that we are able to run, market and maintain the village.

To the VMC and especially Father Godfrey a big thank you for the way you care for every villager and the property.

Sales

We had a busy year with sales totaling R22.9 million, this is an increase of R6 million on the previous year.

We made payments to the Diocese totaling R1 million during 2022.

Projects

Maintenance and repairs were undertaken on the property and a major water reticulation project commenced. A borehole was drilled, and this will form part of the overall water project which will be completed in 2023.

Directors

We still await a nomination from the Diocese for a representative following the death of David Butcher.

General

The new year looks to be an exciting one with the solar project and the completion of the water project. Good relations between the board and the VMC continue and we congratulate Fr Godfrey on his re-election as chairman of the VMC.

10. ST JOHN'S COLLEGE



In 2018, St John's launched a new **Vision Statement** to lead up to the College's **125 Anniversary** this year. 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 students "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.*

Leadership at St John’s College

- Mr Thulani Khanyile (Old Johannian, 1982) current Chair of Council
- Mr Stuart West - Executive Headmaster
- Mr Paul Emant – Head of Sixth Form
- Mr Lester Lalla - Head of the Preparatory School
- Mrs Jane Lane – Head of the Pre-Preparatory School
- Mrs Judy Innes – Head of the Bridge Nursery School
- Rev Dr Jeremy Jacobs - Senior Chaplain
- Rev Thapelo Masemola - Chaplain

Enrolment at St John’s

There are currently 1524 students enrolled at St John’s College: of which:

The Bridge Nursery School	83 Boys and Girls
St John’s Pre-Preparatory	216 Boys
St John’s Preparatory	372 Boys
St John’s College	757 Boys (245 weekly or termly boarders)
St John’s 6 th Form (A-Levels)	96 Boys and Girls

Governance

The Bishop of Johannesburg, The Rt Revd Bishop Stephen Moreo, is The Visitor and the College is governed by a College Council. It consists of 23 members, chaired by Mr Thulani Khanyile. They meet 6 times during the course of the year. The Council Executive Committee meets twice a term between Council meetings. All matters of policy and strategy are formulated by the Council and ultimately, they are responsible for St John’s College. There are 14 Council Subcommittees that meet twice termly to further the work of Council and they submit minutes and reports to Council meetings.

The executive and management functions are delegated to the Executive Headmaster, and the whole School Senior Executive meets weekly to ensure strategic

alignment and decision making. The Executive Head and school management teams provide Council with comprehensive management reports.

Finance

The College finances are largely based on income from school fees. 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. Any donations the school receives for its endowment, Scholarships and Intern Teacher Programmes and other projects is placed in the Foundation, which has its own Trustees and financial governance.

Update

Archbishop Tutu said *Ubuntu has to do with the very essence of what it means to be human, to know that you are bound up with others in the bundle of life. In our fragile and crowded world, we can survive only together. We can be truly free, ultimately, only together. We can be human only together.*

Schools are very human organisations with a tapestry of symbiotic relationships. Every day, as teachers, we inspire and shape the lives of those in our care, and in turn, we are shaped and enriched by the web of relationships that make up the tapestry of St John's College. We, as educators, are part of an awesome vocation. An old Jesuit schoolmaster expressed our calling beautifully: *"The education of youth," he said, "is the renewal of the world."*

Advocate Thuli Madonsela, our former Public Protector, once said, *"Behind every success story in South Africa is a remarkable encounter with a great teacher.... Teachers are the artists of the youth, teachers will create and shape the people that will go on to paint the landscape and marvels of our future. Schools and teachers will mould the nurses, scientists, architects, lawyers, teachers, entrepreneurs and business leaders of the future. They will shape the families and communities of the future. Education alone has the power to give young people true freedom through the freeing of their considerable potential."*

It is a privilege to be able to work within a majestic teaching-learning environment, centred around our Anglican heritage and values, our chapel worship and daily reflections of the light, life and love of God. This reminds us that as we welcome, teach and shape those in our care, we harness the power of renewal, transformation and hope in the lives of our students and our school community.

A key challenge for high-performing schools in South Africa and globally is to master the correct balance between the educational process and the assessment product, the

academic journey versus the examination results. We know that assessment and examinations are vitally important for understanding the growth and potential of a child.

However, many school leaders fear that the focus has shifted in recent times as students, parents, examination bodies and even school structures seem to be more acutely focused and aligned on the output, the product and the Matric results. Schools are under pressure to over-assess to predict and guarantee that result, in part because the stakes are so high for our students in their post-school world.

2022 Update

At the start of the 2022 year, I spoke to the whole St John's staff about the work of Prof David Perkins at the Harvard Graduate School of Education. Prof Perkins' key challenge to educators is how do we teach and skill our students to thrive in a large and complex world? What *is* worth learning for the future ..., he asks, for a good life in a changing world? His challenge to professional educators, is that it is our responsibility to choose what we teach and how we teach it, to make it live beyond our subject, beyond our classrooms, beyond the examinations and most importantly, beyond our school walls. We have the ability to craft a more engaging and relevant curriculum to ensure that the joy of learning is centred once again, that the learning process is prioritised and that we focus on the acquisition of *flexpertise* to ensure the afterlife of learning.

As a St John's school community, we were all acutely aware of challenges we had have faced as a school during 2022. There is no doubt that we were tested, challenged and shaped by the fierce storm of the allegation of a racist slur that tore at our hearts in the Trinity term. We were invited to embrace a different set of learnings. The learning about what it means to be a community in the midst of unspeakable allegations, in the midst of deep hurt, and in the midst of a courageous stand by one student, supported by his peers and the school. This deeply complex and challenging storm has led to critical conversations about racism, racial prejudice, and the determined need to stand up for the human dignity of one and all. The mediation process between the two students at the centre of the racial allegation was a transformative experience for those involved, grounded in the hard work of truth-telling, accountability and the sincere desire for authentic healing and hope.

We will always celebrate educational and extramural achievement and Matric results, but more importantly, we must celebrate an educational environment that significantly empowers our students, teaches them about the value of the dignity of every student who are a part of our school community and instils an agency for justice, belonging and life-long learning. Archbishop Tutu said: *"Forgiving is not forgetting; it's actually remembering.... It's a second chance for a new beginning. And the remembering part is particularly important. Especially if you don't want to repeat what happened."*

Last year we continued to give Pastoral Care significant focus, imagining better places of care for our students. Under the leadership of Mr Martin Huysamer and the Housemasters, we have introduced a system of vertical tutor groups that has improved the care, safekeeping and sense of belonging of our students within their Houses. Research in schools shows that a vertical tutor system plays a significant role in providing safe and supportive relationships for boys of all ages.

In 2022, it was a privilege to have had The Right Reverend Dr Vicentia Kgabe, Bishop of Lesotho, give the Hugh Lewin Memorial Address. After her address we were presented with Hugh Lewin's prison bible by his life partner, Ms Fiona Lloyd. Hugh discretely kept a secret record of his experiences in prison on the pages of his Bible and used these notes to publish his prison memoir *Bandiet: Seven Years in a South African Prison* in 1974. Hugh's bible, his baby as Fiona called it, is now proudly displayed in our museum.

2023 Update

In 2023, We celebrated the launch of our 125th anniversary year with our Community Mass. It is a profound moment to once again ask God to look down in love upon the College of St John, and to bless our school, bless our Council, bless our staff, students and families and bless our 125th flag and anniversary celebrations. The Executive Headmaster welcomed the St John's community by reminding them that the story of St John's College is a story of generations of school leaders, staff, parents, Johannians and Old Johannians drawing on the light, life and love of God in a Venture of Faith for 125 years - a Venture of Faith that proudly and confidently continues today.

