



Uniting Church in Australia
Western Australia



A CHRISTIAN
COMMUNITY
FOR EVERYONE

The Minutes of the 45th Annual Meeting of the Synod of Western Australia

10 - 12 September 2021



**Trust
in God**

These Minutes record events and the business of those commissions and bodies which relate to the Synod of Western Australia.

The Opening Worship was conducted at Scotch College Chapel in Swanbourne at 7.00pm on Friday, 10 September 2021, and the business sessions of the 45th Annual Meeting of the Synod of Western Australia were conducted at Scotch College on Saturday 11 and Sunday 12 September 2021.

CONSTITUTION OF THE MEETING OF SYNOD

Opening Worship Friday 10 September 2021

The opening worship was constituted by an act of public worship led by the Moderator, Susy Thomas at 7.00pm on Friday 10 September 2021.

The Moderator, Susy Thomas welcomed the Synod to country on behalf of the Wadjak people of the Nyungar nation.

Music was provided by Cameron Harries (The Billabong), Adele Williams (Nedlands), Tony Solomon (Mt Pleasant), Joe Sapri (GKI) and Yoy Alberastine (The Billabong).

Special guest, Colleen Geyer, General Secretary of the Assembly joined the meeting via live streaming. She preached to the Synod and continued to live stream for the duration of the service.

WELCOME, INTRODUCTIONS AND HOUSEKEEPING

The General Secretary, Rev Andrew Syme welcomed everyone to the meeting and provided some housekeeping guidelines including facilities and amenities.

WELCOME BY THE MODERATOR

Moderator, Susy Thomas welcomed everyone and opened the meeting in prayer and scripture.

ACKNOWLEDGEMENT OF COUNTRY

The Moderator, Susy Thomas gave the acknowledgement of Country. She acknowledged the Noongar people past and present, the Traditional Owners of the land on which the Synod meeting was held,

WELCOME TO SCOTCH COLLEGE

Dr. Alec O'Connell, Headmaster of Scotch College welcomed everyone to the meeting and acknowledged the traditional owners of the land. He said Scotch College was honoured to host the Synod meeting this year and looked forward to future relationships with the Uniting Church.

SATURDAY DEVOTIONS

Rev Ivan Clark, Minister at Noranda Uniting Church, welcomed members to Synod and presented his devotion. Rev Clark based his devotion on the children's book, Mr. Gumpy's Outing by John Birmingham.

Procedural Proposal L 1 - 4 – GENERAL SECRETARY

Rev Andrew Syme, General Secretary referred to Proposals 1 – 4 and provided a short introduction/overview to the operation of this Synod meeting, drawing attention to some of the key steps, events and issues that were coming up on the agenda. He explained the conditions associated with the voting cards and reminded members to keep them for the two days.

He welcomed the Moderator's Chaplains, Rev Nalin Perera and Alison McCubbin and the General Secretary's Chaplain, Rev Dr Ian Tozer.

Moved: Rev Andrew Syme

Seconded: Rev Hannes Halgryn

Resolution 1/2021 The Procedural Proposal 1 - 4 was received and accepted by consensus.

UNITINGWORLD PRESENTATION

Dr Sureka Goringe, National Director UnitingWorld, the international aid and partnerships agency of the Uniting Church in Australia via live stream. She invited members of the Synod of WA to contact her with suggestions that were raised from the floor during the meeting.

REPORT 10 INTERNATIONAL PARTNERSHIP & DEVELOPMENT COMMISSION

Resolution 2/2021 The International Partnership & Development Commission Report 10 was received and accepted by consensus.

PROPOSAL 5 SOLIDARITY WITH WEST PAPUA (INTERNATIONAL PARTNERSHIP & DEVELOPMENT COMMISSION)

The International Partnerships & Development Commission propose:

That the Synod:

1. Acknowledge the long commitment of the Synod of Western Australia to supporting the Uniting Church in Australia partner Gereja Kristen Injili di Tanah Papua (GKI-TP), and our continuing concerns regarding human rights in Papua.
2. Note the advocacy of the Uniting Church in Australia, National Assembly in relation to West Papua.
3. Commit to praying and acting with the people of West Papua and to stand in solidarity with the West Papua Council of Churches and our partner church GKI-TP.
4. Communicate our concerns about human rights violations, militarisation, and environmental impacts in the Papuan and West Papuan provinces of Indonesia to the Australian Federal Minister for Foreign Affairs and request Australia's advocacy to the United Nations and the Indonesian Government for:
 - the UN Commissioner for Human Rights to visit West Papua to carry out an investigation of human rights violations and;
 - for the Indonesian Government to enter into dialogue with indigenous West Papuan leaders to seek peaceful solutions to end the ongoing conflict, human rights abuses and environmental impacts.
5. Encourage members to write to the Federal Minister and Shadow Minister for Foreign Affairs to highlight these concerns.

Mover: Rev Judy Sanderson

Seconder: Deborah Marshall

Resolution 3/2021 – Proposal 5 Solidarity with West Papua was accepted by consensus

PROPOSAL 12 PRAYERS FOR MYANMAR

That the Synod:

Call on all congregations to include prayers in their Sunday worship for the people of Myanmar and for the Christian churches in Myanmar, that they may continue their strong witness to the gospel, and also to ask members to pray for the people of Myanmar in their own devotions.

Proposer: Rev Bev Fabb
Seconder: Rev Steve Francis

Resolution 4/2021 – Proposal 12 Prayers for Myanmar was accepted by consensus.

REPORT 20 WA REGIONAL COMMITTEE OF THE UNITING ABORIGINAL AND ISLANDER CHRISTIAN CONGRESS (UAICC) WA REGIONAL COMMITTEE

Not received

PROPOSAL 6 ENDING PREVENTABLE DEATHS IN CUSTODY (WA REGIONAL COMMITTEE OF THE UAICC)

The Social Justice Commission, the Uniting Aboriginal & Islander Christian Congress WA Regional Committee and the Covenanting Commission propose:

That the Synod:

1. Note the long-held advocacy of the Synod of Western Australia for restorative, rehabilitative and preventative justice practices across the Western Australian justice system, including the condemnation of mandatory sentencing and a commitment to justice reinvestment approaches.
2. Acknowledge the persistent over-representation of Aboriginal and Torres Strait Islander people in the justice system, particularly among young people and particularly in Western Australia.
3. Acknowledge the challenges faced by First Peoples that lead to incarceration and contact with the police are directly associated with the intergenerational trauma experienced through the negative impacts of colonisation and that racism remains in all elements of the justice system and broader Australian society.
4. Acknowledge the progress that has been made within State Government entities like, the WA Police Reconciliation Action Plan, the Custody Notification Service, and the funding of crime prevention strategies like Olabud Doogethu, and to call on the Western Australian Government to:
 - a. commit to ending all preventable deaths in custody and implementing all remaining recommendations of the Royal Commission into Aboriginal Deaths in Custody
 - b. embed culturally appropriate, intensive mental health support in police lockups, prisons and places of detention.
 - c. investigate and expand non-police emergency response options.
 - d. broaden ongoing de-escalation and cultural awareness training for police, juvenile justice and prison officers.
 - e. work with Aboriginal Elders, community leaders and organisations to co-design an Aboriginal Justice Agreement and an associated Aboriginal Justice Advisory Council, and;
 - f. create an independent, dedicated police complaints process.
5. Encourage congregations, schools, and agencies to continue to improve and expand cultural awareness of First Peoples, address implicit and explicit racism, and make our places of worship, learning and service culturally safe and inclusive.

Moved: Rev Robert Jetta
Seconder: Mark Brisbane

Resolution 5/2021 – Proposal 6 Ending Preventable Deaths in Custody was accepted by consensus.

REPORT 18 SOCIAL JUSTICE

Resolution 6/2021 Report 18 The Social Justice Report was accepted by consensus.

PROPOSAL 7 PREVENTING HARM FROM SEXUAL ORIENTATION AND GENDER IDENTITY CHANGE EFFORTS (SOCIAL JUSTICE) (As Amended)

The Social Justice Commission propose:

That the Synod

1. Affirms the Uniting Church Statement, *Dignity in Humanity*, which states that 'every person is precious and entitled to live with dignity because they are God's children'.
2. Affirms that prayer and pastoral care are long-held Christian practices that will continue to be offered to support and uphold people, including LGBTIQ+ people, and agree that these Christian practices should not be used to harm or condemn any people including LGBTIQ+ people.
3. Recognises that sexual orientation and gender identity change efforts (SOGICE) are harmful to people's mental health and wellbeing.
4. Calls on the WA Government to work closely with the LGBTQA+ community and SOGICE survivors, including people of faith, to introduce legislation to protect people from harmful 'sexual orientation and gender identity change efforts'.
5. Provide the congregations, schools and agencies of the Uniting Church in WA, with the opportunity to undertake an education and self-reflection process regarding LGBTQA+ conversion ideology and practice, resourced by the Social Justice Unit, to prevent harm to people's mental health and wellbeing.

Moved: Mark Brisbane

Seconder: Rev Ruth Vertigan

Resolution 7/2021 – Proposal Preventing Harm from Sexual Orientation and Gender Identity Change Efforts (As Amended) was accepted by consensus.

