



Uniting Church in Australia
ASSEMBLY
Assembly Standing Committee

15-17 July 2022

DOCUMENT 10

Title	16th Assembly Resolutions and ASC Actions Report
Type of Paper (Information/Decision)	For information and decision
Assembly or ASC Minute	Included in the report
Consultation	Associate General Secretary, Assembly Legal Reference Committee, Synod General Secretaries (regarding Act2 Steering Committee), National Director Strategic Finance and Admin
Purpose	To assist the ASC to consider actions required to enact resolutions made by the 16 th Assembly
Rationale & Findings Summary	See the report
Attachments	Attachment A – Act2 Report Attachment B – Framework of Principles (amended)
Proposal/s	Proposals included in the report
Submitted by	Colleen Geyer Assembly General Secretary colleeng@nat.uca.org.au ; 0411 333 167

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16th ASSEMBLY RECONVENED MEETING: RESOLUTIONS

Resolution	Proposals to Action Resolutions
<p>Act2: On the Way In consideration of the Act2 report and Para 17 of the Basis of Union <i>The Uniting Church acknowledges that the demand of the Gospel, the response of the Church to the Gospel, and the discipline which it requires are partly expressed in the formulation by the Church of its law. The aim of such law is to confess God's will for the life of the Church; but since law is received by human beings and framed by them, it is always subject to revision in order that it may better serve the Gospel. The Uniting Church will keep its law under constant review so that its life may increasingly be directed to the service of God and humanity, and its worship to a true and faithful setting forth of, and response to, the Gospel of Christ. The law of the Church will speak of the free obedience of the children of God, and will look to the final reconciliation of humanity under God's sovereign grace.</i></p> <p>1. Further to the Act2 Report, to authorise the following work:</p> <p>i. Identify ways to strengthen and develop the forming of disciples in worship, witness and service within the UCA in the various forms of communities of faith;</p> <p>ii. Discern, clarify and strengthen our national identity as a church, informing our structure and culture;</p> <p>iii. Review governance structures and practices that reflect our contemporary context, in particular:</p> <p>a. Identify ways to strengthen and develop the local expressions of worship, witness, service, and the making and forming of disciples, in the various forms of communities of faith</p> <p>b. In keeping our law under constant review address the need for an evolving interconcelliar process that is responsive and agile.</p> <p>c. Further develop theological culture of the UCA, and the framework and provision for theological education</p> <p>d. Being informed by our Covenant with UAICC</p> <p>e. Recognising we are a multicultural Church</p> <p>f. Continue to fulfill of our ethical, legal and social obligations.</p> <p>iv. Develop a resourcing framework that takes into account whole of church resourcing arrangements</p> <p>2. As the Assembly progresses this work, to invite each of the Synods and the UAICC to join with the Assembly, recognising the importance of consultation to be undertaken across the whole of the Church.</p> <p>3. To delegate to the Assembly Standing Committee to progress the work on behalf of the Assembly and report to the 17th Assembly.</p> <p>4. To affirm the importance and urgency of this work and that it should be adequately resourced.</p> <p>5. To request each of the Synods in consultation with the UAICC to join with the Assembly to consider and contribute to resourcing the work.</p>	<p>See Attachment A – <i>Act2 Project Report</i> and associated proposals</p> <p>Note: Nominations for Act2 Steering Committee will be provided in the next tranche of papers.</p>
<p>Continuing Witness</p> <p>1. To approve the following documents for consideration by the Uniting Church between the 16th and 17th Assemblies, for reception as continuing witnesses:</p> <p>a. The Confession of Belhar,</p> <p>b. Laudato si', and</p>	<p>Proposals: That the Assembly Standing Committee</p> <p>1. Request members of the Continuing Witness Task Group to continue their work as agreed to in the resolution of</p>