The Right Revd Dr Steve Moreo, the St John's Visitor and Bishop of Johannesburg, gave an inspiring and challenging homily in which he said: *"We dare not forget that 125 years ago, God planted a vision in someone's heart to start this school, so that this school can partner with God in God's mission to prepare all who come through this school for responsible citizenship of this planet... Our country, and the world, needs a St John's College that will continue to raise heroes and heroines who will work to improve the situation of the oppressed. I believe that God has always had a vision for St John's College, but I also believe that God has a new purpose to be worked out through this school - that of becoming more inclusive, a 'School of Holistic Education', for all Nations. Let us allow God to create a 'new humanity' with St John's College being a place of unsullied peace and prosperity for all. As Isaiah said to the children of Israel: "Forget the events of the past, ignore the things of long ago! Look, I am doing something new! Now it springs forth- can't you see it?" (Isaiah 43:18 and 19 - The Inclusive Bible translation)*

At the opening staff meeting I spoke to the staff about the importance of prioritising the spiritual journey in our St John's education, referencing a book I recently read. In her book *"The Spiritual Child,"* Lisa Miller emphasises the importance of nurturing

spirituality in children for their overall well-being. Drawing on scientific research and clinical psychology, Miller argues that spirituality is crucial for a child's physical, emotional, and mental health. She defines spirituality as an inner sense of a relationship with a loving and guiding higher power, emphasising the personal nature of this relationship. Miller highlights that children go through a journey of self-discovery and spiritual growth as they navigate their path to maturity.

While many cultures celebrate this spiritual awakening in adolescents, Western culture often neglects its significance. Miller asserts that introducing spirituality in a child's life can serve as a central core that fosters meaning, purpose, and thriving as they transition into adulthood. The book identifies key spiritual strengths that children can develop, including a sense of belonging, a trustworthy inner compass, and the power to create a culture of love. Miller suggests that spiritual experiences contribute to positive outcomes such as resilience, compassion, and a sense of purpose. By grounding children in their spiritual identity from a young age, parents and educators can provide them with a solid foundation and equip them to navigate life's challenges with purpose and integrity. Miller emphasises the importance of sharing community narratives and rituals, teaching children about their roots, and helping them understand their place in the world. She encourages the cultivation of a child's inner spiritual compass, enabling them to make choices aligned with their spiritual values. Ultimately, Miller asserts that raising a spiritual child involves creating awareness of a transcendent presence in their lives, fostering wonder, gratitude, empathy, love, and communal rituals. These practices provide children with a sense of identity, belonging and hope as they grow and contribute to society.

Ms Lindiwe Hani, daughter of the late Chris Hani, was the guest speaker at the 2023 Hugh Lewin Memorial Lecture, held in March. Guests of honour included Mrs Limpho Hani and Mrs Fiona Lloyd, Hugh Lewin's partner. The event was live streamed and recorded.

The College's major production this year was Hani – The Legacy: Mrs Limpho Hani attended the opening night and was deeply moved by the production and reflected that it was remarkable that a young, contemporary cast could so profoundly tell the story of her husband. The Gala Evening was attended by Ms Lindiwe Hani, other members of the Hani family and many other special guests.

In honour of Human Rights Day, we hosted a Human Rights Mass on Thursday 16 March in the War Memorial Chapel. A specialised liturgy guided the service in which we paused to honour those who struggled, fought and died to reclaim, promote and protect the essential human rights that we enjoy today in South Africa. It was also a time to remind ourselves that our faith heritage calls us to continue to build a more just and equitable society.

Six of our musicians qualified as finalists for the Roedean Music Competition Gala Evening. We achieved three category winners in the Woodwinds and Brass sections and once again all Brass finalists were from St John's. This was a fitting tribute to the strength of our Music Department and the leadership of Dr Oosthuizen in his final year as Director of Music.

We proudly showcased two productions for the FEDA competition and both productions were rated in the Top 15 of the 60 productions entered. Our one play, Firehouse, won the FEDA competition for only the second time in its 20-year history. We record our thanks and congratulations to the Drama Department for developing and inspiring our aspiring play directors, musical directors, backstage crew and actors to this level of expertise and excellence.

On Saturday 8 July we opened our proud 125 Heritage Exhibition in in our school auditorium. The 125 Exhibition achieves 3 compelling aims:

1. To celebrate our rich, proud and profound heritage and story that has shaped us as a School for the past 125 years.
2. To acknowledge that St John's College has been shaped by the good times, but, more importantly, by having to rise, and then rise again, in fiercely challenging times in its Venture of Faith.
3. To reflect on how best navigate the next 125 years in a rapidly changing, challenging world. Now is our time to dream, imagine, envision and work tirelessly and faithfully for a St John's College where all flourish, with knowledge and goodness.

St John's College and Preparatory School offer a rich curriculum in sport, art, music, public speaking and drama. 2022 and 2023 have witnessed a brilliant and exceptional cultural and sports year. The 26th Easter Rugby Festival was a wonderful celebration of schoolboy rugby and collegiality, and the vast crowds enjoyed the festivity of running rugby and great hospitality.

The opening of indoor world class Aquatic Centre was held on 17 February 2023 and Prof Jon Patricios formally opened the new Aquatic Centre and Bishop Steve Moreo blessed the new building and its contribution to the College.

Curriculum

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 20 years.

2022 Matric Results:

- 100% pass and university pass, with an average of 3.2 distinctions per candidate
- 13 St John's students were listed for the IEB High Achievement Awards.

- 40% of our Matrics achieved an aggregate of over 80%, while 81% achieved an aggregate of over 70%
- Our uptake of the gateway subjects of Mathematics and Physical Sciences is one of the biggest within the IEB.
 - o 88% of our Matrics take Mathematics compared to the IEB average uptake of 58%
 - o 78% of our Matrics take Physical Sciences compared to the IEB average uptake of 37%

2022 A-Level Results:

We offer a pre-eminent **A Level centre** in Southern Africa, according to our Cambridge results, which for 2022 were:

- 100% pass and university pass, with 11 students achieving an aggregate of over 85%

- 2 students were ranked top in world in their subjects, 1 was ranked top in Southern Africa, 2 were listed for High Achievement Awards
- The St John's Sixth Form Centre has a strong appeal for cross-border students who have completed their GCSE qualification in their home nations.

We are truly blessed and privileged to teach and learn at St John's College where habits of excellence are part of their learning and we produce students who respectful, articulate, confident, engaged and have agency. They want to be leaders and stakeholders in their school and country and are world ready and future fit when they graduate from our school.

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 our graduating 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 both 2020 and 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!

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.

Community Engagement

- **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 Mr Rowan Burger, a St John's parent, is the Chair of the Masibambane Council, succeeding Rev Roger Cameron. We are pleased that the strong partnership with St John's remains secure. The Executive Head and Mrs Dudu Mashele, Prep Deputy, both sit on the Masibambane Council. Mr Burger 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 75 High School and 30 Prep students from neighbouring disadvantaged schools. They study Mathematics, Sciences and English, and the High School programmes aims to help those students achieve university entrance qualifications. The afternoon Academy Programmes for Preparatory and High School students from neighbouring schools continues to thrive at St John's. This year sees the introduction of a new Grade 9 Maths Enrichment Programme at both Barnato Park High School and Highlands North Boys High School. The programme is facilitated by St Johns College teachers with the support of our teacher interns. Currently, we have more than 60 students registered on the programme. Grade 9 is undoubtedly a crucial year in the South African educational journey, and we firmly believe that improving Maths results at this critical stage will not only improve overall confidence in the subject, it may also motivate students as they select subjects that will ultimately shape their careers. The pilot project will take the total number of programme beneficiaries to well over 150 students across the Prep and College Academy Programmes.
- **St John's Internship Programme:** St John's College continues to host an impressive teacher internship programme both at the Preparatory and College. In 2023 we currently have 35 intern teachers at St John's: 7 College, 15 Prep, 11 Pre-Prep and 2 Bridge nursery.
- **The Community Engagement Committee (CEC)** is a body of St John's College senior students with the primary goal of creating community service opportunities, coordinating student-led initiatives, assisting all social responsibility related committees, clubs, groups and interventions across the school. Ultimately, ensuring that community service initiatives are more accessible, well-supported and structured. The committee is required to stay abreast of all service activities planned around the school and work hand-in-hand with fellow students, teachers and external organizations to support communication, documenting of activities, logging of hours and mitigating duplication.