REPORT 4 2022 UCAWA FINANCIAL POSITION – SETTING OUT THE ISSUES PRESENTATION I

Alison Xamon, Synod Standing Committee member and Presbytery of Western Australia Chair, addressed the meeting and explained the financial situation of the Uniting Church of WA. She highlighted some matters relating to the responsibility of Presbytery for stewardship of properties and the need to meet the ongoing mission of the Church. Ms Xamon referred to the governance structure of the Uniting Church and the need to improve transparency around finances. Steve Higgins, Synod Standing Committee member, outlined ways of reducing funds and reviewing budgets including the Commission for Education for Discipleship and Leadership (CEDAL) and Beanang Kuu Institute BKI). Discussion will commence at the next Synod Standing Committee Meeting regarding the way forward for the Uniting Church

Resolution: 8/2021 The UCAWA Financial Position was received and accepted by consensus.

ASSEMBLY GREETING

Rev Sharon Hollis, President of the Uniting Church in Australia joined the meeting via live stream. She greeted members of the Western Australian Synod and wished everyone a successful meeting. Rev Hollis presented the Assembly Report.

REPORT 1 UCA ASSEMBLY (LIVE STREAMED)

Rev Sharon Hollis, and Colleen Geyer, General Secretary of Assembly joined the meeting via Live Stream. They presented the Assembly Report.

Resolution: 9/2021 The Assembly Report was received and accepted by consensus.

REPORT 14 PRESBYTERY REPORT

The Presbytery Report was presented by Alison Xamon, Chairperson of Presbytery.

Resolution: 10/2021 The Presbytery Report was accepted by consensus.

SYNOD COMMISSION REPORTS

- Business Committee **Report 2**
- Bridging Entities **Report 3** (not received)
- Church Law **Report 5**
- Committee for Discipline **Report 6**
- Committee for Counselling **Report 7**
- Ecumenical Affairs Network **Report 9**
- Nominating Committee **Report 11** (Verbal)
- Moderator **Report 12**
- Placements Commission **Report 13**
- PNEUMA **Report 15** (not received)
- Property Trust **Report 16**
- Uniting Church Adult Fellowship **Report 21**
- Uniting Church Mission Fellowship **Report 22**

** Note: Consent Agenda approves all reports in one action rather than filing motions on each item separately. Report No 21 – Uniting Aboriginal and Islander Christian Congress (UAICC) WA Regional Committee and Report No 8 – Covenanting Commission were referred to Synod Standing Committee for acceptance.*

Resolution: 11/2021 The Synod Commission Reports as received were taken as read and presented en bloc. Reports were accepted by consensus.

BIBLE STUDY

Rev Sharon Hollis presented a Bible Study via live stream. She began by acknowledging the Traditional Custodians of the land on which we meet today and paid her respects to their Elders past and present. She extended that respect to Aboriginal and Torres Strait Islander peoples here today.

Sharon referred to the theme for this year's Synod is Trust in God, Romans 15:13 NIV: "May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit". She spoke about the Book of Romans and Paul's letters to the Romans.

REPORT 19 SYNOD STANDING COMMITTEE AND SUB REPORTS

Synod Standing Committee Sub Reports

1. Major Resolutions Synod Standing Committee
2. Archives
3. Culture of Safety Report
4. Disaster Relief & Community Recovery Working Group
5. End of Life Care Report

Resolution: 12/2021 The Synod Standing Committee Report and Sub Reports were presented en bloc and taken as read. Reports were accepted by consensus.

MINUTES OF APPRECIATION

Rev David de Kock

Rev Mark Illingworth, Minister of South Perth Uniting Church presented a minute of appreciation for Rev David de Kock as previous General Secretary of the Uniting Church WA.

Bob Hunt

Alison Xamon, Chairperson of the Presbytery of WA presented a minute of appreciation for Bob Hunt, as previous chairperson of Presbytery, and member of the Synod Standing Committee.

Rev Ken Devereux

Rev Steve Francis, school chaplain Tranby College, presented a minute of appreciation for Rev Ken Devereux, as Convenor of End-of-Life Care.

RECOGNITION OF RETIRED MINISTERS AND DECEASED

The Moderator, Susy Thomas, Moderator's Chaplains, Alison McCubbin, Rev Nalin Perera and General Secretary, Rev Andrew Syme presented a recognition of retired and deceased Ministers to the following:

- Rev David de Kock,
- Rev Gordon Scantlebury,
- Rev Lorraine Stokes and
- Rev Anne McAndrew
- Rev Dave Robinson (recently deceased)

A service was held in their honour. The retired ministers and their families were invited to stay for dinner and enjoy fellowship.

DEVOTIONS

Rev Alan Jeffrey, Presbytery Minister (Pastoral), presented Devotions based on The Letter to the Ephesians.

REPORT 36 REVISED STRATEGIC DIRECTIONS FOR THE UNITING CHURCH WA

Rev Hannes Halgryn, Associate General Secretary (Strategy), led table discussions with live polling opportunities presented. Polling remained open through the evening and results will be submitted in the Sunday session of Synod.

Resolution: 13/2021 That the Synod received Report 36 Revised Strategic Directions for the Uniting Church in WA and was accepted by consensus.

REPORT 17 RESOURCES COMMISSION

Chris Walker, Chairperson of the Resources Commission, David Beards member Investment and Corporate Finance and Peter Hollins, Chief Financial Officer presented and explained Report 17.

Resolution: 14/2021 That the Synod received Report 17 Resources Commission and it was accepted by consensus.

QUESTIONS ABOUT 2022 FINANCIAL POSITION OF THE CHURCH

1. Queried the amounts stated in the Report, as well as a heading which referred to 2018-2019 Financial Year. Peter Hollins advised he would follow-up and advise with updated figures. It was noted that more information was required in the future.
2. Questions relating to the QR code on the report were received. It was clarified that the Synod accounts were reflected on Saturday only.
3. Property repair costs were discussed, and it was noted that generally it was associated with congregational property.
4. It was noted that Synod would not pay for all the house specs.
5. Are we in a position that we think we have enough property to provide the funds to redress? The Church is aware of the financial position of redress and these matters are being discussed.
6. What conversations will be taking place particularly with our schools and agencies who have their own budgets and foundations, how can they possibly help out? Schools contribute significantly and not all schools have large foundations.
7. The agencies need to rethink how they spend. Agencies are very particular as to which positions are funded and schools are also stepping up to doing that.

A thank you to Peter Hollins and Chris Walker for all their work.

Sunday Worship and Holy Communion was held. The Moderator, Susy Thomas and Past Moderator, Robert Watson led the Service.

PROPOSAL 13 – Thanks for Service

That the Synod:

Recognise the faithful service of so many Uniting Church members who so willingly give of their time and talents to become active members of the many committees of the Uniting Church across Western Australia. We especially give thanks to God for the dedicated service of those retiring, often after many years of service, for those who will continue to serve the church for another term and for those who, from the closure of this Synod, will join these committees.

Moved: Margaret Martin (Nominating Committee)
Seconder: Rev Andrew Syme (General Secretary)

Resolution: 15/2021 That the Synod received Proposal 13 Thanks for Service and is accepted by consensus.

PROPOSAL 14 - Nominating Committee

In addition to the Nominations Committee proposals (to elect the various committees, etc) – That the Synod:

- I. Approve the following appointments which will exceed 10 years consecutive membership of the named body:
 - (a) Rev Gary van Heerden – Committee for Counselling
 - (b) Margaret Martin – Nominating Committee
 - (c) Ian Passmore – Church Law Committee
 - (d) Ian Passmore – Nominating Committee
 - (e) Dorothy Carey – Ecumenical Affairs Committee
 - (f) Rev Marie Wilson – Ecumenical Affairs Committee

Resolution: 16/2021 That the Synod received Proposal 14 Appointments Beyond 10 Years and is accepted by consensus.

2. Instruct the Nominating Committee in preparing nominations for the 2022 Synod to bring forward NO nominations for appointments beyond 10 years unless there are extraordinary and compelling reasons for doing so which reasons are reported in writing before the Synod convenes.

Resolution: 17/2021 That the Synod receives the Proposal - No Nominations Beyond 10 Years and was accepted by consensus.

PROPOSAL 15 - Nominating Committee

That the Synod:

1. Appoints the membership of its Joint Committees and Commissions as presented to the Synod.
2. Appoints the UCA Property Trust WA and Synod Standing Committee as elected in a secret ballot:

UCA Property Trust

Fiona Bentley
Rev Des Cousins
Bruce Murdoch
Yvonne Robinson
Rev Lorraine Stokes
Ian Watson

Synod Standing Committee

Mark Brisbane
Steve Higgins
Alison McCubbin
Rev Nalin Perera
Robert Watson
Rev Ruth Vertigan

Resolution: 18/2021 That the Synod receives Proposal 15 and was accepted by consensus.

NOMINATING COMMITTEE BALLOT

The results of the Property Trust Chairperson in a secret ballot:

Rev Des Cousins

Resolution: 19/2021 The Synod appointed of Rev Des Cousins for Chairperson of the Property Trust WA

CARING AGENCIES REPORT

John Berger, Executive Officer (Caring Agencies) presented the reports on behalf of the Uniting Church WA Caring Agencies. He introduced the Chairs and CEOs of the WA Caring Agencies and welcomed them to Synod.

It was noted that Beanangirg Kwuurt Institute gave an apology.

Resolution: 20/2020 The Caring Agencies reports were accepted en block by consensus

CARING AGENCIES – MOTION OF APPRECIATION ROBERT WATSON

John Berger, Executive Officer (Caring Agencies) presented a motion of appreciation to Robert Watson who has served as the Chairperson of the UnitingCare WA Forum for over 5 years.

