

## THURSDAY 21 MAY 2015

After Morning Prayer at 08h30 and Bible study groups at 09h15, Synod resumed at 10h30 in the St John's Parish Hall.

The Bishop led Synod in the prayer, the singing of the Veni Creator and the Nicene Creed.

### **1. QUORUM**

The Registrar declared that this Synod had a quorum present both in the House of Laity and in the House of Clergy.

### **2. REPORT OF THE COMMITTEE OF SCRUTINY**

The Registrar reported as follows:

The Committee of Scrutiny has, in terms of Chapter II, Paragraph 8 (a) and (b) of the Acts of the Diocese, scrutinized the qualifications of lay representatives, and presents the following report:

#### **REPORT OF THE COMMITTEE OF SCRUTINY**

Comment on election of lay representatives and their alternates in terms of Ch II. Paragraph 8(b) of the Acts of the Diocese-2015.

1. Notice of the meeting to elect lay representatives was given after the date specified in terms of the Acts (Ch. III, para. 3) by the following Parishes. Latest date for notice to be given was 16 March 2015

| <u>Parish</u>               | <u>Notice given on:</u>                           |
|-----------------------------|---------------------------------------------------|
| St. Matthias                | 5 April 2015                                      |
| St Paul                     | 20 April 2015                                     |
| Sundays River Valley        | No date shown but election date was 26 April 2015 |
| St James, Cradock           | 8 April 2015                                      |
| St Ninian's                 | 26 April 2015                                     |
| St Peter's, Zwide           | No date shown but election date was 22 March 2015 |
| St Philip                   | 22 March 2015                                     |
| St Luke                     | 5 April 2015                                      |
| St Mark & St John           | 5 April 2015                                      |
| St Mary Magdalene           | 12 April 2015                                     |
| Parish of the Good Shepherd | 17 March 2015                                     |

2. The following parishes elected less than the required number of alternate lay representatives. Alternates shall be equal in number to the lay representatives already chosen (Ch III, para2).

| <u>Parish</u>              | <u>Elected:</u>         |
|----------------------------|-------------------------|
| Parish of Alexandria       | None (should be 2)      |
| St Mathias                 | One only (should be 2)  |
| Sundays River Valley       | None (should be 2)      |
| Great Fish River Parish    | None (none should be 1) |
| Great Karoo                | None (should be 2)      |
| Karoo Parish (St Boniface) | One only (should be 2)  |
| St Ninian's                | None (should be 2)      |
| St Barnabas                | None (should be 2)      |
| St John the Baptist        | One only (should be 2)  |

|                   |                        |
|-------------------|------------------------|
| St Andrew         | One only (should be 2) |
| St Katharine      | One only (should be 2) |
| St Mary Magdalene | None (should be 2)     |

3. Certificates of election of lay representatives were not received from the following parishes. (Ch III, para13)

St Katharine --- only one lay representative certificate received. A second lay rep. Mrs Pam Joubert was appointed by email due to the fact that they originally elected a clergy person as one of the lay reps. I do not think that Mrs Joubert was elected at a formal meeting called in terms of the Acts.

4. The period between the issue date of the notice of meeting and the meeting date was less than 7 days (Ch. III, para. 4) in the case of the following parishes:

|           |                                         |
|-----------|-----------------------------------------|
| St Paul's | Date of notice of meeting 20 April      |
|           | Date on which meeting was held 26 April |

5. The following parishes failed to submit their certificate of election to be received by the Diocesan Secretary by the date specified on the election certificate and in terms of the Act (Ch. III, para 13) (21 April, 2015)

| <u>Parish</u>          | <u>Date received:</u> |
|------------------------|-----------------------|
| St Paul's              | 28 April 2015         |
| Sunday's River Valley  | 28 April 2015         |
| St James-Cradock       | 24 April 2015         |
| Great Karoo parish     | 4 May 2015            |
| St Ninian's            | 4 May 2015            |
| Holy Trinity           | 22 April 2015         |
| All Saints-Kabega Park | 22 April 2015         |

6. The certificate of qualification to act as a lay representative for the Parish of St Paul's was not signed. It should have been signed by the Rector (Ch. III, para 11).

7. The certificate of election of lay representative Mr Thembakazi Mbotya for the Church of Ascension was not signed by anybody.

8. The certificates of election of the two lay representatives for St Ninian's, Somerset East were not signed. The certificates of qualification were not completed at all for the two representatives.