- **Indlela Yokhozi: Our Journey of Transformation** – please see the attached overview of the wonderful work being done both on our transformational journey and in the community through our initiatives.

<https://www.stjohnscollege.co.za/news/2023/indlela-yokhozi>

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 our strong choral tradition and working choir greatly enhances the chapel services.

The Chaplains continue to add their immense ministry of teaching, officiating our services and pastoral care for our St John's community. Their presence and ministry to families, students and staff in times of sorrow and grieving as well as in the course of the school year is a gift to our St John's community and we thank them for their deeply committed pastoral care and prophetic ministry.

The Executive management team expresses 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.



Stuart West
Executive Headmaster



St Mary's School Waverley

Founded 1888

2023 Anglican Diocese of Johannesburg Synod report : St Mary's School, Waverley

Introduction

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

Highlights and achievements

The matric results were once again a pleasing representation of the sound academic standards at St Mary's School. The girls' work ethic, together with the professionalism of teachers, produced an excellent outcome. The results are summarised below:

- 100 % Bachelor Degree Pass
- An average of 60% or higher by 95% of learners
- 427 Distinctions
- 41 Distinctions in Mathematics
- Three girls achieved 99% in Mathematics
- 20 placements in the top 1% nationally in a subject

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

The Junior School continues to develop and adapt in response to the changing needs and demands of our community. Some classes in the Senior Primary have been housed in temporary classrooms for almost a year while we wait for the new building to be completed. The temporary classrooms are remarkably comfortable, and the teachers and girls have enjoyed teaching and learning in them.



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SENIOR SCHOOL: Tel: 011 531 1800 Email: smsenior@stmary.co.za

JUNIOR SCHOOL: Tel: 011 531 1880 Email: smjunior@stmary.co.za

Directors: Mrs T Chaane (Chairperson) The Rt Revd S Moreo (alternate: Mrs L Letlape)

Mrs L Bezuidenhoudt Mr L Bromfield Ms L Chanza Mr G Codrington Dr N Cunningham Ms R Hoochlo-Zephyrine Mr T Kodisang Mr F Maraschin Mrs M Vilakazi

Head of school - Ms D King BA HDE (Wits)

Reg No 1925/008073/08



The teachers' use of technology in the classroom is assessed and reviewed regularly and we are careful to provide a good balance of practical, hands-on learning and play alongside purposeful exposure to useful digital platforms and equipment. Our academic curriculum is enhanced by our learning support team who address the need for both consolidation and extension among our pupils and assist our teachers to intervene effectively in the classroom from Grades 000 to 7.

Our children are active on campus, both inside and outside the classrooms, and we encourage participation in sport and cultural activities. We provide the girls with opportunities to worship, sing and express themselves in their first additional languages in chapel, assembly and public speaking events.

Children's increased exposure to technology, especially social media platforms, can detract from their enjoyment of physical activity and reading books. We are intervening strenuously to counteract this trend.

The daily routine of school brings stability and continuity to the lives of our children.

St Mary's School is a busy school, and this is reflected in a dynamic and excellent academic programme, together with a co-curricular programme that offers myriad opportunities for personal development. This year has presented many successes in the cultural sphere and on the sports field for the Senior School. Individual pupils and the teams have been celebrated for their achievements. One of the highlights was the musical production, *Naledi* which was well-received in the community.

The approach to academics involves both support and extension with exposure to exciting innovations in education across the five years of senior schooling.

Admissions

There has been a growing trend of families leaving St Mary's School either to emigrate or to relocate to the Western Cape. Owing to the start of the academic year overseas, families who emigrate tend to leave at the end of Term II, to begin the new school year in September. We are grateful to be at capacity in terms of our pupil numbers across the school.

Financial

The school remains full, and it is pleasing to note that there is strong demand for places in the main intake years of Grade 0 and Grade 8. We do, however, anticipate a continuation in the trend of families emigrating and "semigrating".

The retention and development of talented staff remain a strategic imperative and our budget allocations reflect this focus.

The ongoing maintenance and operations of our campus is a priority. Expenditure has been allocated to minimizing the impact of loadshedding. The school is currently undertaking a building project which will allow for much needed academic space.

The school works closely with individual families to ensure the payment of school fees. St Mary's remains in a financially sound position.

Ethos and values

Current challenges include the influence of social media on pupils' perspective and morality, and the need to encourage a balanced lifestyle that enhances the wellbeing of our pupils and staff.

St Mary's suffered a tragedy early in the year, with the death of one of our pupils. The outpouring of love and support for the family, friends and the school were a reminder of the strength that exists within a community.

Following the Covid-19 pandemic, starting in 2022, we can hold all of the gatherings of pupils and staff in which the ethos of our school is communicated, such as our weekly chapel services and school assemblies, hymn practices, and our annual Patronal Festival Eucharist. We have had to engage creatively with the liturgical and school calendars. For example: In 2021, following pastoral discernment, St Mary's decided to host Family Day services. This change is not to say that we are replacing Mothers' Day and Fathers' Day. Instead, our Family Day services are thematically linked to the Feast of the Holy Family, which is about celebrating life together.

St Mary's continues its journey of transformation. We participated in the Archbishop's Provincial Task Team on Discrimination in Anglican Church Schools, in 2021 and 2022.



Ms Deanne King
Head of School



Dr Sarah Warner
Junior School headmistress

12. ST PETER'S COLLEGE

Silver Jubilee Celebrations

History of St Peter's College

In the 1980s, during Anthony Parnell's Headship, parent enthusiasm for establishing a College began to grow at St Peter's Preparatory School. The Prep parents, PA and Council intended to establish a high school with the same values and ethos to which Prep students could naturally progress to complete their senior school education. As regards ethos, it was understood that the new College was to be a monastic boy's school. Pressure grew until the PA formally approached the Council to initiate the project.

Following a meeting of all stakeholders addressed by Ann Van Zyl, the newly appointed Head of St Stithians Girls, the Prep Council mandated the PA to form a project team and commence the initiative. The PA Chairman, Patrick Axon, who was the first architect responsible for several of the College buildings, was to locate a suitable site. The Council agreed to loan the project team the money to purchase the land.

Shortly after that, the PA Chairman resigned, and a new team was formed under the Chairmanship of Jimmy Hughes, a Prep governor, comprising parents and St Peter's Council members. A site was located, and the land was purchased at Megawatt Park. Jimmy Hughes, an engineer, project-managed the construction of the College, while Ronnie Todd, the former St Alban's College Headmaster, was recruited as the first Headmaster of St Peter's College by a team led by the Prep's HR Governor. The main gate of St Peter's College is called "The Jimmy Hughes Gate" in honour of Jimmy's contribution to the establishment of the College.

It was then decided to develop the College as a co-ed school which opened its doors in 1998, and as they say, the rest is History.

St Peter's College now finds itself in an environment where Independent Schools face increased competition and rising customer expectations. Merely reproducing past levels of performance – however successful- will not be sufficient for schools such as St Peter's College to operate to its full potential. Hence it is imperative that we continually seek to improve performance. There is no magic formula; each school is different. So, getting the questions right is crucial to our success. These tough decisions have ensured that St Peter's College has succeeded and continues to succeed in a tough competitive environment.