The Uniting Church is deeply indebted to Robert Watson for the huge and enduring contribution that he has made to the life of the WA Synod Agencies. In many ways he has been instrumental in shaping the work of the agencies within the church over this period.

Robert is a dedicated servant who does so with humility, generosity and grace. He has been a staunch advocate for the Church in its relationship and connection to its agencies. The agencies are deeply grateful for his leadership, support and guidance.

The following is a summary of his work and involvement with the agencies at a State and National level:-

- Significant contributions for over five decades to the life and development of the Church's community services in WA and nationally, including through his involvement with UnitingCare Australia as a member of its National Reference Committee as WA Synod's representative.
- Worked with the Methodist Homes for Children from 1970 to 1978 as the Assistant Director
- Appointed to the Child & Family Care Services Board in 1984. Also appointed as the Director (CEO) of Mofflyn Child & Family Care Services (previously Methodist Homes for Children and Presbyterian Social Services) from 1984 until 1991.
- Submitted a paper to the Synod recommending a future directions plan for the Child & Family Care Services Board including closure of the residential campus.
- Involvement with the UnitingCare Commission of the WA Synod, as Chair, dating back to the late 1990's. In particular his input and leadership in the early 2000's in helping to sort out the various governance challenges with the operation of the Synod's then community services agencies and activities.
- Leadership of the UnitingCare Commission in overseeing a major review by external consultants of the Church's community services in WA in 2004.
- Involvement in a 2004 Council of Synod appointed Task Group established to consider the review and its recommendations, and to develop an action plan for the future of the Synod's community services in WA. The report of that Task Group was delivered to the March 2005 Council of Synod meeting. Importantly, the report of the Task Group resulted in the Council of Synod affirming community services as integral to the Uniting Church and its mission and determining that the then designated UnitingCare agencies were to be structured as either congregational outreach services or Synod agencies, together with a set of guiding principles for the agencies. Much of this work laid the foundations for work that was subsequently taken on by the agencies to form what has been in place since in terms of the structure of the Synod's community services and social outreach activities, including the establishment of the current UnitingCare WA Forum from 2008.
- Involvement as Mission Development Leader with UnitingCare West following completion of his term as Moderator of the WA Synod. In 2011, Robert was appointed A/CEO for a period of time whilst a new CEO was appointed.
- Committee Member of UnitingCare Australia – Nov 2015 – Nov 2018

Resolution: 21/2020 That the Synod record its appreciation for the commendable service to the Church agencies by Robert Watson for over five decades from the early 1970's.

CARING AGENCIES REPORTS AND PRESENTATIONS

1. UnitingWA Report 34
2. Juniper Report 33
3. Good Sammy Enterprises (GSE) Report 32
4. Beanangirg Kwuurt Institute (BKI) Report 31
5. Uniting CareWA Forum Report 35

UnitingWA

Amanda Hunt, CEO UnitingWA spoke about social isolation and the impact on UnitingWA. Ms Hunt said that ending homelessness is a priority.

Juniper

Chris Hall, CEO of Juniper provided a presentation on behalf of Maree Arnason, Chair and the board and staff of Juniper. Mr Hall spoke about the impact of social isolation within Juniper. A video was presented.

Good Sammy Enterprises (GSE)

Melanie Kiely, CEO of GSE provided a presentation and a video was shown.

Some questions from the floor were raised regarding wages and the Disability Royal Commission.

Resolution: 22/2021 That the Synod accepts the Caring Agencies reports by consensus

SCHOOLS AND COLLEGES REPORTS AND PRESENTATIONS

Penrhos College

Rev Claire Pickering, Chaplain for Penrhos College presented on behalf of the College.

Wesley College

Rev Manie Strydom, Chaplain for Wesley College presented on behalf of the College.

Scotch College

Rev Gary van Heerden, Chaplain for Scotch College presented on behalf of the College.

Tranby College

Rev Steve Francis, Chaplain for Tranby College presented on behalf of the College.
Some questions were raised from the floor regarding the changes to culture and orientation.

Resolution: 23/2021 That the Synod accepts the Uniting Church Schools and Colleges reports by consensus

BIBLE STUDY REV SHARON HOLLIS, PRESIDENT - LIVE STREAM

Rev Sharon Hollis, President of the Uniting Church in Australia, presented the second part of the Bible Study. Rev Dr Ian Tozer, General Secretary's Chaplain thanked Rev Hollis and prayed for her President.

NOMINATING COMMITTEE FINAL PROPOSALS AND REPORTS

PROPOSAL 8 RECOMMENDATION OF THE GENERAL SECRETARY/PROPERTY OFFICER

Resolution: 24/2021 The Synod agreed by 2/3 formal majority to appoint Rev John Dunn to the role of General Secretary (and Property Officer) for the period of 1 October 2021 – 31 December 2021

PROPOSAL 9 RECOMMENDATION OF GENERAL SECRETARY/PROPERTY OFFICER TO COMMENCE 1 JANUARY 2022 - BALLOT

The result of the secret ballot appointed Rev Dr Andrew Williams as General Secretary from 1 January 2022.

Resolution: 25/2021 That the Synod agreed by 2/3 formal majority to approve Rev Dr Williams as General Secretary (and Property Officer) from 1 January 2022

Resolution: 26/2021 Nominating Committee Report showing the membership of Synod Committees, Commissions and Joint Presbytery/Synod Bodies 2021-2022 was accepted by consensus.

Rev John Dunn thanked the Synod for their confidence in him and advised that while he is the General Secretary, he will be unable to fulfill his appointed role as Chairperson of the Synod Committee for Counselling.

He proposed that Ms Elizabeth Burns (past moderator) be appointed to the position of Chairperson of the Committee for Counselling from Synod to the 31 December 2021. Accepted by consensus.

Resolution: 27/2021 Past Moderator, Elizabeth Burns was appointed Committee for Counselling chairperson from the conclusion of the 45th Annual Meeting of the Synod in Western Australia to 31 December 2021.

Note: The final report and listing of the Nominating Committee will be attached as an appendix to the minutes.

Subsequently available on the website under 'Membership of Synod Commissions'

REPORT 36 REVISED STRATEGIC DIRECTIONS FOR THE UNITING CHURCH IN WA

Rev Hannes Halgryn referred to the four Strategic Directions. Table discussions with live polling opportunities were presented. Polling remained open during the Sunday session. The following questions were discussed.

A Christian Community for Everyone

A Welcoming Christian Community

A Pilgrim People on the Way

A Dynamic, Inclusive and Compassionate Christian Community

Glorify God through Worship, Witness, and Service

Resolution: 28/2021 That the Synod receives Report 36 the Revised Strategic Directions for the Uniting Church in WA and is accepted by consensus.

REPORT 37 UCAWA FINANCIAL POSITION

Resolution: 29/2021 The Synod receives Report 37 the UCAWA Financial Position and was accepted by consensus.

PROPOSAL 10 APPROVAL 2022 UCA INTERIM BUDGET

Content Warning

This proposal contains wording that could be confronting, cause sadness or distress, or trigger traumatic memories for people, particularly survivors of past abuse, violence, or childhood trauma.

That the Synod note:

- The budget as presented shows a \$450,000 deficit at Operating Cost level
- Overall Profit & Loss, including Redress, shows a deficit of \$1.935M
- Synod Standing Committee and Resources Commission continue to work on the budget to reduce the deficit to ensure Synod finances are sustainable
- Grant to Synod by the Uniting Church Investment Fund (UCIF) is \$2.75M for 2022 but the sustainable level is \$2.4m
- Synod support for the Uniting Aboriginal and Islander Christian Congress (UAICC) WA Regional Committee in 2022 is \$300,000 (previously supported by the now exhausted Sister Kate's fund)
- Beanang Kwuurt Institute (BKI) supported to \$120,000 (previously supported by the now exhausted Sister Kate's fund)
- The Commission for Education for Discipleship and Leadership (CEDAL) supported to \$150,000
- No provision in 2022 budget for any costs of Civil Legal claims relating to historical child sexual abuse.

Mover: Steve Higgins (SSC)

Seconder: Alison Xamon (Chair of Presbytery & SSC)

Peter Hollins, CFO presented Proposal 10. He said that the following projects that will move forward in the Uniting Church.

1. Property sale to go into the redress fund.
2. Governance structure, is it fit for the church? What will this look like in the future?
3. Mr Hollins asked that Synod note a deficit budget. He spoke about future budgets and forecasts from 2022 – 2025.
4. Mr Hollins explained the Content Warnings in relation to the Royal Commission matters.

The Budget was displayed, and Mr Hollins invited response from the members of Synod.

Questions were raised relating to the type of process to be put in place to reduce expenses of the Uniting Church. (It was noted that the UCA Leadership Team were asked to review the staff and cutting back further the services to the Church). It was also noted that the new General Secretary would bring fresh eyes to the financial situation. This would be one of the first tasks.

In a response to a request from the Beth Shalom congregation (GKI Uniting Church) regarding storm damage, Peter Hollins will follow up with the Uniting Church Insurance team.

Resolution 30/2021 That the Synod agreed by consensus to adopt Proposal 10 to approve the 2022 UCA Interim Budget.

PROPOSAL 11 SALE OF PROPERTY

That Synod notes and supports the establishment of Joint Synod/Presbytery Property Strategy Working Group with the following purpose and asks it to report to the 45th Annual Meeting of the synod of WA in 2022.