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<p>c. The Joint Declaration on the Doctrine of Justification.</p> <p>2. That the process of consideration should involve an invitation for all Presbyteries within the Church, and such other Councils of the Church as desire to participate, to commit to discussing each document for a period of at least one hour, using resource materials provided by the Continuing Witness Task Group, and reporting the results of this discussion to the Task Group.</p> <p>3. To request the Assembly Standing Committee to oversee the Task Group in the work of providing ongoing support and resourcing of these conversations, and gathering responses from Presbyteries; and bring a report to the 17th Assembly along with proposals for the official adoption of documents as 'Continuing Witnesses'.</p> <p>4. That the Assembly Standing Committee request the Task Group continue its work of identifying further continuing witnesses, with a special focus on the variety of forms of witness from Asia and the Pacific and report to the 17th Assembly.</p>	<p>the 16th Assembly, and to bring a report and any related proposals to the 17th Assembly.</p> <p>2. Request the Assembly Comms Unit to work with the Task Group in the preparation of resources for consultation with Presbyteries.</p>
<p>A call to action for climate justice: listening to First Peoples wisdom</p> <p>1. To acknowledge that since time immemorial the Creator gifted First Peoples to be the timeless caretakers of country and the natural environment.</p> <p>2. To confess that as Second Peoples we have heard the wisdom of First Peoples, the call of our Partner Churches, and stories of communities already affected by climate change, but we have not listened. We have failed to act as a whole Church with the level of urgency needed, and have not made the fundamental behavioural changes needed to care for creation. We confess that while effort has been made to change from ways that destroy the Creator's good creation, carbon pollution continues as a direct result of our activities individually and as a Church, and global carbon pollution is now causing irreversible harm.</p> <p>3. To commit anew to listen to First Peoples wisdom and knowledge, and to take practical climate action including changing our own behaviour.</p> <p>4. To call on all Councils of the church, agencies and schools who have not already done so to join with the Assembly in committing to net zero emissions by 2040 at the latest, so that together we can become a zero emissions Church. We further urge all Councils to make use of the resources, stories and carbon accounting tools made available online.</p> <p>5. To request the Standards for Ministry Committee to identify the most appropriate way to embed learning from the wisdom of First Peoples, care of creation, climate justice and the spiritual and theological basis for a zero emissions church into formation, education and training for the specified ministries of the Uniting Church and report back to the November 2022 meeting of the Assembly Standing Committee.</p> <p>6. To request the Assembly Circles, Advocates and Panels to include learning from the wisdom of First Peoples, care of creation, climate justice and the spiritual and theological basis for a zero emissions church into their work for the remainder of this triennium.</p> <p>7. To request the Assembly Standing Committee to:</p> <p>a. establish a national zero emissions church working group to:</p>	<p>Proposals:</p> <p>That the Assembly Standing Committee</p> <p>1. Request the General Secretary to write to Synods informing them of the <i>A Call to action on climate justice: listening to First Peoples Wisdom</i> resolution</p> <p>2. Request the Standards for Ministries Committee to identify the most appropriate way to embed learning from the wisdom of First Peoples, care of creation, climate justice and the spiritual and theological basis for a zero emissions church into formation, education and training for the specified ministries of the Uniting Church and report back to the November 2022 meeting of the Assembly Standing Committee.</p> <p>3. Request the Assembly Circles, Advocates and Panels to include learning from the wisdom of First Peoples, care of creation, climate justice and the spiritual and theological basis for a zero emissions church into their work for the remainder of this triennium.</p> <p>4. Request the Associate General Secretary to work with interested ASC members to develop Terms of Reference for a Net Zero Emissions Working Group and to bring these and nominations to the November 2022 ASC Meeting.</p>