Our Proudly Anglican Ethos

St Peter's is an Anglican Diocesan family of schools that is founded on the Anglican ethos. We focus on personal achievement within an environment that balances high

academic standards with sport, music, culture and the development of each student as an individual. A clearly defined value system – comprising respect for each individual, courtesy, and honest and open communication – underpins our Anglican ethos. This ethos is built on scripture, tradition, reason, and context. It is an ethos that prioritises best practices, critical thinking, and community-building. It avoids polarisation, and rather seeks to unite. This ethos is the College's foundation and will continue to drive our purpose. Notwithstanding our Anglican roots, St Peter's College welcomes people of all faiths to join our community.

We acknowledge that our community has several options for schooling, many of which are good alternatives, but have still chosen St Peter's College as their school of choice. We are confident that our ethos drives this choice. Our Anglican ethos, having been the cornerstone of the choice made by the community, will continually guide our decisions and actions at St Peter's College.

I would like to emphasize the significance of St Peter's College as an Anglican School, and the vital role it plays in ensuring that we live the values of the Anglican faith, particularly in our rapidly evolving and often morally ambiguous modern world.

In an era where ethical frameworks are being questioned, and moral compasses are wavering, our commitment to our Anglican heritage becomes even more critical. As an Anglican Christian School, we have a unique opportunity to cultivate and preserve timeless values that guide our actions, relationships, and character. The Anglican faith provides a solid foundation rooted in the teachings of Christ, emphasizing love, compassion, humility, and forgiveness. It offers a moral compass that helps us navigate the complexities of our contemporary society. In a world often devoid of morals, it is crucial for us to stand firm in our beliefs and demonstrate the values we hold dear.

Living the values of the Anglican faith means fostering a spirit of inclusivity, where every individual is valued and respected, regardless of their background, beliefs, or circumstances. It means embracing diversity and nurturing a community where differences are celebrated, and all voices are heard.

It means demonstrating integrity and ethical conduct in all aspects of our lives, both within the school walls and beyond. We encourage our students to be honest, trustworthy, and responsible, understanding that their actions have consequences and impact not only themselves but also the wider community. Moreover, living the values of the Anglican faith compels us to be compassionate and empathetic. It challenges us to reach out to those in need, to show kindness and support to those who are suffering, and to advocate for justice and equality. Through these actions, we actively contribute to making the world a better place.

In our pursuit of academic, sporting, and cultural excellence, we also strive to develop the character of our students. We believe that by nurturing their spiritual well-being

alongside their intellectual growth, we empower them to become well-rounded individuals, equipped to face the challenges and opportunities that lie ahead.

As an Anglican School, we embrace the responsibility to provide a space where students can explore and deepen their faith, ask meaningful questions, and engage in dialogue with their peers and mentors. We encourage them to develop a personal relationship with God and to develop a faith that is authentic and meaningful to them.

In a world that often values material possessions, instant gratification, and self-centeredness, our commitment to the values of the Anglican faith stands as a beacon of light, reminding us of the enduring importance of morality, compassion, and spirituality.

By living out these values, we not only shape the character of our students but also contribute to the greater good of society. We strive to produce graduates who are not only academically accomplished but also morally upright, compassionate, and responsible citizens, ready to make a positive impact in their communities and beyond.

As we celebrate our school's 25th anniversary, let us reaffirm our commitment to living the values of the Anglican faith. May our actions, guided by love, compassion, integrity, and inclusivity, inspire others and serve as a testament to the enduring relevance of our Anglican heritage and may our school continue to be a shining example of faith, learning, and moral excellence.

Our Mission Statement and Values

I am now in my 21st year at St Peter's College and starting my 8th as Headmaster, hence can speak with conviction on my tenure as Deputy Headmaster and now as Headmaster.

When I started at St Peter's College on 01 January 2003, the College was established as a Co-Educational school, with a different motto to the Prep: "In Futurum Fortiter" vs "Servate Fidem". The Headmaster at the time, Graham Howarth, together with the College Council under the Chairmanship of Tak Hiemstra, were clear and unwavering in spelling out the vision for the College, which is reflected in our Mission Statement:

*"St Peter's College is a co-educational independent day school espousing **Anglican Christian values** and providing a balanced, caring, varied and progressive environment. The aim of the College is to ensure that **individual potential** is achieved through exposure to a wide range of **excellent academic, spiritual, sporting, creative, cultural and community activities**. Our goal is to create and maintain an environment where **trust and respect** for the individual prevails, where **diversity and inclusion** are valued, and where individual responsibility is fostered within the context of teamwork. The unique **contribution of each student, staff member and parent** is valued within an environment of opportunity, thereby providing the inspiration necessary to equip our students with the **knowledge, skills and confidence** required to succeed in the 21st Century."*

The College Brand

From a brand strategy perspective, I want to say that schools operate in a unique and special place, unlike many other organisations. There is a highly emotional connection between parents and the schools – a school has a crucial role in looking after their children, even playing a role in raising and shaping them into who they grow up to be. Not many corporate brands bear this huge responsibility as a school does. So, parents generally have a very close and passionate connection with the school and genuinely care about what the brand represents and how this is executed.

While we need to learn and benchmark from the corporate world on branding and marketing, a school is not the same. We need to carefully consider how to apply these techniques and strategies effectively in the world of education. Right now, most independent schools are thinking primarily about *enrolment retention*. This is prudent and necessary as retention will be the key for now, for it is times like these that refine and test the resilience of a brand.

From the outset, the College Council and the Headmaster were explicitly clear on positioning the College as a school of excellence so that all parents would aspire to send their children to a school of such stature and ethos. In Graham Howarth's words: "We want to be St Peter's College".

Graham Howarth was seen as a maverick by his Independent School counterparts, and his strong views on transformation were often not seen in a favourable light. There were two initiatives which we established in those early days which have now become household names in the South African School Sector:

- The Sports and Cultural Festival (Est 2003): This tournament was established with a specific goal. There were many rugby and cricket festivals in the SA School's Calendar; however, nothing for the largest and most popular sports, soccer, basketball and netball, and cultural activities. It is interesting to note how many schools have recently been inspired by our efforts years later, and these sports have also become part of their transformation strategies.
- The Old Petrian's Girls Water Polo Tournament (Est 2005): This was the first Girl's Water Polo Tournament in South Africa. As a College we established it to create an opportunity for our girls to showcase themselves. There were so many boy's tournaments available and nothing of the same prestige for the girls.

Both of these tournaments set St Peter's College apart as trailblazers. The St Peter's College name has become synonymous with these two events, the first and biggest events of their kind in South Africa.

St Peter's College has led the way in making tough and initially unpopular decisions. Still, all the decisions we have taken have always been in the best interests of our

students. Our view has always been to position the St Peter's brand by living our vision and mission, affirming our value proposition, reminding people why they chose St Peter's College and *delivering on our promise*. *These efforts* have turned onlookers into prospects, prospects into enrolments and current parents and students into passionate advocates of our school ethos.

With so many schools offering a top-notch education, our brand ethos is what differentiates our school. From those early days, we have always understood how we want the College to be perceived. Our ethos is our most identifiable feature and the first thing a parent will recognise — and that's why it is so important to and reiterate it to our community. Our ethos creates our Identity: it helps us create a personality that aligns with our core purpose, helping those unfamiliar with our schools to build trust in it.

Throughout the years, we have built a legacy based on the strong foundation of our core values: **Relationships, Responsibility, Resilience, and Respect**—the four pillars that have guided us on this incredible journey. Today, as we reflect upon our achievements and look ahead to the future, it is crucial that we delve deeper into the significance of these values and the impact they have had on our students, staff, and community.