9. The certificates of election of the two lay representatives for St Mark and St John's were not signed.

10. The certificate of election of lay representative Mr Stephen Gerald Naidoo of the parish of St Simon of Cyrene was not signed.

11. The certificates of qualification for both alternate lay representatives for St Paul's were not signed.

12. The certificate of election of alternate lay representative Mr Lusizo John for Church of Ascension was not signed. The date of notification of the meeting nor the date on which the meeting was held were not entered on the form.

13. On the notification of election of lay representatives and of alternate representatives for St John's the rector stated that Mrs Brenda Hill was the elected alternate. However there was no accompanying election and qualification form for Mrs Hill.
14. The date of notification of meeting nor the date on which the meeting took place was shown on the alternative lay representative's forms for St Peter's, Zwide. The "signature" on the forms appears to have been printed and not signed. The printed name is M E Belu who is not the rector or priest in charge and therefore should not be shown as signatory of the certificate of qualification. Similarly ME Belu is shown as the signatory on the certificate of election but it is not known if he was indeed chairman of the meeting.  
These remarks also apply to the election forms for the lay representatives (as opposed to the alternative lay representatives).
15. The certificate of election for alternate lay representative Mr Ronald McDonald of Good Shepherd parish was not signed.
16. The completed election and qualification certificates for the election of lay representatives and of alternative representatives were received by the Diocesan Secretary less than four weeks prior to the date set for the session of Synod.

| <u>Parish</u>        | <u>Date of receipt:</u> |
|----------------------|-------------------------|
| St Paul              | 28 April 2015           |
| Sundays River Valley | 28 April 2015           |
| Great Karoo parish   | 4 May 2015              |
| St Ninian's          | 4 May 2015              |

It is the opinion of the Committee that none of the breaches of the Acts is in fact material to such a degree that any representative be denied his/her seat and accreditation as the representative of the Parish, the Registrar asked therefore that Synod condone the breaches.

Synod voted to accept the two representatives of St Ninian's, Mrs Pam Joubert as a representative of St Katharine, and that Revd Graham Soudien will deputise for Revd Dave Doveton of St Philip and St Barnabas who is indisposed.

The report was **ACCEPTED**.

**The President welcomed Bishop Brian Marajh to Synod.**

### **3. APPOINTMENT, ELECTION, AND APPROVAL OF SYNOD OFFICERS, AND TIMES OF SYNOD**

#### **NOMINATIONS**

The Agenda Committee proposed that the following be nominated to fulfil specific functions at Synod. All nominees were duly elected.

#### **SECRETARIES OF SYNOD:**

The Revd Claire Phelps  
Mrs Jenny Watson

**AGENDA COMMITTEE:**

Revd Dr Eddie Daniels  
 Mr Peter Hopper  
 Adv. Lee-Ann Ah Shene

**Synod Manager**

Mr Allan Anderson

**Synod 2015 Press (Media) Secretary**

Mrs Frankie Simpson

**Committee of Scrutiny – Synod**

Mr Roger Schärge  
 Mr Charles Qoto  
 Archdeacon Zweli Tom

**Synod 2015: Time Keeper**

Mr Randolph Koen

**Minute Scrutineers**

Archdeacon Mark Derry  
 Mr Charles Qoto

**Chairman of House of Laity**

Mr Roger Schärge

**Prolocutor**

The Dean, The Very Revd Dudley Greenshields

**Chairperson of Synod**

Adv. Darryl Newton

**4. CONSIDERATION OF THE AGENDA**

The Agenda and times as set out below were adopted.

**PROGRAMME FOR INDABA SYNOD 2015****THEME: THINGS DONE & STILL TO BE DONE – DISCIPLING**

| <b>WEDNESDAY, 20 MAY</b><br>Venue : Cathedral | <b>THURSDAY, 21 MAY</b><br>Venue : St John's                                                                                                                                                                                             | <b>FRIDAY, 22 MAY</b><br>Venue : St John's                                                                                                                                                                                                     | <b>SATURDAY, 23 MAY</b><br>Venue : St John's                                                                                                                                                                                                |
|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                               | 08h30 Morning Prayer<br>led by Archdeacon Mark<br>Derry<br>09h15 Bible Study<br><br>10h00 Tea<br><br>10h30 Opening of Synod<br>& (including saying of<br>Nicene Creed & singing<br>of Veni Creator)<br>10h45 Report of Quorum<br>present | 08h30 Morning Prayer<br>led by Archdeacon<br>Hazel Goodfellow<br>09h15 Bible Study<br><br>10h00 Tea<br><br>10h30 Opening of Synod<br>& (including saying of<br>Nicene Creed & singing<br>of Veni Creator)<br>10h45 Report of Quorum<br>present | 08h30 Morning Prayer<br>led by Dean Dudley<br>Greenshields<br>09h15 Bible Study<br><br>10h00 Tea<br><br>10h30 Opening of Synod<br>& (including saying of<br>Nicene Creed & singing<br>of Veni Creator)<br>10h45 Report of Quorum<br>present |