- Map all WA Property Trust properties within the Synod of WA.
- Engage in a process of consultation with responsible bodies and stakeholders
- Within the portfolio of properties determine:
 - Which properties are desirable to retain for missional purposes, including identification of properties which may need further development to improve their missional potential.
 - Which properties are desirable to retain due to their current or potential commercial income.
 - Which properties can be sold and a plan developed for their sale that would maximise returns.
 - Whether any properties should be purchased to further the mission of the church and in what areas.
- Develop a policy of how proceeds from sale of properties can be utilised for the following purposes:
 - At least \$10M to pay for Redress claims in the next 7 years.
 - Provision of funds towards the work of the Uniting Aboriginal and Islander Christian Congress (UAICC) WA Regional Committee.
 - Provision of funds to enable new mission to develop, such as funding for new and innovative ministry positions.
 - Provision of funds to purchase property in new areas or to develop existing properties so they are better able to meet missional priorities.
 - Increase funds under management of the Uniting Church WA.

Mover Rev Bev Fabb

Seconded: Ps Julie Ridden

Discussion:

It was suggested a strategic plan for property needs be developed including the need for various properties and congregations to be reviewed. It was suggested to identify which properties should be sold or refurbished and which congregations need to amalgamate. It was noted the Uniting Church needs to honour the commitment to Congress.

Actions:

- 1. That the Synod Standing Committee create a Joint Committee of the Synod and Presbytery.***
- 2. That the Synod Standing Committee continues to follow up on the current financial situation and the matter is an ongoing Agenda item.***

Task Groups (For noting)

- Culture of the Uniting Church WA – Review the culture of staff
- Governance – Review the structure of the governance which will come to the next Synod in 2022

Resolution 31/2021 That the Synod receives Proposal 11 and was accepted by consensus.

ACKNOWLEDGENTS

Rev Andrew Syme provided grateful acknowledgments to all who were involved in Synod.

MINUTE OF APPRECIATION

Rev Steve Francis and Ms Alison Xamon presented a deep appreciation for Rev Andrew Syme. Andrew was thanked for his dedication and commitment to the Uniting Church as the General Secretary from 1 June until 31 October 2021.

CLOSING DEVOTION

Rev Dr Anne Wright, Director of Education and Formation, closed the meeting with Devotions and a prayer.

CLOSURE

The meeting closed at 4.00pm.

Uniting Church in Australia Western Australia
Synod Committees, Commissions and Joint Presbytery/Synod Bodies 2021-2022

KEY	
Appointed	Usually indicates the Annual Synod if only the year is stated
Election due	Date indicates when the person is due for re-election - usually at the Annual Meeting
X	Ex-officio member
#	Beyond 10 yrs 2021. In preparing nominations for the 2022 Synod there will be NO nominations for appointments beyond 10 years unless there are extraordinary and compelling reasons for doing so which reasons are reported in writing before the Synod convenes.
NOTE	
Moderator	Appointed official visitor (Reg 3.7.4.7(e)(ii); By-Law S6.2)
General Secretary	The Secretary of the Synod is a member ex-officio of all Synod bodies -Reg 3.6.3.4(b)
Body composition	Refer to specific By-Law and/or Regulation for full membership details and criteria

Name of Body & Composition	Category	Name	Elected	Election Due
PROPERTY TRUST S1.3				
<ul style="list-style-type: none"> Ex-officio - Moderator, Property Officer 6 other members of the Church (Chairperson appointed by Synod – Trust member) Term: 2 years	Moderator	Susy Thomas	X	X
	Property Officer	TBA	X	X
	Chair	Rev Des Cousins	2021	2023
	Appointed by Synod	Yvonne Robinson	2021	2023
	Appointed by Synod	Ian Watson	2019	2023
	Appointed by Synod	Fiona Bentley	2021	2023
	Appointed by Synod	Lorraine Stokes	2021	2023
	Appointed by Synod	Bruce Murdoch	2021	2023
SYNOD STANDING COMMITTEE S5.2				
<ul style="list-style-type: none"> Ex-officio - Moderator, Ex-Moderator, Moderator-Elect, General Secretary 6 members of Synod elected by Synod 2 members of Congress Chair of Presbytery or Nominee determined by Presbytery Standing Committee 1 rep UnitingCare Forum 1 rep Schools Forum not more than 2 other persons or number of persons closest to 10% of the total number of members under (i) to (vii)	Moderator	Susy Thomas	X	X
	Ex-Moderator	Rev Steve Francis	X	X
	General Secretary		X	X
	Presbytery Chair or Nominee	Alison Xamon	X	X
	Appointed by Congress	TBA	X	X
	Appointed by Congress	TBA	X	X
	EO: Schools & Residential Colleges Rep	TBA	X	X
	Caring Agencies Rep	TBA	X	X
	Appointed by Synod	Robert Watson	2021	2022
	Appointed by Synod	Alison McCubbin	2019	2022
	Appointed by Synod	Mark Brisbane	2021	2022
	Appointed by Synod	Rev Nalin Perera	2021	2022
	Appointed by Synod	Rev Ruth Vertigan	2021	2022
	Appointed by Synod	Steve Higgins	2016	2022
Disaster Relief & Community Recovery Committee (Sub-Committee of Synod Standing Committee)				
Appointed annually by SSC <ul style="list-style-type: none"> Ex-officio – General Secretary Convenor appointed annually by SSC; Staff person appointed by Gen Sec (also acts as Minute Secretary) 5 persons appointed annually by SSC Co-opt up to 2 Term: annually	Convenor	Rev David Jackson	2018	2021
	General Secretary		X	X
	Appointed by SSC	Rev John Dihm	2018	2021
	Appointed by SSC	Ps John Tomkins	2018	2021
	Appointed by SSC	Rev Gordon Scantlebury	2018	2021
	Appointed by SSC	Rev Mitch Fialkowski	2018	2021
	Coopted	Lindsay Ginn	2020	2021
	Coopted	Rev Sophia Lizares	2020	2021
	Staff appointed by GS			
Legal Advisory Group (Sub-Committee of Synod Standing Committee)				
Appointed annually by SSC <ul style="list-style-type: none"> Ex-officio – General Secretary Up to four other persons 	Convenor		X	X
	Appointed by SSC	Luke Edmonds	X	X
	Appointed by SSC	Alison Xamon	X	X
	Appointed by SSC	Rev Dr Ian Tozer	2021	2022

Name of Body & Composition	Category	Name	Elected	Election Due
Council for Mission Appointed Annually by SSC				
Approved SSC [February 2018] Appointed Annually by SSC	Convenor		X	X
	Synod Standing Committee			
	Resources Commission	Chris Walker	2018	2021
	Placements Commission	Rev Hannes Halgryn	2018	2021
	Pres Standing Committee	Rev Greg Ross	2021	
	Thrive Mission Committee	Rev Stephen van Schalkwyk	2021	
	GM (Property)	Richard Patterson	2018	2021
SYNOD SEXUAL MISCONDUCT COMPLAINTS COMMITTEE (SSMCC) (Reg 5.6)				
Appointed by Synod Standing Committee. Refer Reg 5.6 for criteria. Term: Up to 3 years.	Chair	Rev Ann Drummond Chair SSMCC Vic/Tas	Feb-18	2021
	Member (Lay)	Cindy Gorton (F)	Feb-18	2021
	Member (Lay)	Ann-Britt Wasley (F)	Feb-18	2021
	Member (Lay)	Dr Bob French (M)	Feb-18	2021
	Member (Lay)	Graham Wasley (M)	Feb-18	2021
	Member	Rev Keith Truscott (M)	Feb-18	2021
	Member	Rev Claire Pickering (F)	Feb-18	2021
	Member	Rev Kim Francis (F)	Feb-18	2021
	Member	Ps Marilyn Price (F)	Feb-18	2021
	Member	Rev Merv Anderson (M)	Feb-18	2021
	Member	Rev Marie Wilson (F)	Feb-18	2021
	Member	Rev John Marshall (M)	Feb-18	2021
BUSINESS COMMITTEE S5.3				
<ul style="list-style-type: none"> Ex-officio - General Secretary (Convenor); Moderator; Moderator- Elect Up to 8 other persons Term: each ordinary Synod meeting	Moderator (Chair)	Susy Thomas	X	X
	General Sec (Convenor)		X	X
	Moderator-Elect	X	X	X
	Appointed by Synod	Margaret Martin	2018	2022
	Appointed by Synod	Bruce Wilson	2019	2022
COVENANTING COMMISSION S3.4				
<ul style="list-style-type: none"> Ex-officio - General Secretary as Convenor; Ex-officio - Moderator; Chairperson of WA Regional Committee of UAICC (Co-Chairpersons) Up to 5 persons elected by WA Regional Committee of UAICC Up to 5 persons elected by annually by Synod 1 or 2 Church Office staff relating to work of Commission (selected by Gen Sec) Term: annually	Moderator(Co Chair)	Susy Thomas	X	X
	Chairperson of Congress	Robert Jetta	X	X
	General Secretary		X	X
	Elected by Congress	TBA		
	Elected by Congress	TBA		
	Elected by Congress	TBA		
	Elected by Congress	TBA		
	Elected by Congress	TBA		
	Appointed by Synod	Dr Richard Smith	2016	2022
	Appointed by Synod	Rev Dr Alison Longworth	2019	2022
	Appointed by Synod	Rev Mervyn Anderson	2016	2022
	Appointed by Synod	Ron Coster	2021	2022
	Appointed by Synod	Gwen Coster	2021	2022
	Staff appointed by GS	TBA	X	X
	Staff appointed by GS	TBA	X	X