Relationships—the first of our core values—is at the heart of our school community. We recognize the importance of fostering meaningful connections and cultivating a sense of belonging. Our commitment to building strong relationships has not only enriched the lives of our students but has also empowered them to form lifelong bonds with their peers, teachers, and mentors. It is through these connections that we create an environment of support, compassion, and collaboration.

Responsibility—the second pillar of our values—teaches us the importance of being accountable for our actions and choices. As members of the St Peter's College community, we have a collective responsibility to contribute positively to society. We instil in our students the values of integrity, empathy, and ethical decision-making, empowering them to become responsible global citizens. Our commitment to responsibility shapes the future leaders who will make a significant impact on the world around us.

Resilience—the third value we hold dear—is an essential trait that prepares us to navigate the challenges and triumphs of life. As a school, we recognize that setbacks are opportunities for growth, and we encourage our students to develop resilience by embracing challenges, bouncing back from failures, and persevering in the face of adversity. We believe that resilience not only builds character but also equips our students with the strength to pursue their dreams and overcome any obstacles they encounter.

Lastly, but certainly not least, is **Respect**—the cornerstone of our school's culture. We foster an environment where respect is deeply ingrained in every interaction, regardless of background, beliefs, or opinions. We celebrate diversity, promoting inclusivity and understanding, and we encourage our students to treat others with kindness, empathy, and acceptance. Respect not only nurtures harmonious relationships but also lays the foundation for a society that values the inherent worth of every individual.

As we embark on this momentous 25th anniversary celebration, let us remember the profound impact these values have had on our journey. Together, we have built a community that embraces these principles, and it is our duty to carry forward these values, ensuring that they remain at the forefront of everything we do.

Together, let us seize this anniversary celebration as an opportunity to recommit ourselves to our values—the four Rs. Let us honour our past, celebrate our present, and envision an even brighter future. As we continue to educate, inspire, and empower the next generation, let us never forget the core values that have shaped our school and the lives within it.

In conclusion, today we mark new beginnings by gathering in solidarity; we celebrate our St Peter's College Community and its creativity; we commit ourselves to St Peter's College and all it represents in a new chapter of our short but distinguished history. By gathering here today, you signify by your presence a pledge of support for this venerable institution.

“In Futurum Fortiter”

Rui Morais
Headmaster



ST PETER'S PREP SCHOOLS

2022/3 has marked a time of leadership change for St Peter's Prep Schools. Our Rector, Greg Royce, retired in 2021 and this resulted in changes in leadership with Rob Macaulay becoming Rector and Catherine Steenhoff taking up the Headship of the Boys Prep School.

Ordination of Deacons 2021

We were honoured to be asked to host the Ordination of Deacons in December 2021, which was moved to our school hall to allow for a good cross flow of air with the Covid-19 precautions still being foremost on everyone's minds. This was also of particular significance for myself, as I was one of those ordained; I believe this was a fitting example of the partnership between St Peter's and the Diocese.

St Peter's Prep Chapel

St Peter's Prep Schools continues our ministry to children both in general education and in Faith. During the 2022/3 period there have been 107 Baptisms and 209 children admitted to First Holy Communion. We also serve the broader community of staff, parents and past pupils. Four weddings and 18 funerals have taken place in our Chapel to date. In addition, special services of celebration during this time have included:

Our Patronal Festival (St Peter's Day is a favourite for pupils and staff)

Ash Wednesday and Ascension Day

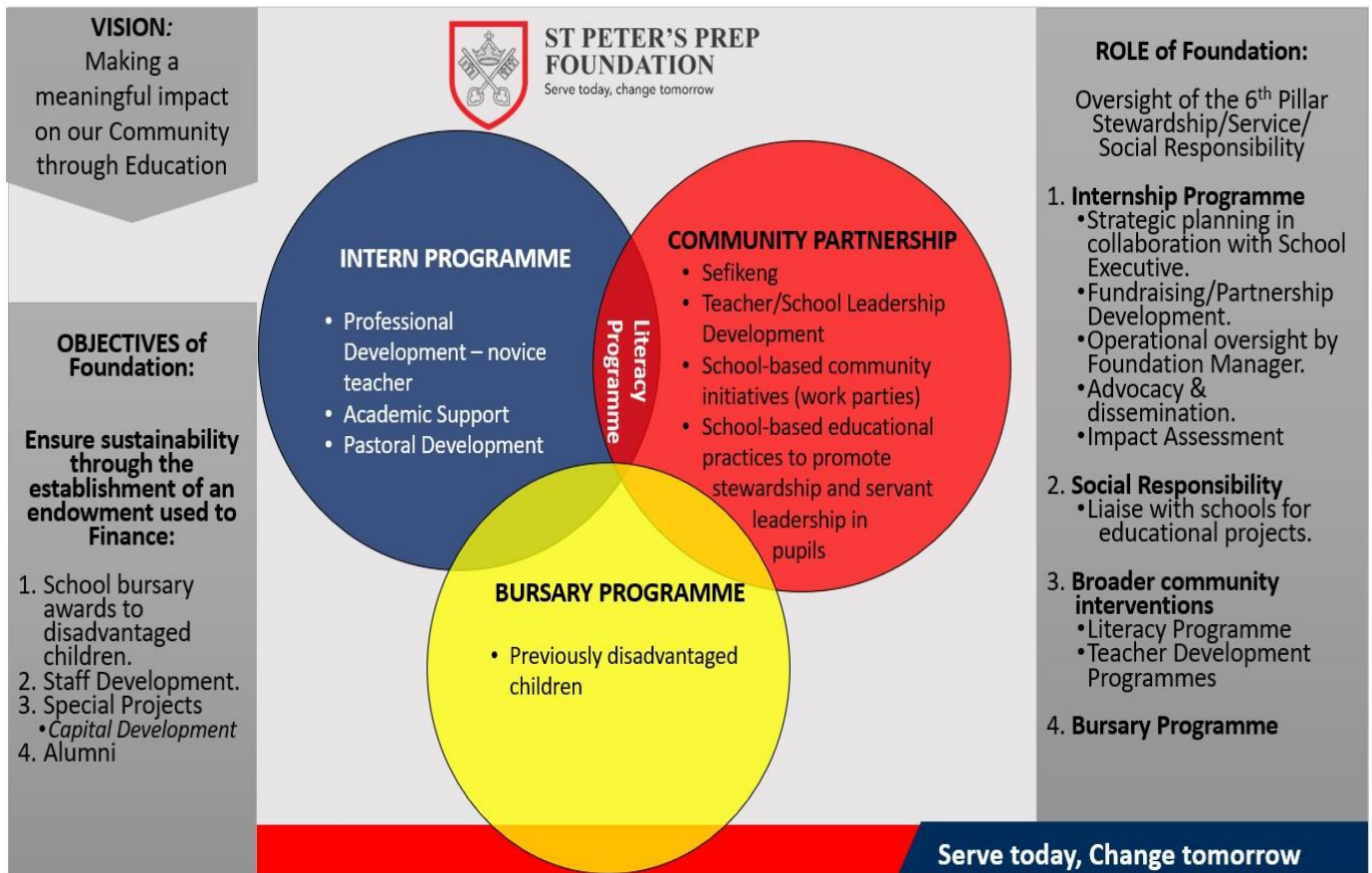
Mandela Day

Evensongs to both celebrate and thank our Foundation Donors as well as to welcome new families to our community.

Nine Lessons and Carols as well as our Sunset Carols event, attended by over 2000 people.