|                                          |                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                 |                                                                                                                                                                                                    |
|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                          | 10h50 Appointment of the Officers of Synod<br>11h15 Consideration of the Agenda Presentation & Reading of Petitions<br>Notice of Motions<br>Notice of Questions<br>First Reading of Measures<br>Asking of Questions<br><br>12h00 Midday Prayer – led by Mr Roger Schärge<br><br>12h05 Continuation of above Agenda | 10h50 Consideration of the Agenda<br>11h00 Confirmation of Minutes<br>11h15 Elections<br><br>12h00 Midday Prayer – led by Mr Roger Schärge<br><br>12h05 Elections Continued<br>12h30 Motions/Measures/Questions | 10h50 Consideration of the Agenda<br>11h00 Confirmation of Minutes<br>11h15 Answering of Questions<br>Debate on Measures<br>Debate on Motions<br><br>12h00 Midday Prayer – led by Mr Roger Schärge |
|                                          | 13h00 Lunch                                                                                                                                                                                                                                                                                                        | 13h00 Lunch                                                                                                                                                                                                     | 13h00 Lunch                                                                                                                                                                                        |
|                                          | 14h00 Indaba Groups                                                                                                                                                                                                                                                                                                | 14h00 Indaba Groups                                                                                                                                                                                             | 14h00 Approval of Minutes                                                                                                                                                                          |
|                                          | 15h15 Tea                                                                                                                                                                                                                                                                                                          | 15h15 Tea                                                                                                                                                                                                       | 15h30 Closure of Synod (Divine Worship in Church)                                                                                                                                                  |
|                                          | 15h45 Explanation concerning Minutes<br>Continuation of Notice of Motions, Answering of Questions, Debate on Measures                                                                                                                                                                                              | 15h45 Election Results<br><br>16h00 Continuation of Notice of Motions and of Questions                                                                                                                          |                                                                                                                                                                                                    |
| 18h00 Opening of Synod & Bishop's Charge | 17h30 Evening Prayer led by Archdeacon Zweli Tom                                                                                                                                                                                                                                                                   | 17h30 Evening Prayer led by Archdeacon David Grobbelaar                                                                                                                                                         |                                                                                                                                                                                                    |
| 20h00 Supper                             | 18h00 Committee of Synod (second reading of Measures)                                                                                                                                                                                                                                                              | 18h00 Committee of Synod                                                                                                                                                                                        |                                                                                                                                                                                                    |

## 5. NOTICE OF MOTIONS

Revd Sipambo Ludidi brought before Synod a motion arising from the Bishop's charge:

### 1. SANCTITY OF MARRIAGE

Proposed: Revd Sipambo G. Ludidi

Seconded: Mzwandile A. Mvumbi

This Synod,

- (a) observing how vital sanctity of marriage is in maintaining "the life-long Union and partnership as ordained by God in the creation narrative (Gen.1-2)..."
- (b) the fact that the education system of our country seems to work against this by introducing children as young as ten years of age to using condoms that are to be supplied by schools.

- (c) this would introduce children to multiple concurrent liaison partners instead of waiting till one is ready to indulge in sexual activities in full responsibility of his/ her action.
- (d) that the HIV/AIDS is never controlled by using condoms but abstinence is the Christian principle for our young ones.

Therefore this Synod

- (i) Respectfully request the Bishop to address this issue with other church leaders in the Eastern Cape and even beyond.
- (ii) Condemns any more attempts that would lead to jeopardizing the Sanctity of Marriage.
- (iii) calls upon the Christians to prayerfully engage with local schools and other stakeholders to avoid this.

## **2. MOTION OF APPRECIATION**

Proposed: Archdeacon David Grobbelaar

Seconded: The Dean - The Very Revd Dudley Greenshields

This Synod congratulates the following three worshipping communities of:

- a) St Faith, Hankey
- b) United Church, St Francis Bay
- c) St Andrew's , Storms River Village

on the establishment of newly consecrated church buildings in the Tsitsikamma Archdeaconry since our last Synod.