Name of Body & Composition	Category	Name	Elected	Election Due
ECUMENICAL AFFAIRS NETWORK S2.4				
<ul style="list-style-type: none"> • Ex-officio - General Secretary • Convenor • Up to 8 other persons Co-opt up to 2	General Secretary		X	X
	Convenor	Dorothy Carey#	2010	2022
	Nominee	Rev Marie Wilson#	2007	2022
MINISTERIAL BENEFITS COMMITTEE S3.5				
<ul style="list-style-type: none"> • Ex-officio - WA Dir Benefund Fund (position to Dec 2020); Gen Sec • Chairperson – elected by Synod • Not more than 2 staff with responsibilities relating to work of Com selected by Gen Sec. • Up to 6 other persons (not more than 2 ministers, 1 country & 1 metro and includes minister's spouse. Co-opt up to 2 Term: annually			X	X
	Chairperson	Vicki Ross	2019	2022
			X	X
	Staff appointed by GS	Monica Pettersen	X	X
	Elected by Synod (Minister's Spouse)			
	Appointed by Synod	Rev Dr Herman Nienaber	2021	2022
	Appointed by Synod	Rev Hollis Wilson	2021	2022
PLACEMENTS COMMISSION S3.1				
<ul style="list-style-type: none"> • All members must be members of the Church. (a) Chairperson elected by Synod; (b) General Secretary (or nominee) (c) 5 persons appointed by the Presbytery (d) up to 2 persons appointed by Synod Standing Committee after advice from the Commission, taking account of the factors referred to in Reg 3.7.4.2(a)(iv). Term: 1 year unless specified when elected or appointed.	Appointed by Synod	Rev Zak Cronje	2021	2022
	Moderator	Susy Thomas	X	X
	General Secretary		X	X
	Assoc General Secretary (Non-voting)	Rev Hannes Halgryn	X	X
	Placements Secretary		X	X
	Elected by Presbytery	Rev Ivan Clark	2019	2022
	Elected by Presbytery	John Boon	2019	2022
	Appointed by SSC	Rev Andrew Broadbent	Oct-17	2022
	Appointed by SSC	Vicky Ross		2022
RESOURCES COMMISSION S2.8				
<ul style="list-style-type: none"> • Ex-officio - General Secretary, General Manager (Resources), Synod Property Officer; • 2 members of the UCAPT appointed annually • Chairperson • 5-7 persons Co-opt up to 3 Term: 3 years	Chairperson	Christopher Walker	2017	2023
	General Secretary		X	X
	General Manager (Resources)	X	X	X
	Appointed by Property Trust	TBA		
	Appointed by Property Trust	TBA	2021	2022
	Appointed by Synod	Bruce Murdoch	2016	2024
	Appointed by Synod	Ian Harris	2013	2022
	Appointed by Synod	Fiona Bentley	2016	2022
	Appointed by Synod	David Beards	2016	2022
	Appointed by Synod	David Gray	2018	2024
	Appointed by Synod	Barry Honey	2019	2022
	Appointed by Synod	Lorraine Stokes	2021	2024

Name of Body & Composition	Category	Name	Elected	Election Due
SOCIAL JUSTICE COMMISSION S2.5				
<ul style="list-style-type: none"> • Ex-officio – General Secretary • 1 staff appointed by General Secretary • Chairperson • Up to 9 Members Co-opt up to 2 Term: annually	Chairperson	Mark Brisbane	2018	2022
	General Secretary		X	X
	Staff appointed by GS	Geoff Bice	X	X
	Appointed by Synod	Rev Sophia Lizares	2018	2022
	Appointed by Synod	Mary Elton	2019	2022
	Appointed by Synod	Rev Gordon Scantlebury	2019	2022
	Appointed by Synod	Bob French	2018	2022
	Appointed by Synod	Alexandra Hutchinson	2019	2022
	Appointed by Synod	Libby Williams	2021	2022
UNITING CHURCH ADULT FELLOWSHIP S4.3				
<ul style="list-style-type: none"> • Ex-officio: General Secretary • 1 office staff member designated by General Secretary • Chairperson • One rep of UC Mission Fellowship • Up to 10 other members Co-opt up to 2 Term: 2 years Elected by Synod from nominations received from the Committee and Fellowship groups:	Chairperson	Helen McMillan	2016	2023
	General Secretary		X	X
	UC Mission Fellowship	Anne Steed	2016	2023
	Appointed by Synod	Marcia Nicholls	2017	2023
	Appointed by Synod	Dymphna Knight	2018	2023
	Appt by Synod (Secretary/Treasurer)	Robert Nicholls	2017	2023
	Appt by Synod "Newslink" Editor, Vice President	Gillian Muir	2018	2023
	Nominee	Kay Lockley	2017	2023
	Appointed by Synod	Lynette Donald	2018	2023
	Staff appointed by GS	Maree Kemp	X	X
UNITING CHURCH MISSION FELLOWSHIP				
Open and Informal	Secretary	Kay Lockley		
	Secretary	Dulcie Hale		
INTERNATIONAL PARTNERSHIP AND DEVELOPMENT COMMISSION S2.6				
<ul style="list-style-type: none"> • Ex-officio – General Secretary • 1 staff person appointed by General Secretary • Convenor • Up to 8 other person Co-opt up to 2 Term: each ordinary Synod meeting	General Secretary		X	X
	Staff appointed by GS		X	X
	Convenor	Kerry Povey	2019	2022
	Appointed by Synod	Rev Judy Sanderson	2020	2022
	Appointed by Synod	Lyn Callaghan	2019	2022
	Appointed by Synod	Rev Brian Thorpe	2014	2022
	Appointed by Synod	Lee-Anne Burnett#	2008	2022
	Appointed by Synod	Alison Dyll	2017	2022
COMMITTEE FOR COUNSELLING (Reg 5.5)				
<ul style="list-style-type: none"> • Chairperson • Members elected by Synod. (Moderator and GS not eligible) Refer Reg 5.5 for criteria Term: 3 years	Chair	Elizabeth Burns	2019	2022
	Appointed by Synod	Jean MacKenzie	2019	2022
	Appointed by Synod	Rev John Dunn	2019	2022
	Appointed by Synod	Margaret Donovan	2019	2022
	Appointed by Synod	Rev Anne McAndrew	2019	2022
	Appointed by Synod	Rev Gary van Heerden#	2012	2024
	Appointed by Synod	Rev Michael Hertz	2017	2023

Name of Body & Composition	Category	Name	Elected	Election Due
COMMITTEE FOR DISCIPLINE (Reg 5.7)				
<ul style="list-style-type: none"> Convenor (also acts as Secretary and not member of CSSMCC) appointed by Synod Standing Committee. Not less than 7 (not less than 2 Ministers and 2 lay persons) appointed by Synod. Committee elects Chairperson <p>Refer Reg 5.7 - exclusions apply. May include members outside Synod. Casual vacancies filled by SSC or Moderator.</p> <p>Term: 3 years</p>	Convenor (Secretary) Elected by SSC	Margaret Johnston	2021	2024
	Chair	Elected by Committee		
	Appointed by Synod	Rev Alan Thompson (Vic/Tas)	2018	2024
	Appointed by Synod	Brian Gluestein	2019	2022
	Appointed by Synod	Rev Herman Nienaber	2020	2023
	Appointed by Synod	Alison McCubbin	2020	2023
	Appointed by Synod	Rev Ruth Vertigan	2015	Jun-24
	Appointed by Synod	Rev Ken Devereux	2017	2023
	Appointed by SSC	Rev David de Kock	Jun-21	Jun-24
SYNOD STANDING APPEAL PANEL				
All matters are now referred to the Assembly				
SYNOD REPRESENTATION				
BRIDGING ENTITIES				
Convenor appointed by Synod.	Convenor	Bruce Wilson #	2005	2021
CHURCHES COMMISSION ON EDUCATION / YOUTHCARE				
1 rep elected by Synod (3 year term)	Nominee -Rep	Rev Steve Francis	2009	2021
COUNCIL OF CHURCHES OF WA - FOR NOTING PURPOSES ONLY				
<ul style="list-style-type: none"> Ex-officio - Moderator, General Secretary Up to 10 delegates. <p>[Note Delegates are voted in by CCWA at their AGM (April/May) the year following Synod. CCWA requests names from Moderator of delegates in Feb/March each year</p>	Moderator - Hon Vice President	Susy Thomas	X	X
	General Secretary		X	X
	Delegate	Dorothy Carey	2012	2021
	Delegate	Rev Ken Devereux	2012	2021
	Delegate	Rev David Ferguson	2020	2021
	Delegate	Rev Frances Hadfield	2012	2021
	Delegate	Helen McMillan	2019	2021
	Delegate	Rev Marie Wilson	2012	2021
	Delegate	Ruth Vertigan		
	Delegate	Marie Yuncken		
COMMUNITY SERVICE AGENCIES				
UNITINGCARE WA FORUM S2.7				
<ul style="list-style-type: none"> Chairperson, CEO and rep from Good Sammy Enterprises; Uniting WA; Juniper <p>Co-opt up to 2 persons</p> <p>Term: each ordinary Synod</p> <p>Refer Constitution for criteria</p>	Chairperson		X	X
	CEO (GSE)	Melanie Kiely	X	X
	Board Rep (GSE)	Trent Bartlett	X	X
	CEO (Uniting WA)	Amanda Hunt	X	X
	Board Rep (Uniting WA)	Erica Haddon	X	X
	CEO (Juniper)	Chris Hall	X	X
	Board Rep (Juniper)	Maree Arnason	X	X
	EO: Caring Agencies	John Berger	X	X
GOOD SAMMY ENTERPRISES BOARD S8.2				
<ul style="list-style-type: none"> Ex officio - CEO Chairperson (refer to criteria) Not less than 7 nor more than 10 other persons <p>Co-opt up to 2 persons</p> <p>Term: Chairperson – annually</p> <p>Members – 3 years</p> <p>Refer Constitution for criteria</p>	Moderator (Visitor)	Susy Thomas	X	X
	Chairperson	Trent Bartlett	2011	2020
	CEO	Ms Melanie Kiely	X	X
	Appointed by Synod	Elisa Fear	2017	2023
	Appointed by Synod	Christopher Walker (Deputy Chair)	2016	2022
	Appointed by Synod	Tamsin Eldridge	2016	2022
	Appointed by Synod	Ian Thubron	2017	2023
	Appointed by Synod	Dom Del Borrello	2017	2023