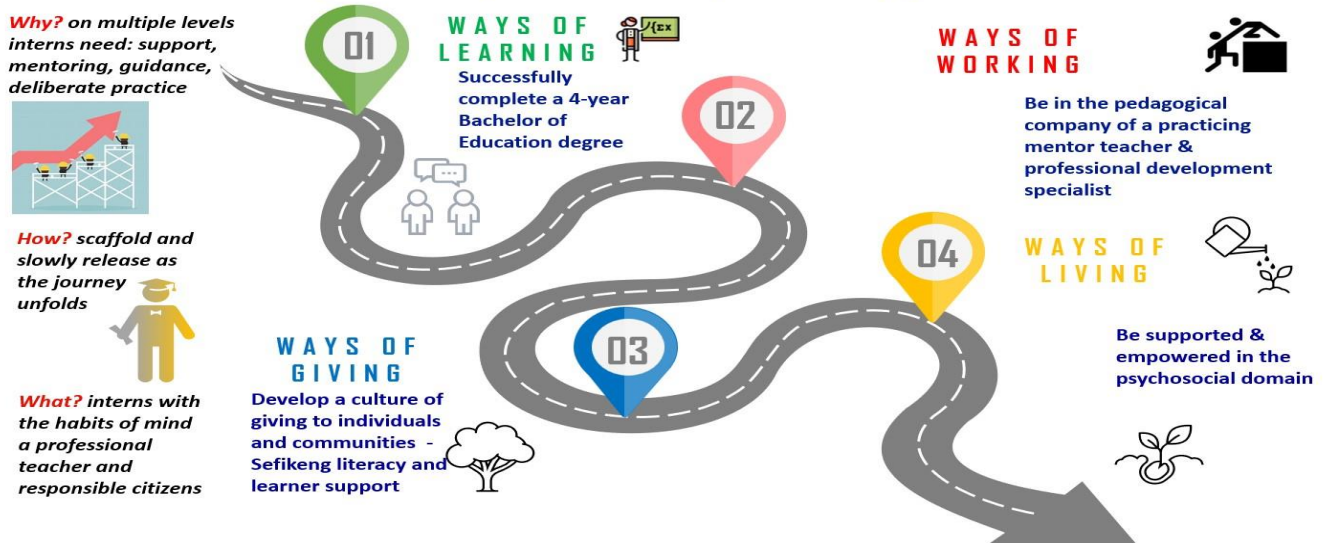
The Sixth Pillar

The past two years have also seen the launch of our Sixth Pillar of a St Peter's Education, namely that of Service and Stewardship. This serves to further focus the efforts of staff, pupils, and broader community on giving back. The custodians of this sixth pillar are the Chaplain and the Foundation.



Our Intern programme is the flagship of our Service Pillar. 21 Interns are employed in the Foundation Phase classes across both the Boys and Girls Schools. These young people, from previously disadvantaged communities, study teaching in a blended fashion that incorporates a degree from the University of Johannesburg with four years practical classroom experience and a formalised professional and personal development programme specific to St Peter's Prep Schools.

The Intern Journey- An Integrated Developmental Approach



Collaboration with St Mark, Northriding

It is a privilege to partner with St Mark, Northriding in our mission to the extended community. I am a self-supporting priest and am pleased to help as an assistant priest at the parish, our assistant chaplain (currently an ordinand) shares his time between the school and parish and our Music Department lead worship as organists on Sundays. The partnership is one that is greatly appreciated by the school.

Rob Macaulay

Rector



Vuleka Schools now comprises a senior school, SSB, an Assisted Learning Centre and 5 primary schools.

Five schools occupy Parish property while 2 are owned by Vuleka/the Diocese. The new Executive Head, Greg Royce, succeeded Sanele Majola in July 2022, following the latter's appointment to St Stithians Boys Prep. Greg Royce was formerly Rector of St Peter's Prep Schools.

The Board continues to be led by an outstanding Chair, Karin Backwell. Vuleka relies heavily on donors in order to keep its fees as low as possible as these do not cover 100% of operational costs.

Status Quo	Recovery Plan
<p>Finances</p> <ul style="list-style-type: none"> Approximately 1/3 of fee income lost during and post-Covid. A number of donors also withdrew as they realigned their focus or suffered financial loss. 	<p>Finances</p> <ul style="list-style-type: none"> Stricter processes for fee collections have been introduced with very positive results. Cost-cutting measures have been implemented. <p>Heads & staff are more closely involved in budgeting.</p>
<p>Enrolment</p> <p>Almost 1/3 of pupils lost during & after Covid.</p>	<p>Enrolment</p> <ul style="list-style-type: none"> We have partnered with the Marketing Department of the University of Johannesburg, regarded as the top institution in its field in Africa. The department has 4th year student teams developing strategies for Vuleka. A new marketing strategy is being rolled out by the new Marketer. <p>A special focus is in place to radically improve student achievement.</p>
<p>Academic achievement</p> <ul style="list-style-type: none"> Vuleka SSB, our high school, produced disappointing Matric results resulting in the withdrawal of some donors. Primary school teaching was hard hit during Covid without the means to conduct fully online teaching. Reading & Maths suffered. 	<p>Academic achievement</p> <ul style="list-style-type: none"> The new VSSB Head, Mrs Cwayita Fungeni, raising expectations requiring accountability. A paired reading programme from the University of Dundee is in place in all primary schools. Reading ages will be tested twice a year to measure progress. We have partnered with the WITS CONNECT programme of the Maths department of the WITS Education faculty. The initiative will provide Vuleka

		teachers with training in SA research-based methods.
<p>Power outages</p> <p>Only 2 of our schools have access to generators and have no solar power. School activities and especially teaching are interrupted each time load-shedding occurs.</p>		<p>Power outages</p> <ul style="list-style-type: none"> • We have partnered with Anglo-American to provide a solar solution to Vuleka St Mark's, Northriding, the hardest hit of our schools which is sometimes without power for days at a time. This is a pilot of a model where parishes can share the electricity generated by the school solar system. • We have sourced the expertise of 2 volunteer electrical engineers to provide advice regarding renewable energy solutions and reduction of power usage.
<p>School Closures</p> <ul style="list-style-type: none"> • New GDE regulations forced us to move our Gr 0 pupils from the 2 Early Learning Centres to the primary schools. This left the ELC's with too few children to break even. We were forced to close these but managed to accommodate most staff within the schools. • Vuleka St Joseph's Primary School will also close at the end of 2023 owing to low enrolment. The 61 pupils and as many staff as possible will be accommodated in the other Vuleka schools. 		<p>School Closures</p> <p>Once we have the funds, we intend to re-open early Learning Centres at venues where there will be uptake. We are proponents of the power of Early Childhood education and its multiplier effect of primary, secondary & tertiary education as well human potential.</p>

Vuleka is blessed to have an extraordinary staff who dedicate themselves to their pupils success despite having few resources. We are grateful for the many volunteers who assist. We are especially grateful to the parishes on which our schools are situated and their Rectors who are so magnanimous and caring in the relationship. Our donors allow us to continue to operate and give hope to nearly 900 children.

Greg Royce
August 2023

15. GRACE VILLAGE MANAGEMENT (Pty) Ltd

I am happy to report that Grace Village Management (Pty) Ltd met its objectives during the 2022/2023 financial year. An increased flow of funds was provided to COACH due to increase cottage sales and with good cash flow management the property of St George's Village is still being maintained in an up-market condition.

WAITING LIST

At the end of 2022/23, the cottage waiting list had approximately 191 names on it. St George's Village is still a highly sought- after retirement estate. We have increased online social visibility by introducing Facebook and Instagram which has created interest in our varied activities in the Village. Postings on Facebook have resulted in an increase interest in our Care Centre.

There is constant interest in the Village. Many of the cottages being sold are to people who have waited up to 10 years to be offered a unit.