## **3. SEEKING AND TRAINING OF PERSONEL FOR 'HEARINGS FOR HEALING - ENABLING PEACE AND DEVELOPMENT'**

Proposed: Frankie Simpson

Seconded: Archdeacon Zweli Tom

That this Synod

Noting:

1. Because of the hurts felt by the people of our country caused by bad governance, bad service delivery, xenophobia, and much more, the Church Unity Commission (CUC) has begun inaugurating "Hearings for Healing – enabling peace and development" – Chapters are already functioning in KwaZulu Natal and in Gauteng;
2. That the CUC approached the Nelson Mandela Bay Consultation of Christian Churches (NMBCCC) to set up similar platforms for such hearings within the areas of their jurisdiction;
3. That to do so the parishes within those areas will need to come on board by encouraging clergy and members to be trained to be used as counsellors, trainers and in other positions that may be necessary;

Therefore resolves

- a) That this Synod affirms the CUC initiative on "Hearings for Healing – enabling peace and development";
- b) Respectfully asks the Bishop and clergy to seek out members of their congregations who can be trained as counsellors and facilitators;

- c) That the names of these people be forwarded to the NMBCCC through Archdeacon Zweli Tom by the end of August so that training can begin in time for the first hearings;
- d) That Diocesan Council together with the Archdeacons monitor that this is being done.

#### **4. THE EQUALISATION OF HOUSING SUBSIDIES**

Proposed: Frankie Simpson  
Seconded: Archdeacon Zweli Tom

That this Synod

Noting:

1. That more and more of the clergy are opting to buy their own homes;
2. That these clergy are receiving housing allowances from their parishes;
3. That this diocese has no restriction on the amount claimed / paid to clergy for their housing allowance;
4. That this causes inequality in the package received by clergy within the diocese;
5. That, in some cases, it also causes problems with meeting diocesan assessments;

Therefore resolves

To respectfully request that the Finance Committee be tasked to set a limit on the amount that clergy can claim for housing allowance on the basis of:

- i.i) - equivalence of reward between those living in rectories compared to those living in private accommodation receiving housing allowances;
- i.ii) - the benefits afforded those staying in rectories to be quantified eg rates and taxes, water, sewerage, refuse removal, electricity, telephone, internet connection, domestic services, garden services, short term home content insurance, alarm system, etc.;
- i.iii) - a further comparison on taxability between staying in a rectory and receiving a fully taxable housing allowance to be undertaken;

These benefits to be assessed and reviewed annually and the housing allowance to be adjusted accordingly;

That this be introduced at the beginning of the next financial year.

These motions were accepted as part of the Agenda.

#### **6. NOTICE OF QUESTIONS**

No questions were put forward.

## **7. FIRST READING OF MEASURES:**

Adv. Darryl Newton read the following Measures:

### **1. TO ALLOW THE COMMITTEE OF THE DIOCESAN RETIREMENT ACCOMMODATION FUND TO LET UNOCCUPIED PROPERTY TO PERSONS WHO DO NOT QUALIFY AS APPLICANTS AT TIMES WHEN THERE ARE NO QUALIFYING APPLICANTS WHO WISH TO TAKE UP OCCUPATION OF THE SAID PROPERTY.**

Proposed: The Dean-The Very Revd Dudley Greenshields

Seconded: The Provost – The Very Revd Sharon Nell

#### ***THE PRINCIPLE***

1 Clause 18(g) of Chapter IV of the Acts of the Diocese sets out which category of persons shall qualify as applicants for assistance from the Diocesan Retirement Accommodation Fund.

2 The categories are:-

18(g)(i) Any bishop of the Church of the Province of Southern Africa

18(g)(ii) Any person in Holy Orders who exercises spiritual functions under the authority and spiritual jurisdiction of a bishop or holds a bishop's licence or permission to officiate in the Church of the Province of Southern Africa

18(g)(iii) Any full time stipendiary lay-worker licensed in the Diocese

18(g)(iv) The widow/widower of any such bishop, cleric or lay-worker

3 Occasions have arisen in the past, whereby, retirement accommodation has been unoccupied due to the fact that qualifying applicants who have been approved by the committee are not ready to take up the vacant accommodation. For instance an approved applicant may have indicated that he/she would like to take occupation of such a property from their retirement date which might be several years in the future. Under such circumstances where there is no immediate qualifying applicant the committee request authority to let such property to third parties who would not normally qualify as applicants.