Name of Body & Composition	Category	Name	Elected	Election Due
UNITING WA BOARD S8.4				
<ul style="list-style-type: none"> Ex officio - CEO Chairperson appointed by Board Not less than 7 nor more than 10 other persons <ul style="list-style-type: none"> Co-opt up to 2 persons Membership Term – 3 years Refer Constitution for criteria	Moderator (Visitor)	Susy Thomas	X	X
	Chairperson	Erica Haddon	Oct-19	Oct-22
	CEO	Amanda Hunt	X	X
	Appointed by Synod	Dr Ron Chalmers	2017	2023
	Appointed by Synod	Alison McCubbin	2017	2023
	Appointed by Synod	Chris Hunt	2013	2022
	Appointed by Synod	Lisa Fini	2015	2024
	Appointed by Synod	Mark Webb	2015	2024
	Appointed by Synod	Jane Barker	2019	2022
	Appointed by Synod	David Kyle	2019	2022
	Appointed by Synod	Alison Xamon	2021	2024
JUNIPER (UNITING CHURCH HOMES) BOARD S8.3				
<ul style="list-style-type: none"> Ex-officio – CEO Not more than 7 or less than 5 Chairperson (refer to criteria) Co-opt up to 2 persons Term: Chairperson – annually Members – 3 years Refer Constitution for criteria	Moderator (Visitor)	Susy Thomas	X	X
	Chairperson	Maree Arnason (Chair 1 Oct 2019)	Mar-14	Oct-22
	CEO	Chris Hall AM	X	X
	Appointed by Synod	David de Kock	Feb-18	Apr-24
	Appointed by Synod	Mary-Ellen King	Jun-15	Apr-23
	Appointed by Synod	Arthur Criddle (co-opted 2018 for one year)	Aug-20	Aug-23
	Appointed by Synod	Penny Knight	Sep-17	Apr-23
	Appointed by Synod	Grant Robinson (co-opted 2018 for one year)	Oct-19	Oct-22
	Appointed by SSC	Barry Honey	Dec-19	Dec-22
	Co-opted	Karen Gullick	Apr-20	Apr-22
	Co-opted	Helen Cook	Oct-20	Oct-22
BEANANGING KWUURT INSTITUTE BOARD S8.5				
Appointed by Synod on recommendation of UAICC <ul style="list-style-type: none"> Chairperson (criteria applies) BKI CEO Not less than 6 nor more than 10 other persons Co-opt up to 2 persons Term: Chairperson – 1 year Members 3 years - Refer By-Law for criteria	Chair	Leon Wynne	2017	2019
	CEO	TBA	X	X
	Appointed by Synod	Helen Skiadas	2017	2023
	Appointed by Synod	Kevin Fitzgerald	2020	2023
	Elected by Synod	Geraldine Martin	2019	2022
	Elected by Synod	Rev Dennis Corowa (by teleconference)	2016	2019
	Elected by Synod	Vince Ross (by teleconference)	2016	2019
TRINITY RESIDENTIAL COLLEGE BOARD S9.9				
<ul style="list-style-type: none"> Chairperson (criteria applies) the Head 1 member appointed by Senate Up to 8 members Co-opt: up to 2 persons Term: Chairperson – 5 years Members 3 years Refer By-Law for criteria	Chairperson	Kate Wilson	Jun-19	Sep-20
	Moderator (Visitor)	Susy Thomas	X	X
	Head	David Gee	X	X
	Elected by UWA Senate	Tricia Wylde	2014	2020
	Appointed by SSC	Adam Ebell	2013	2023
	Appointed by SSC	Dr Bruce Matthews	Feb-17	2023
	Appointed by SSC	Aaron Walker	Aug-17	2023
	Appointed by SSC	Melissa Adams	2017	2023
	Appointed by SSC	Prof Warrick Van Zyl	Aug-17	2023
	Appointed by SSC	Gaye McMath	Oct-20	2023
	Appointed by SSC	Penny Knight	2021	2024
	Appointed by SSC	Pip Rundle	2021	2024
	Appointed by SSC	Dianne Browning	2021	2024

Name of Body & Composition	Category	Name	Elected	Election Due
EDUCATIONAL INSTITUTIONS				
METHODIST LADIES' COLLEGE S9.2				
<ul style="list-style-type: none"> • Chairperson • Up to 13 members • Moderator as Visitor. Co-opt up to 2 Term: 3 years	Principal	Dr Marie Perry	Dec-18	
	Chairperson	Nicholas Henry (1st term appt 2016)	2018	May-24
	Deputy Chair	Diane Smith-Gander	Jun-19	2022
	Moderator (Visitor)	Susy Thomas	X	X
	Appointed by Synod	Vicki Robinson	Jan-18	Feb-24
	Appointed by Synod	Marie-Louise Martin	Aug-18	Aug-24
	Appointed by Synod	John Klepec	Jun-17	2023
	Appointed by Synod	Dan Minchin	Apr-16	2022
	Appointed by Synod	Prof Livia Hool	2018	Jan-24
	Appointed by SSC	Sinead Taylor	2020	2023
	Appointed by SSC	Alastair Donald	2020	2023
	Appointed by SSC	Jennifer Mathews	2020	2023
	Appointed by SSC	Jay Weatherill	2020	2023
PENRHOS COLLEGE COUNCIL S9.3				
<ul style="list-style-type: none"> • Chairperson • Principal • President of Penrhos College Foundation • up to 14 members. • Moderator as Visitor Term: Chair – 1 year Members 3 years	Moderator (Visitor)	Mrs Susy Thomas	X	X
	Chairperson	Dr Peta Sanderson (Chair 1/2019)	Feb-17	Jan-22
	Principal	Kalea Haran (Jan 2021)	X	X
	Foundation Rep	Mr Chris Gee	Feb-20	Feb-23
	Appointed by Synod	Mr Ian Parker (DP 8/2018)	Aug-14	Aug-21
	Appointed by Synod	Mr Evan Hillard	Dec-15	Dec-21
	Appointed by Synod	Mr Geoff Fry (A/Treasurer)	Apr-17	Apr-23
	Appointed by Synod	Mr Brook McGowan	Dec-18	Dec-21
	Secretary	Mrs Margarette Horne (12/2015)	Dec-12	Dec-21
	Elected by SSC	Ms Felicity Kermode	Feb-17	Feb-23
	Elected by SSC	Mr Kristian Stratton	Oct-18	Oct-21
	Elected by SSC	Ms Jodie Wallace	Oct-18	Oct-21
	Elected by SSC	Ms Antiopi Orkopoulas	Oct-18	Oct-21
	Elected by SSC	Ms Nike Gozali	Jan-21	Jan-24
	Elected by SSC	Ms Natalie Dawson	Jan-21	Jan-24
PRESBYTERIAN LADIES' COLLEGE COUNCIL S9.4				
<ul style="list-style-type: none"> • Chairperson • Up to 10 members nominated by Church Council of which 1 should be a member of the UCA. • Up to 2 former students and up to 2 parents proposed by the Council and appointed by Synod. • Council may appoint 1 Deputy Chairperson • Moderator as Visitor Term: 3 years	Moderator (Visitor)	Susy Thomas	X	X
	Chairperson	Claire Poll (01/2019)	Aug-17	Aug-23
	Deputy Chairperson	Stuart Love	Sep-12	Sep-21
	Appointed by SSC	Jonathan Smeulders	Jan-20	Jan-23
	Appointed by Synod	James Mactier	Oct-17	Dec-22
	Appointed by Synod	Fiona Crowe	Sep-15	Sep-21
	Appointed by Synod	Morgen Lewis	Sep-16	Aug-22
	Appointed by SSC	Jordan Foster	Nov-20	Nov-23
	Appointed by SSC	Carole Steketee	Nov-20	Nov-23
	Appointed by Synod	Charlie Bolt	May-19	May-22
	Parent Representative	Michelle Barrett	Oct-18	Oct-21