LIFE RIGHT SALES

Grace Village Management (Pty) Ltd relies on the continuous sale of life rights for turnover.

The profitability in the sale of life rights is contingent on three factors, namely:

1. The length of stay of the life right owner in the cottage,
2. The number of cottages sold during the financial year and
3. The selling price of each cottage, which is dependent on size of the cottage.

During 2022/23, Grace Village Management (Pty) Ltd sold 10 life rights to cottages. This is slightly more than the previous three periods. We are anticipating that the 2023/2024 year will be another year where we will match 2022/2023 cottage sales. Of the 10 life rights that were sold, the movements were as follows:

1. Eight cottage owners moved into the care center.
2. One moved out of the village to live with family in Cape Town
3. Sadly, 1 person passed away.

MAINTENANCE PROJECTS

Maintenance continues to be the main expense of the business. The following projects were undertaken during the year.

Painting contract:

R1.8 million was spent on painting the village. The buildings look fresh and appealing and help in making the cottages attractive for potential investors, and appeasing residents.

Painting is attended to on an annual basis on a 6-year passed cycle basis.

We have insulated the ceiling in the Care Centre to reduce the use of heaters and we improved on the efficiency of our solar geysers thereby reducing electricity consumption.

ENGINEERS REPORT

Grace Village Management undertook to have cottages assessed professionally for cracks, settlement, and subsidence.

This was a successful process, and the directors are satisfied with the results thereof. The report has also assisted in securing adequate and appropriate insurance cover of our village asset.

SOCIAL

Post Covid, all our functions and daily activities are back to normal plus more. We had a lovely Christmas Morning Market even though it rained. Our Christmas luncheon was a success catered by Feedem. Our villagers organized a fun Walkathon morning where even our centenarians participated.

STAFF

We have been fortunate to enjoy a dedicated and loyal staff compliment over the years and we extend our sincere thanks to the team led by our Executive Manager Dominique Garrow, who continues to lead through load shedding as well as days with no water.

BOARD

I wish to thank my fellow Directors Mrs Lesley Blake, Mr Graham Pampel, Mr Clive Kern, Mr Alan Bennetts, Mr Julian Hamner and Mr Errol Peace for the willing contribution of their time and expertise. Their commitment and support are vital to the success of the company.

AUDITORS

We thank our auditors, Nwanda Incorporated for their continued support and oversight of our financial management of the company.

DIOCESE

We extend our thanks to the office of the Diocese for their support and assistance during the year.

COACH

We are pleased to report ongoing building of our relationship with the Board and staff of COACH, to the benefit of the children as ultimate beneficiaries.

John Rossouw
Chairman
Aug 2023

16. DIOCESAN RETIREMENT COMMITTEE

The major functions of the **Diocesan Retirement Committee** are to keep in contact with retired clergy, widows and Diocesan office lay workers and to prepare the serving clergy for the event of retirement.

Members of the committee keep in regular touch with the retirees and widows by calls, visits, birthday cards etc. and help them where possible especially with prayer support. The committee meets four times a year to share the updates of the retirees and to discuss other matters pertaining to the functions of the DRC. Together with the Diocesan office the committee enable retirees and widows to meet twice a year for the Mid-year tea in July and the Bishop's Tea in November, although this was not possible during the Covid years of 2020 and 2021. In addition, the committee looks to make a token monetary gift at mid-year, assuming the current year's income is sufficient, as the committee do not wish to deplete the current capital. A more substantial gift is paid at the end of the year, with continuing support of St Michael's Bryanston, St Stephen's Sunninghill, and the F. Barnes Trust. We are most grateful for this monetary support, as well as other monthly donations from Parishes and individuals.

The other function of the committee is to make the serving clergy and diocesan office lay workers aware of the need for adequate monetary provision for their retirement and also for their dependants in the event of their illness and death. This includes the preparation of their mental attitudes and physical wellbeing to retirement. Since 2017 we have had two information and planning days to assist clergy in understanding the journey to retirement. The first was in July 2018 when Rob Rogerson, the Provincial Treasurer presented a talk on the 2 pension funds. The second occurred in August 2022 when Rob Rogerson once again gave an update on the Pension schemes and Clive Harper (of "Invest in Yourself") spoke on other aspects of retirement including financial planning and psychological preparation. It was somewhat disappointing that some of the invited current clergy did not stay for the full programme presentation, as this is a most important matter in their spiritual lives and journey.

The activities of the DRC has had a ripple effect and the Diocese of Pretoria now has a group looking after the clergy widows. The wife of the Bishop of Pretoria, Connie Kannemeyer, contacted Gail Westwood and enquired as to how to set up, manage and fund a group of clergy retirees. Members of the Johannesburg DRC visited and met with her and explained our Committee and workings and gave her suggestions and advice on how to launch such a Committee in the Pretoria Diocese. Shortly after she advised she had commenced with her committee, we the Johannesburg DRC gave a generous donation to assist in getting started.

Committee Members:

Mrs Pat Leman (Chair and Secretary)

Ms Tumi Masemola (Bishop's Liason)

Keith Greenway (Treasurer)

Mrs Saras Chinnah

Revd Erna Basson

Mrs Gail Westwood

Revd Audrey Hick

Revd Cathy Lee

Mrs Norma Nixon and Revd Trevor Slade have retired from the committee and we thank them for their years of service.

Revd Paul Molefe

Revd Tsepo Mathubathuba

Revd Phyllis Mgquba

17. ALTAR GUILD



Altar Guild is a ministry which is in existence within three Dioceses. The Inter-Diocese consist of Diocese of Johannesburg, Diocese of Christ the King, and Diocese of Highveld.

The challenges I found when I was appointed, members in Johannesburg felt that they were not respected and acknowledge when decisions were made at the Inter-Diocese Executive level because they did not have a Chaplain.

It is sad that we lost one member from the Parish of Emndeni.

1. Intentional Discipleship

To grow the ministry, we started recruitment programme where we are visiting Parishes in the Diocese of Johannesburg to introduce Altar Guild.

- We started at St Mary's Dobsonville and we got 5 new members. The Altar is being taken care by a gentleman joined the Guild. Training is being scheduled.
- The Priest and congregation at St Bartholomew, Kagiso did not know about the Guild. He was happy and promised to encourage members from the congregation to join. The Altar is being prepared by a gentleman who is sometimes struggling to keep up with the work. A follow up and training is being scheduled by EXCO.
- The Guild was welcomed at St Saviours, Khutsong. Four members who are responsible for the Altar are interested and follow up and training will be arranged. The Priest was excited to see us and encouraged members of the congregation to join.
- A visit is being scheduled for end August to visit St John's, Orlando East.
- The membership number is growing. In November 2022 we admitted 7 new members. The total number of members on trial is 13. We are invited by three Priests from different Parishes that we have to confirm our visits.
- Talking about the Ministry and members being visible at the Diocesan events will help us raising awareness that the Guild exists.
- We have the first male new member from the Parish of Dobsonville and the other from Kagiso who is also interested. Gender is not important when it comes to serving the Lord.

2. Worship service

Inter-Diocese

- A memorial service that was hosted by Manche Masemola, Protea Glen. This was an Inter-Diocese event but Inter-Diocese EXCO decided to postpone at the last minute. Diocese of Johannesburg went ahead as planned as families of the deceased members were already invited. It was a success only Chaplain Phakoe attended.
- Admission of 7 new members from 3 different Parishes was hosted by St Mary Magdalene.
- A service to renew vows and affiliate was held in August last year. Members were giving time to testify and do thanksgiving. The event was hosted by the Parish of Tladi and it was well attended. The next services is scheduled for the next Women's day.
- Quiet day hosted by St Matthews Emdeni. It was a first time experience for some members. The feedback was great, for those who attended Quiet day before, this particular one was different.