4 The letting of a vacant property may continue in this manner as aforesaid until the property is required for use by a qualifying applicant. The purpose of this request is to ensure that a steady flow of rental income continues, instead of the said property standing unoccupied for a period of time with all the attendant risks and loss of income resulting from the property being unoccupied.

#### ***THE PROPOSAL***

A. Add as clause 10 to Schedule A (RULES GOVERNING THE ADMINISTRATION OF THE DIOCESAN RETIREMENT ACCOMMODATION FUND) of Chapter IV of the Acts of the Diocese the following:-

10 In the event that a property becomes vacant and there is no qualifying applicant who requires accommodation at the time the vacancy occurs the committee may let the property to a non-qualifying third party provided that the lease of such property shall be structured to terminate prior to the date upon which a qualifying applicant has indicated a need for retirement accommodation.

The Principle of this Measure was put and accepted.



## **2. TO RECORD IN THE ACTS OF THE DIOCESE THAT THE FIRST CHARGE ON PARISH INCOME SHOULD BE THE PAYMENT OF THE MONTHLY STIPEND AND GENERAL ASSESSMENTS**

Proposed: The Dean - The Very Revd. Dudley Greenshields

Seconded: Archdeacon David Grobbelaar

### ***THE PRINCIPLE***

1 At Synod 2006 a measure was proposed the principle of which was: "Whereas this Synod recognises that the essential ministry of the church takes place in the parish and therefore the first charge on the parish income should be to pay for its ministry staff and service costs".

Revd. RC Penrith asked that utilities be more clearly defined. The principle was put and referred to the Committee of Synod.

The committee reported to the Diocesan Synod and proposed the following wording be substituted for the then existing paragraph 13 (d) (iv) of chapter IV of the Acts of the Diocese. It should be noted that this paragraph 13 of chapter IV deals with one of the functions of Diocesan Council, in this case to have care and oversight of finances.

"to ensure that payment of the determined annual sum be made by the parish to the Diocesan Secretary-Treasurer in monthly instalments by the 25th of each month, and that the payment of the stipend portion of the assessment and the water, lights and telephone costs of the parish, be the first charge on all parochial income".

The measure in the form of the above wording was put and carried and has been written into the Acts.

2 This wording mentions the stipend portion of the assessment as being the first charge (together with water, lights and telephone) on all parochial income. The wording clearly excludes the general assessment as being part of the determined annual sum.

3 It is felt that the wording in its present form should be changed to incorporate both the stipend and the general assessment as being the first charge on all parochial income.

4 Furthermore we believe it is unnecessary to include reference to water, lights and telephone costs in the paragraph. Naturally these costs have to be paid but then so do other costs such as wages/salaries for lay workers, internet connection, alarm systems and so on and none of the aforementioned need take priority over the other. The intention of this paragraph is to stress that the first charge on parish income should be the aforementioned assessments. There is no intention thereafter to dictate how other operational cost should be prioritised.

### ***THE PROPOSAL***

A Delete the present wording of paragraph 13 (d) (iv) of chapter IV of the Acts of the Diocese and substitute the following:

To ensure that payment of the determined annual sum, being the stipend assessment and the general assessment, be made by the parish to the Diocesan Secretary-Treasurer by the 25th of each month and that this payment be the first charge on all parochial income".

The Principle of this Measure was put and accepted.

**3. TO FORMALISE IN THE ACTS OF THE DIOCESE THE REQUIREMENT THAT DURING A PERIOD OF INTERREGNUM THE PARISH MUST CONTINUE TO PAY ITS STIPENDIARY ASSESSMENT.**

Proposed: The Revd Canon Relton Groepe

Seconded: Archdeacon Zweli Tom

***THE PRINCIPLE***

1. There is no provision in the Acts of the Dioceses which provides unambiguous guidance regarding the payment of the parish stipendiary assessment during a period of interregnum.
2. In the Churchwardens' Handbook clause (h) under the section dealing with interregnums states "As in the case of cleric's long leave, the parish must continue to pay its normal assessment to the diocese".
3. The provision in the churchwardens' handbook in this regard is not law but has been part of a code of practice of the Diocese since its inception in 1970.
4. The Diocesan Council had recommended that the policy contained in the Churchwarden's handbook now be formalised and written into the Acts of the Diocese.