Name of Body & Composition	Category	Name	Elected	Election Due
SCOTCH COLLEGE COUNCIL S9.5				
<ul style="list-style-type: none"> Chairperson Up to 15 members including 2 former students and one current parent. At least 1 member from the UCA. Moderator as Visitor Term: 4 years	Moderator (Visitor)	Susy Thomas	X	X
	Chairperson (1/1/2017)	Mark Paganin	2014	Dec-24
	Former student	Alan Murray	Jan-16	Dec-23
	Former student	Greg Ledger	Jan-16	Dec-23
	Current parent	Terry Bowen	Jan-14	Dec-21
	Appointed by Synod	Saschelle Blake	Jan-15	Dec-22
	Appointed by Synod	John Flecker	Jan-16	Dec-23
	Appointed by Synod	Prof Simon Anderson	Jan-17	Dec-24
	Current parent	Mrs Martina Crowley	Jan-21	Dec-24
	Appointed by Synod	Tim Wiese	Jan-17	Dec-24
	Appointed by SSC	Roy Kelley	Jan-20	Dec-23
	Appointed by SSC	Naomi Flutter	Jun-21	Jun-25
ST STEPHEN'S SCHOOL COUNCIL S9.6				
<ul style="list-style-type: none"> Chairperson and up to 10 other members nominated by the Council and appointed by Synod. Moderator as Visitor Term: 3 years	Moderator (Visitor)	Susy Thomas	X	X
	Chairperson	Kevin Smout (Member 2014)	Jun-17	2021
	Principal in Attendance	Donella Beare (from 7/2016)	X	X
	Council Secretary	Robert Gotti (from April 2019)	X	X
	Appointed by SSC	Jenine Owen	2015	Dec-21
	Appointed by SSC	Timothy Brewer	2015	Dec-21
	Appointed by Synod	Anneke Kloppe	Jun-18	Dec-21
	Appointed by Synod	Rianne Piek	Apr-18	Dec-21
	Appointed by Synod	Michael Schrick	2019	Dec-22
	Appointed by SSC	Brett Dorney	2019	Dec-22
TRANBY COLLEGE COUNCIL S9.8				
<ul style="list-style-type: none"> Chairperson Up to 11 others including at least 2 parents of students and at least 1 member of the UCA nominated by the College Council and app by Synod. Moderator as Visitor Term: 3 years	Moderator (Visitor)	Susy Thomas	X	X
	Chairperson	Dr Susan Roberts (Member since 2016)	Dec-19	2023
	Principal	Peggy Mahy	Jan-21	X
	Parent Rep	Catherine Walker	2016	2024
	Appointed by Synod	Pip Rundle	Feb-18	2021
	Elected SSC	Dr Martin Samy	Oct-18	2021
	Appointed by SSC	Craig D'cruz	2020	2024
	Appointed by SSC (Parent Rep)	Clare Riley	2020	2024
	Appointed by SSC	Mahendra Vaswani	2021	2024
	Appointed by SSC	Prof Jacqueline Birt	2021	2024
	Appointed by SSC	Winnie Lai Hadad	2021	2024
	Appointed by SSC	Paul Davidson	Jun-21	Jun-24

Name of Body & Composition	Category	Name	Elected	Election Due
WESLEY COLLEGE COUNCIL S9.7				
<ul style="list-style-type: none"> Chairperson Principal Up to 9 other persons and at least 1 member of the UCA nominated by the College Council and appointed by Synod. Moderator as Visitor <p>Term: 5 years Chairperson 3 years other members</p>	Moderator (Visitor)	Susy Thomas	X	X
	Chairperson	Matthew Braysher (Chair from 23/6/21)	Jul-14	Dec-23
	Head of Wesley College	Ross Barron	X	X
	Appointed by Synod	Rabia Siddique	Mar-15	2021
	Appointed by Synod	Cheryl Haak	Jul-16	2022
	Appointed by Synod	Dr Ross Goodheart	Jul-12	2021
	Appointed by Synod	Kristie Young	Jul-18	2021
	Appointed by Synod	Richard Hayes	May-10	2022
	Appointed by Synod	Grant Vernon	Jun-15	2021
	Appointed by Synod	Greg Ruthven	Jun-14	2022
	Appointed by Synod	Warren Ballie	May-18	2021
	Appointed by Synod	Jeff Pontifex	Sep-21	2024
JOINT SYNOD / PRESBYTERY BODIES				
CHURCH LAW COMMITTEE S5.5				
<ul style="list-style-type: none"> Convenor General Secretary Secretary of each Presbytery (or nominee) Up to 5 other members <p>Co-opt up to 2 Term: each ordinary Synod meeting</p>	General Secretary		X	X
	Secretary of Presbytery (or nominee)	Rev David Ferguson	X	X
	Convenor	Leigh Warnick (Member 2019)	2020	2022
	Appointed by Synod	Rev Des Cousins	2021	2022
	Appointed by Synod	Ian Passmore#	2010	2022
	Appointed by Synod	David Foster	2016	2022
	Appointed by Synod	Alison McCubbin	2019	2022
NOMINATING COMMITTEE S5.4				
<ul style="list-style-type: none"> Convenor General Secretary Secretary of each Presbytery (or nominee) 1 person nominated by UC Schools & College Forum 1 person nominated by UnitingCare WA Forum Up to 5 other persons <p>Co-opt up to 2. Term: each ordinary Synod meeting</p>	Convenor	Margaret Martin# (Convenor from 2013)	2003	2022
	Presbytery Sec or nominee	Rev David Ferguson	X	X
	UC Schools & Colleges Rep		X	X
	UnitingCare WA Forum Rep	John Berger	X	X
	General Secretary		X	X
	Appointed by Synod	Elizabeth Burns	2019	2022
	Appointed by Synod	Heather Hamblin	2020	2022
	Appointed by Synod	Rev Des Cousins	2021	2022
	Appointed by Synod	Ian Passmore#	2005	2022
Beyond 10 Years <div> <div>Rev Gary van Heerden</div> <div>Margaret Martin</div> <div>Ian Passmore</div> <div>Dorothy Carey</div> <div>Rev Marie Wilson</div> <div>Lee-Anne Burnett</div> <div>Brice Wilson</div> </div> <div> <div>Committee for Counselling</div> <div>Nominating Committee</div> <div>Church Law Committee</div> <div>Nominating Committee</div> <div>Ecumenical Affairs</div> <div>Ecumenical Affairs</div> <div>International Partnerships & Development Commission</div> <div>Bridging Entities</div> </div>				
NOTE: In preparing nominations for the 2022 Synod there will be NO nominations for appointments beyond 10 years unless there are extraordinary and compelling reasons for doing so which reasons are reported in writing before the Synod convenes.				

For any queries, please contact the **Convenor of the Nominating Committee Margaret Martin** junemm@optusnet.com.au or the Governance Support Officer – **Maureen Bourke** maureen.bourke@wa.uca.org.au.

45 Annual Meeting of Synod in Western Australia

11-12 September 2021

ROLL OF SYNOD & ATTENDANCE LIST

OFFICE BEARERS			Attended / Comments
Susy	Thomas	Moderator	Attended
*Rev Andrew	Syme	Secretary of Synod	Attended
*Rev Steve	Francis	Ex-Moderator	Attended
ASSEMBLY			Attended / Comments
Rev Sharon	Hollis	President	Attended via Live Stream
Colleen	Geyer	Assembly General Secretary	Attended via Live Stream
Dr Sureka	Goringe	CEO Uniting World	Attended via Live Stream
ACTIVE MINISTERS OF THE WORD AND DEACONS			
Rev Mervyn	Anderson	Congress Ministry	Apology
Rev Margaret	Beach	St Peter & Emmaus	Attended
Rev Dianne	Bertolino	SCGH Chaplain	Apology
Rev Andrew	Broadbent	Bay Life	Attended
Rev Ivan	Clark	Noranda	Attended
Rev Zak	Cronje	Supply Minister at UCIC	Apology
Rev Des	Cousins	Co-opted by Presbytery	Attended
Rev John	Dihm	Remote Area Ministry (Pilbara)	Attended
Rev Rob	Douglas	Presbytery Minister (Mission)	Attended
Rev Bev	Fabb	Candidates for Ministry	Attended
Rev Dr David	Ferguson	Presbytery Officer / Secretary of Presbytery	Apology
Rev Mitch	Fialkowski	Remote Area Ministry (Meekatharra)	Attended
Rev Kim	Francis	Maylands/Mt Lawley	Attended

Rev Steve	Francis	Tranby College	Attended
Rev Frances	Hadfield	Supply Minister at Willetton	Apology
Rev Hannes	Halgryn	Associate General Secretary	Attended
Rev Janelle	Mcgregor	Supply Minister at Rowethorpe	Attended
Rev Mark	Illingworth	South Perth	Attended
Rev Alan	Jeffrey	Presbytery Minister (Pastoral)	Attended
Rev Robert	Jetta	Waroon	Apology
Rev Toby	Keva	Rockingham	Attended
Rev David	Kriel	Trinity North	Attended
Rev Sione	Lea'aetua	St Andrew's	Attended
Rev Sophia	Lizares	Kalamunda	Apology
Rev John	Marshall	Mandurah	Apology
Rev Rick	Morrell	Industry	Apology
Rev Andrew	Morris	Air Force	Apology
Rev Dr Herman	Nienaber	Nedlands	Apology
Rev Jae Boem	Park	Korean Kardinya	Apology
Rev Erica	Payne	Associate Minister (Dongara)	Attended
Rev Nalin	Perera	Presbyterian Ladies' College	Attended
Rev Claire	Pickering	Penrhos College	Attended
Rev Dr Sonny	Rajamoney	North Way	Attended
Rev Greg	Ross	Wellington Regional Mission	Attended
Rev Judy	Sanderson	Applecross	Attended
*Rev Gordon	Scantlebury	Rural Ministry	Attended
Rev Dr Christine	Sorenson	Presbytery Minister – Formation and Discipleship	Attended
Rev Lorraine	Stokes	Thrive Mission Committee	Apology
Rev Manie	Strydom	Wesley College	Attended