3. Social responsibility

- We visited Ephraim Zulu Centre for old people in Mofolo and we had two services with the elderly people. One service was at the main hall and the other was at frail care hall. They have seven old people who does not get visits from anyone. Some are drop off by police and some their families dropped them off and never came back to see them. In communication with management of the Centre, Altar Guild decided to adopt them. Members are allowed to visit them anytime during visiting hours. The agreement is we are not allowed to bring food but we can bring fruits and sweets for them.
- Members are encouraged to do their social responsibilities and to be involved in activities happening at their Parish level.

4. Commitments

- We are committed to grow the ministry and our goal is to introduce the ministry in all Parishes that do not have members or who do not know about the ministry. We are looking forward to teaching all who are responsible for the Altar the importance of keeping the Altar neat.
- It is important that members are aware that the ministry is not just about taking care of the Altar but Spiritual growth is also important and engage in prayer.

Yours in Christ

Revd Gadi Selepe

Altar Guild – Chaplain

18. SERVER'S GUILD



❖ Introduction

A year of rebuilding, restructuring, and reconstructing a ministry of youth and young people. Being chosen as the Altar Servers Guild (ASG) President for the Johannesburg Diocese and working alongside our Head Chaplains: Revd's Sibonelo Mkhabela and Mbekezeli Ntombela has been a great pleasure to me. Being the vessels like Nehemiah of rebuilding the ruined walls of Jerusalem. The year 2022 has been a pathway paving the beginning of this journey. 'We thank you for the privilege of serving his altar.'

❖ Office Bearers

The landscape of this ministry changed drastically when the Diocesan Altar Servers Executive was elected on the 28th of May 2022 at St Joseph's, Toekomsrus. New Portfolios were introduced in the ministry excluding the Big Five. It's within my heart that these portfolios will help me achieve the vision that is above:

Chaplains:	Revd. Sibonelo Mkhabela & Revd. Mbekezeli Ntombela
President:	Itumeleng Khomane
Vice President:	Karabo Thibedi
Secretary-General:	Nobuhle Sibeko
Vice-Secretary:	Musa Msomi
Treasurer:	Leshaan Klassen
Communication and Events Coordinator:	Gugu Mtenjane
Training and Development Coordinator:	Simphiwe Ramphomane
Liturgy and Worship Coordinator:	Valno Botha
Environmental Affairs Coordinator:	Palesa Phayane

❖ Diocesan Activities

The following activities were planned for the year 2022/2023:

1. Meetings

- The Diocesan Committee meets quarterly.
- The Altar Servers Council meets twice a year.
- Strategic meetings were held at St Paul's Jabavu on the 29th of May 2021 and St Gabriel's Florida on the 30th of October 2021.
- Elective Assembly held at St Joseph's Toekomsrus on the 28th of May 2022.
- First formal sitting with the new Diocesan Executive was held at St Mary's Orlando on the 9th of July 2022.
- First ASC meeting held at St Stephen's Wedela on the 18th of March 2023.
- Headservers and Coordinators Workshop held at St Mary Magdalene Protea South on 27th May 2023.

- Formal Sitting AGM preparation meeting held at St Andrew's Pimville on the 05th of August 2023.
- Annual General Meeting will be held at Christ The King Sophiatown on the 26th of August 2023.

2. *Spiritual Growth*

- Renewal Of Vows Service hosted at St Monica's, Halfway Gardens Midrand on the 03rd of September 2022.
- Patronal Festival will be hosted at Christ The King on the 26th August 2023.

3. *Fundraising*

- Ticket sales for the Hiking Event
- Wrist bands sales
- Bookmark sales
- Affiliation

4. *Past and Upcoming Events*

Year 2022

- Opening Service at St Hildas Senaone on the 05th of February
- Renewal of Vows at St Monica's Halfway Gardens Midrand on the 03rd of September.
- Closing Service at Holy Cross Orlando West on the 26th of November.

Year 2023

- Opening Service at The Cathedral of St Mary the Virgin on the 04th of February.
- Hiking Event at Klipriviersburg Nature Reserve on the 13th of May.
- Patronal Festival will be hosted at Christ The King Sophiatown on the 26th of August. Celebrating the patron saint, St John's Berchmans
- Closing Service to be hosted on the 25th of November. Venue is yet to be confirmed.

5. *Training and Development*

- Diocesan Executive Training at Sophiatown Diocesan Centre on the 25th of February 2023.
- Headservers and Coordinators Workshop held at St Mary Magdalene Protea South on the 27th of May 2023.

❖ *Challenges and Solutions*

Challenges

- Rebuilding the Guild from scratch.
- The guild at parish level collapsed as the parishes lost servers due to the Covid-19 pandemic.
- Food shortage at Diocesan events.
- There's limited engagement of parishes at Diocesan Events. Meaning there's only a few numbers of parishes that attend events.
- Restructuring of certain archdeaconries.
- Servers not wearing their vestments in a proper manner.

- Attendance of Clergy at Diocesan Events.

Solutions

- The way to engage and connect with parishes that don't attend event is to host Diocesan Events at their respective parishes.
- A decision was made by the Altar Server Council that the R250 that's usually being contributed shall remain. Cases whereby the parish is unable to meet the costs of catering from the contributed money, they are to ask for assistance from parishes within their region.
- An alliance with the Joburg Anglican Eco-Spiritual Initiative (JAEI) should be formed, working with Revd. Martha Gordon to educate the Server's Guild about the environment.
- Leadership Workshops to be initiated to equip required skills in leading this ministry.
- Normalization of Admission Services hosted on Saturdays instead of Sundays. This is to avoid clergy complaining that servers are not present in the altar on Sundays.

❖ Achievements

- The re-establishment of the guild.
- Recognition from the Diocesan Office.
- Young servers from the age of 4 are joining the ministry. Admitting a huge number of servers within the guild.
- Elections of the new Diocesan Executive Committee.
- Establishment of the Altar Servers Council.
- Establishment of the Headservers' Group Chat on WhatsApp.
- Through these nuggets that have shaped the guild that are stated above, we were able to overcome these circumstances such as servers not being present at church.
- Drafting of the Constitution.
- We managed to restructure 3 Archdeaconries out of 10. We still in a process of engaging with the remaining 7.
- Improvement of Finances.
- As a guild, we have chosen St. John Benchman's, a 16th century Jesuit monk with great dedication to God, prayer, and service to others, as our patron.

❖ Finances

We are proud to announce that our financial status in this ministry has improved. From an account with no money to gradually leaning towards a positive side through fundraising. We are committed to our financial obligations in maintaining our funds, following the correct procedure.

❖ Social Media

- Our followers engage with us on our Facebook Account.

❖ Gratitudes

- I would also like to express my gratitude to our Bishop Steve Moreo and Chapter for allowing this ministry to be revived once again.
- A major thanks to Revd. Sibonelo Mkhabela and Revd. Mbekezeli Ntombela for their hard work as Chaplains to assist in reviving the ministry.

- Let me also thank the clergy collectively in supporting the Server's Guild at parish level.

❖ **Conclusion**

Conclusively, it may be said that one of the powerful messages of Nehemiah is how much you can accomplish when you are aligning yourself with the will and plan of God. He calls the right people to do his good works. Thank you to my executive team which helps in driving this ship with me. Make no mistake, God has placed you right where he wants you to be. Let me also take this opportunity to thank all Headservers and their parish executives for their support and growing the ministry at parish level. Says, Colossians 3:23 "Whatever you do, work at it with all your heart, as working for the Lord."

Itumeleng Khomane
President

Revd. Sibonelo Mkhabela
Co-Chaplain