***THE PROPOSAL***

Add as clause 14 to section B of Chapter IX of the Acts of the Diocese the following:-

(e) During a period of interregnum the Parish shall continue to be responsible for the payment of the stipendiary and general assessment. In this case the stipendiary assessment will comprise only the basic stipend and will not include any service allowance, medical aid subsidy or pension fund contribution. The Bishop through the Archdeacon is to provide ministry during the said interregnum.

The Principle of this Measure was put and accepted.

**4. EXTENDING THE QUALIFICATION FOR APPLICANTS FOR ASSISTANCE FROM THE DIOCESAN RETIREMENT ACCOMMODATION FUND.**

Proposed: The Dean - The Very Revd. Dudley Greenshields

Seconded: The Provost - The Very Revd Sharon Nell

***THE PRINCIPLE***

1. Clause 18(g) of Chapter IV of the Acts of the Diocese sets out which category of persons shall qualify as applicants for assistance from the Retirement Accommodation Fund.
2. The categories are:-
  - 18(g)(i) Any bishop of the Church of the Province of Southern Africa.
  - 18(g)(ii) Any person in Holy Orders who exercises spiritual functions under the authority and spiritual jurisdiction of a bishop or holds a bishop's licence or permission to officiate in the Church of the Province of Southern Africa.
  - 18(g)(iii) Any full time stipendiary lay-worker licensed in the Diocese.
  - 18(g)(iv) The widow/widower of any such bishop, cleric or lay-worker.

3. Occasions have arisen in the past, whereby, a person who has not fallen into one of the categories of qualifying applicants listed above, has applied for assistance from the Fund. In the case of such an applicant where special and compelling circumstances exist the committee feel that they should have discretion to accept such an applicant for assistance.

### ***THE PROPOSAL***

- A. Add to paragraph 18(g) of Chapter IV of the Acts of the Diocese the following sub-clause:-

18(g) (v) Any person not falling under clauses 18(g)(i) to 18(g)(iv) whom the committee, having considered any special and compelling circumstances which exist relating to that person, consider to be a suitable candidate for assistance.

The Principle of this Measure was put and accepted.

### **5. TO CLARIFY THE WORDING IN THE ACTS CONCERNING THE CONTRIBUTION PAID TO THE DIOCESAN MEDICAL AID SCHEME BY THE DIOCESE AND BY THE MEMBER.**

Proposed: Archdeacon Mark Derry

Seconded: The Dean - The Very Revd Dudley Greenshields

### ***THE PRINCIPLE***

1. Schedule B, paragraph (iv) of Chapter IV of the Acts of the Diocese sets out the amount which the Diocese shall pay for medical aid benefits being 75% of the average medical aid cost and also the sets out a formula for calculating the amount to be paid by a member of the Diocesan medical aid scheme.
2. Logically if the Diocese is to pay 75% then the member should pay 25%. However the manner in which the abovementioned formula is phrased results in a situation whereby members pay slightly less than 25% and the Diocese pays slightly more than 75%.
3. Furthermore it is not clear what is meant by the phrase "average medical aid cost". Normally an employer would agree to pay a percentage of the cost of a particular medical aid option. For example if a medical aid offers an option with maximum benefits, a second option providing a lower level of benefits and say a third option providing only limited benefits, then the employer would agree to pay say 50% or 75% of the second option (the middle of the road option) for each family member regardless of which option the member had opted to join.
4. It is proposed that the wording of the Acts be amended to make it clear that the Diocese will pay exactly 75% of the medical aid cost for each member based on the most popular membership option chosen by members and regardless of the option chosen by a particular member. In other words if the member chooses to belong to the most expensive option the subsidy from the Diocese would only be that applicable to the member had he elected to be a member of the most popular membership option (this would probably be the "middle" option).
5. This in fact is the position which prevails at present but the wording in the Acts is cumbersome and not precise.

## ***THE PROPOSAL***

A. In schedule B of Chapter IV of the Acts of the Diocese, delete paragraph (iv) and insert the following as a new paragraph (iv):-

“The Diocese shall pay 75% of the medical aid cost for each member, such cost to be based on the option chosen by the majority of the members of the Diocesan medical aid scheme. The member shall pay the balance of the cost remaining after calculation of the aforementioned Diocesan cost. Clergy and Diocesan staff who are members or dependants on other medical aid schemes shall not be required to pay the above.”

The Principle of this Measure was put and accepted.

## **8. ASKING OF QUESTIONS**

There were no questions asked.