Rev Roy Alexander	Surjanengara	GKI	Apology
Rev Andrew	Syme	General Secretary	Attended
Rev Dr Ian	Tozer	Floreat	Attended
Rev Margaret	Tyrer	Claremont	Apology
Rev Gary	Van Heerden	Scotch College	Attended
Rev Corina	Van Oostende	Albany	Apology
Rev Stephen	Van Schalkwyk	Wagin	Attended
Rev Ruth	Vertigan	Star Street	Attended
Rev Trevor	Waters	Mt Pleasant	Attended
Rev Luke	Williams	The Billabong	Attended
Rev Hollis	Wilson	UCIC (Wesley)	Attended
Rev Marie	Wilson	Supply Minister at UCIC	Attended
Rev Dr Anne	Wright	Director, Education and Formation	Attended

COMMUNITY MINISTERS - *Community Ministers, Lay Pastors and Youth Workers were specific ministries in the past, now discontinued but people who held that classification at the time the ministries were discontinued still keep that status.*

Uto	Fotu	Beth Shalom	Attended
Valda	Knott	Central Wheatbelt (Trayning, Tammin)	Apology

MINISTRY OF PASTOR

Ps Chelsie	Bunter	Lighthouse Geraldton	Apology
Ps Lindsay	Ginn	Remote Area Ministry (Goldfields)	Apology
Ps Elaine	Ledgerwood	Presbytery Minister – Education and Training	Attended
Ps Marilyn	Price	Presbytery Treasurer	Attended
Ps Julie	Ridden	Nedlands	Attended
Ps Karen	Sloan	Wembley Downs and RPH	Apology
Ps John	Tomkins	Carnarvon	Apology

UAICC (CONGRESS) (VOTING)

Rev Robert	Jetta	Chairperson	Apology
Vacant			-

CANDIDATES (MOW & DEACONS)

Samuel	Annan	Candidate (MOW)	Attended
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Ana	Lea'aetoea	Candidate (Deacon)	Attended
LAY MEMBERS ELECTED BY PRESBYTERY			
Denise	Adams	Noranda	Attended
Fiona	Bentley	Star Street	Attended
Neville	Blesing	Nedlands	Attended
Annette	Bryant	Star Street	Attended
Elizabeth	Burns	Albany	Attended
Margaret	Donovan	Maylands/Mt Lawley	Attended
Carolyn	Ebell-Taylor	Kalamunda	Apology
Kalo	Fotu	Beth Shalom	Attended
Shirley	Francis	Leeming	Attended
Bob	French	Merredin	Attended
Marg	Garrett	Bunbury	Attended
David	Gray	UCIC	Attended
Heather	Hamblin	Trinity North	Attended
Ann	Hammer	Claremont	Apology
Steve	Higgins	Southern Cross	Attended
Alan	Hortin	Lockyer	Apology
Bob	Hunt	Trinity North	Attended
Erin	Lloyd	Youth & Young Adults Leader	Attended
*Margaret	Martin	Applecross & Nom Comm Chair	Attended
Alison	Mccubbin	UCIC & Moderator's Chaplain	Attended
*Janine	Mcdonald	Inter-generational Ministry & First Aid	Attended
David	Preece	Nedlands	Apology
Vic	Richards	Wembley Downs	Attended
Mary	Riley	Leeming	Attended
Trevor	Thomas	Pinjarra	Attended
Yuko	Tonai-Moore	Warren-Blackwood region	Attended
Hanamoia	Vaitogi	Perth Samoan	Attended
John	Van den Berg	Kardinya	Attended
Graham	Wasley	Wagin	Attended

Glenys	White	Bunbury	Attended
Graham	Whitworth	Armada	Attended
Sue	Whitworth	Armada	Attended
Judy	Wilson	Denmark	Apology
Ian	Wright	Glen Forrest	Apology
Alison	Xamon	Presbytery Chairperson	Attended

SCHOOLS, COLLEGES & AGENCY REPRESENTATIVES (VOTING MEMBERS)

Ross	Barron	Wesley College (Headmaster)	Attended
Rev David	De Kock	Juniper (Board Member)	Attended
*Rev Steve	Francis	Tranby College (Board Member)	Attended
Barry	Honey	Juniper (Board Member)	Apology
Robert	Watson	UnitingWA Forum (Chairperson)	Attended
*Alison	McCubbin	UnitingWA (Representative)	Attended

BODIES DIRECTLY RESPONSIBLE TO SYNOD (VOTING)

Rev John	Dunn	Committee for Counselling (Chair)	Attended
Lewis	Bond	Property Trust (Chair)	Apology
Mark	Brisbane	Social Justice (Chair)	Attended
Dorothy	Carey	Ecumenical Affairs (Convenor)	Apology
Rev Des	Cousins	Church Law (Member)	Attended
*Rev Hannes	Halgryn	Placements Commission	Attended
Rev David	Jackson	DR & CR (Convenor)	Attended
*Rev Robert	Jetta	Covenanting Commission (Co-Chair)	Attended
Kay	Lockley	Uniting Church Mission Fellowship	Apology
*Margaret	Martin	Nominating Committee (Chair)	Attended
Helen	Mcmillan	Uniting Church Adult Fellowship (Chair)	Attended
Kerry	Povey	International Partnership & Dev Comm	Attended
Rev Gordon	Scantlebury	Social Justice Commission	Attended
Bruce	Wilson	Business Committee / Timekeeper	Attended
Leon	Wynne	Beananing Kwuurt Institute	Apology

CO-OPTED MEMBERS

Maggie	Johns	Business Committee	Attended
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Deborah	Marshall	Requested by Presbytery	Attended
Rhonnda	Tilbrook	Requested by Presbytery	Apology
VISITORS, REPRESENTATIVES & ADMIN STAFF (NON-VOTING)			
Maree	Arneson	Juniper (Chair)	Attended
Amanda	Badenhorst	Staff Member (Presbytery Support Administrator)	Attended
Trent	Bartlett	Good Sammy Enterprises (Chair)	Attended
Donella	Beare	St Stephen's School Council (Principal)	Attended
David	Beards	Maylands/Mt Lawley	Attended
Dr Cate	Begbie	Presbyterian Ladies' College (Principal)	Attended
John	Berger	Staff Member (Executive Officer: Caring Agencies)	Attended
Geoff	Bice	Staff Member (Social Justice Unit)	Attended
Maureen	Bourke	Staff Member (Nominating Committee)	Attended
Matthew	Braysher	Wesley College (Chair)	Apology
Michelle	Bunn	Kalamunda (Visitor)	Attended
Heather	Dowling	Staff Member (Marketing & Communications Officer)	Attended
Reuben	Edmonds	Candidate (MOW)	Apology
David	Gee	Trinity Residential College Board (Principal)	Attended
Mitchell	Garlett	Candidate (MOW)	Apology
Cindy	Gorton	Staff Member (Executive Officer: Culture of Safety)	Attended
Erica	Haddon	Unitingwa (Chair)	Attended
Chris	Hall	Juniper	Attended
Kalea	Haran	Penrhos College (Principal)	Attended
Wendy	Hendry	Staff Member (Social Justice Unit)	Attended
Nick	Henry	Methodist Ladies' College (Chair)	Attended
Peter	Hollins	Staff Member (Acting CFO)	Attended
Amanda	Hunt	Unitingwa (CEO)	Attended
Brian	Gluestein	Mt Pleasant (Church Council)	Attended
Margaret	Johnston	Staff Member (Research Officer: Culture of Safety)	Attended
Maree	Kemp	Staff Member (Secretariat)	Attended
Melanie	Kiely	Good Sammy Enterprises (CEO)	Attended

Peggy	Mahey	Tranby College (Principal)	Attended
Melissa	Marai	Staff Member (CEDAL)	Attended
Angela	Milias	Staff member (Governance Admin Officer)	Did not attend
Lesley	Murray	BKI	Attended
Dr Alec	O'Connell	Scotch College (Headmaster)	Attended
Mark	Paganin	Scotch College (Chair)	Apology
Ian	Passmore	Nominating Committee (Member)	Attended
Richard	Patterson	Staff Member (Resources)	Apology
Dr Marie	Perry	Methodist Ladies' College (Principal)	Attended
Clare	Poll	Presbyterian Ladies' College (Chair)	Attended
Peter	Rankin	Lighthouse Geraldton	Apology
Anne	Roberts	Good Sammy Enterprises	Attended
Dr Susan	Roberts	Tranby College (Chair)	Attended
Prof Peta	Sanderson	Penrhos College (Chair)	Attended
Helen	Skiadis	BKI (Member)	Attended
Simone	Smalley	Methodist Ladies' College	Attended
Christi-Mari	Smit	Visitor	Attended
Willem	Smit	Wellington Regional Mission	Attended
Kevin	Smout	St Stephen's School Council (Chair)	Attended
Susan	Sydney-Smith	Candidate	Attended
Karen	Taylor	PLC – Visitor	Attended
Nathaniel	Taylor	Candidate	Apology
Susan	Thompson	Candidate	Apology
Mikaela	Turner	Staff Member (Digital Communications Officer)	Attended
Chris	Walker	Good Sammy Enterprises (Deputy Chair)	Attended
Kate	Wilson	Trinity Residential College Board (Chair)	Apology

The Minutes of the 45th Annual Meeting of the Synod of Western Australia are approved by the Synod Standing Committee meeting held on Monday, 11 October 2021.

Signed: SIGNED VERSION AVAILABLE IN HARD COPY
 Susy Thomas (Chairperson, Synod Standing Committee)

Dated: 22 October 2021
 DATED VERSION AVAILABLE IN HARD COPY