## **9. MOTIONS**

### **AGENDUM 6: ESTABLISHMENT OF A DIOCESAN SOCIAL DEVELOPMENT DESK**

Proposed: The Revd Canon Jogra Gallant

Seconded: The Revd. N Leonard

That this Synod

Noting:

- 1.1 The positive social development work taking place at different parishes within the Diocese;
- 1.2 The potential benefits to the Diocese in having this work co-ordinated under a unit structure in the Diocese;

Therefore resolves

- a) That this Synod receives the social development report on the collective work that is taking place at parochial level;
- b) To respectfully request that this Synod begins a process towards the establishment of a Social Development Desk at Diocesan level;
- c) That a representative working group be appointed to take the process forward into the establishment of a complete Diocesan Social Development strategy
- d) That HOPE Africa be requested to facilitate the strategic Planning process for the Social Development department.

Revd Canon Jogra Gallant proposed the following amendment to replace (d) of the Proposal:

- (d) That we link and collaborate with HOPE Africa in the process of establishing a Social Development Desk and Strategy.

Proposed: Revd Canon Jogra Gallant

Seconded: Revd Nicolette Leonard

The amendment was accepted.

Archdeacon Zweli Tom proposed that the following replace clause (d) and the amended clause (d) become clause (e)

d) That the Canon for Social and Economic Development champions the process.

The Proposer and Seconder of the motion accepted the amendment.

The amendment was put and accepted.

**Synod paused for prayer at noon, led by the Registrar Mr Roger Schärages.**

**Synod resumed at 12h10.**

The Motion was put and accepted.

### **AGENDUM 7: CLERGY WELLNESS**

Proposed: The Revd. Dr E Daniels

Seconded: The Revd. N Leonard

That this Synod

- 1 Humbly recognising that the work of the Bishop and Clergy is taxing on both a professional as well as a personal level;
- 2 Aware of the immense challenges that Clergy continue to face in balancing ministry, prayer, rest and re-creation;
- 3 Gives thanks for the generosity of the laity and Diocesan leadership for the ways in which clergy are cared for in this Diocese;

Therefore resolves

- a) To request the Bishop to constitute a committee to address the issue of clergy wellness;
- b) That the committee should present a budget to Diocesan Council to implement a Clergy Wellness Programme to deal with the issue;
- c) That the committee compile a directory of professional resources to address spiritual, physical, financial and related issues.

The motion was put and accepted.

The President brought greetings from the retired Bishop of Johannesburg, The Rt Reverend Brian Germond.

**Synod adjourned for lunch at 12h55 after the Bishop said Grace.**

**Indaba groups met at 14h00 followed by tea at 15h15.**

**Synod resumed at 15h40.**

**The President welcomed the Mayor of Colesberg, Miss Nombulelo Hermans, who is attending Synod as a Lay Representative.**

## **10. MOTIONS CONTINUED**

### **AGENDUM 8: AHA MOVEMENT**

Proposed: Archdeacon Zwelidumile Tom

Seconded: Mr Kalipa Sinxoto

That this Synod

Noting:

1. That Kairos Southern Africa, in November 2014, launched a Church's response to poverty, unemployment and inequality;
2. that the initiative is called the "AHA MOVEMENT";
3. that the initiative captures the thrust of the resolutions adopted by 85 Christian leaders at Rustenburg in 1990;
4. That the initiative has the full support of the South African Council of Churches;
5. That the initiative carries the spirit of resolutions 7 and 8 of the Diocesan Synod 2012;

Therefore resolves

1. To embrace the spirit of the AHA Movement
2. To participate in the conversations to be championed by the movement in our regions on poverty, unemployment and inequality.
3. To respectfully request the Diocesan Bishop to mandate the Canon for Social and Economic Development to co-ordinate and facilitate conversations in our Archdeaconries on poverty, unemployment and inequality.

The motion was put and accepted.

### **AGENDUM 21: STANDING WITH THE CHURCH AND ALL BELIEVERS IN IRAQ, SYRIA, THE MIDDLE EAST AND AFRICA, IN THE FACE OF SEVERE AND BARBARIC ACTS OF VIOLENCE AND TERROR AT THE HANDS OF ISIS**

Proposed: The Revd Canon David Stansbury

Seconded: Mr Xhanti Mhlontlo

That this Synod

1. Noting with sadness, the continued spate of attacks on Christians in Iraq and other parts of the Middle East, by ISIS. These brutal attacks on Christian communities and churches, has resulted in the loss of thousands and thousands of lives and the eradication of many Christian communities.
2. Noting with disgust and sadness, the murdering of Christian children in Iraq, by ISIS, under the banner of cleansing the Middle East of Christianity.
3. Noting with sadness, the clear aims of ISIS to eradicate Christianity in the Middle East; having almost achieved this in Syria whilst presently engaging in eradicating Christianity in Iraq.

4. Noting with shame, the deafening silence of our own government and indeed our own Anglican Church of Southern Africa, with regard to these continued terror attacks on Christians in the Middle East, especially in Iraq. This is especially shameful when these terror attacks, apart from being persecution against Christians, amount to no less than gross violations of the basic human rights of freedom of religion and the sanctity of life.

Therefore resolves

1. To respectfully ask the Bishop and this Synod to write an open and public letter to our State President and Central Government, condemning these terror attacks by ISIS in Iraq and other parts of the Middle East and to ask our State President and Government, as world-wide ambassadors for the Bill of Human Rights, to intervene and themselves to condemn these terror attacks by ISIS on the basis of the violation of Human Rights and violence against children.
2. To respectfully ask the Bishop and this Synod to make public in the press, this Synod's outrage and condemnation of this continued violence against Christians in the Middle East and to express our solidarity with this part of the Body of Christ, facing severe persecution at this time.
3. To respectfully ask the Bishop and this Synod, to set aside one day a week or at least once a month, as a day of prayer and fasting for the persecuted and suffering Church of Jesus in Iraq and Syria and indeed the Middle East and many parts of Africa.

The motion was put and accepted.

**The delegates unanimously stood as an act of solidarity with the persecuted Christians.**

**The President asked that everyone would pray for the persecuted church each day.**

**AGENDUM 22: CREATING SPACE FOR EVERY EXPRESSION AND STYLE OF WORSHIP WITHIN OUR DIVERSE DIOCESAN FAMILY**

Proposed: The Revd Canon David Stansbury

Seconded: The Revd Canon Andrew Watt

That this Synod

1. Recognising that our Diocese is a diverse Christian Community: diverse in language, culture, backgrounds, churchmanship, traditions and styles of worship;
2. Recognising that each and every expression and style of worship, within our diverse Diocesan Family, is valuable and equally important to our corporate expression of worship and therefore that each and every expression and style of worship should be catered for where possible
3. Noting that in our Diocese we have different expressions of worship: Anglo Catholic, Traditional, Evangelical and Charismatic;
4. Noting that services in our local parishes vary vastly in duration (length of time) and in the manner in which the APB Liturgy is used;
5. Acknowledging that this Diocese has already pioneered work in this regard, as seen in the new liturgies being experimented with for Confirmation Services and the 'Institution of Rectors' Services.

Therefore resolves

1. To humbly and respectfully ask the Bishop and this Synod to reconstitute the Diocesan Liturgical Committee to intentionally include men and women, who represent the breadth and depth of our churchmanship and styles and expressions of worship;
2. To humbly and respectfully ask the Bishop and this Synod, to mandate this reconstituted Diocesan Liturgical Committee, to make recommendations to the Bishop and the relevant Diocesan structures, relating to changes that could be made to allow our services to be more inclusive of all our different styles and expressions of worship.

Zukisa Jeyi of the Diocesan Council supported the motion but asked whether this would be part of a Provincial initiative or only Diocesan. The proposer will address this question at the end of debate.

Revd Canon Relton Groepe said that the consciousness we exercise when being ministers of the Gospel is more important than 'how we do church.' He suggested that we need to consider how we reinvent ourselves as the true church of Jesus Christ. It is the Gospel that attracts the believer.

**Point of Order:** Revd Dr Eddie Daniels asked for an extension on the debate as Revd Canon Relton Groepe had opened up a new avenue of debate.

**The President ruled that debate would continue on this motion when Synod resumes on Friday 22 May 2015.**

**The President announced that Morning Prayer would start at 8h30 on Friday 22 May 2015, led by Archdeacon Hazel Goodfellow.**

**The President asked that Synod pray for The Revd Dave Doveton who is unwell. He also shared a request from the Bishop of the Diocese of St Mark the Evangelist to pray for Revd Jack Udulumo of that Diocese who is unwell.**

**Synod adjourned for the day at 17h25. Delegates went to Evening Prayer, led by Archdeacon Zweli Tom.**