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<ul style="list-style-type: none"> • gather data on commitments to greenhouse gas emission reduction made across the life of the church, and progress towards those commitments • share stories, expertise and learnings on effective strategies and resources to reduce emissions, prioritising the wisdom of First Peoples • consider how the whole of the church can move together to net zero emissions by 2040; and <p>b. to bring a report on findings and recommended next steps to the 17th Assembly.</p>	
<p>Aging and Aged Care</p> <ol style="list-style-type: none"> 1. to endorse the establishment of Uniting Friends of Ageing as a new national network within the life of the Uniting Church open to all members interested in and concerned about ageing and aged care. 2. To endorse the celebration of Older Persons Sunday (for example on the first Sunday of October) each year, and note that UnitingCare Australia is providing worship resources to assist congregations in the celebration of Older Persons Sunday. 3. To endorse the priority advocacy of UnitingCare Australia to: <ol style="list-style-type: none"> a. Urge the Australian Government to support the development of an international covenant, under the auspices of the United Nations, on the rights of older persons; and b. Urge the Australian Government to fully implement the recommendations of the Aged Care Royal Commission, including a human rights-based Aged Care Act and increases for the wages of aged care staff based on decisions of the Fair Work Commission. 	<p>Actions to be undertaken:</p> <ol style="list-style-type: none"> 1. To report on the resolution in communication channels of the Assembly 2. To distribute resources for Older Persons Sunday when they are developed
<p>Deacons in the UCA Anniversary</p> <ol style="list-style-type: none"> 1. To acknowledge with joy the 30-year anniversary of the renewal of the diaconate within the Uniting Church in Australia (1991 Assembly), and its respected place in the ecumenical, worldwide community of diaconal ministry. 2. To give thanks for all those who have been ordained as Deacons in the last 30 years, and celebrate the many and varied ministries they have undertaken to fulfill their calling as bridge builders between the church and the community. 3. To acknowledge the role that Deacons have to encourage and equip followers of Jesus to faithfully live out their baptismal call through acts of caring compassion, empowerment, service, and prophetic hope; through solidarity and accompaniment; through working for justice and liberation; and as advocates for creative transformation. 4. To emphasise that the current 'Standards for Education and Formation of Candidates for Ordination - Phase 2' requires that "due attention be given to the different perspectives of Ministry of Deacon and Ministry of the Word" (Clause 15) and strongly remind the UCA theological colleges to the need to provide specific courses, formation and field placements for Deacon candidates to prepare them for diaconal ministry. 	<p>Proposal: That the Assembly Standing Committee</p> <ol style="list-style-type: none"> 1. Request the General Secretary to write to Uniting Church Theological Colleges, emphasising that the current 'Standards for Education and Formation of Candidates for Ordination - Phase 2' requires that 'due attention be given to the different perspectives of Ministry of Deacon and Ministry of the Word' (Clause 15), and remind them of the need to provide specific courses, formation and field placements for Deacon candidates to prepare them for diaconal ministry. 2. Request the Standards for Ministries Committee to include a question regarding courses, formation and field placements for Deacon in the consultations carried out with MEBs.
<p>Preventing Harm from Sexual Orientation & Gender Identity Change Efforts (SOGICE)</p>	<p>Proposals: That the Assembly Standing Committee</p>

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<ol style="list-style-type: none"> 1. To affirm 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. To affirm 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. To recognise that sexual orientation and gender identity change efforts (SOGICE), often referred to as 'conversion therapy' are harmful to people's mental health and wellbeing. 4. To request the Assembly Standing Committee to develop a process to provide a national resource for congregations, agencies, and individuals to learn how they can help prevent harm from SOGICE ideology and practice. 	<ol style="list-style-type: none"> 1. Request the Associate General Secretary to develop Terms of Reference for a Preventing Harm from Sexual Orientation & Gender Identity Change Efforts Resource Development Task Group, including nominations for the Task Group, for approval at the November 2022 ASC Meeting.
<p>Moving Forward in Being a Multicultural Church</p> <ol style="list-style-type: none"> 1. To adopt the 3rd Sunday in July (or another date best suited to the local setting) as 'Intercultural Neighbouring Sunday', to celebrate UCA being a Multicultural Church and to create an opportunity for congregations and faith communities to connect and build relationships with culturally and linguistically diverse communities in their neighbourhoods. This Sunday is to replace One Great Sunday of Sharing*. 2. To request the Assembly Standing Committee to develop a process to create liturgical, theological, and practical materials as resources for the wider church in its celebration of Intercultural Neighbouring Sunday and seeking to be an Intercultural Neighbourhood Church within the current triennium, in consultation with National Conferences and relevant Assembly Circles. 3. To request the Assembly Standing Committee, liaising with other parts of the Church, to move towards simpler, friendlier, and more equitable church structures, processes, and ways of working that foster CALD participation and intercultural partnership by: <ol style="list-style-type: none"> a. Reviewing the NATIONAL PROPERTY POLICY FOR THE UCA with regard to clause 1.2.: "Where a UCA congregation is sharing property with a non-UCA congregation, Faith Community or Fellowship Group"; and, b. Reviewing the Regulations relating to Faith Communities (3.9.2) and produce an Assembly Protocol/Guideline for receiving/recognising Faith Communities/Congregations from other CALD churches. 4. To encourage Synod Placement Committees and Presbytery Pastoral Relation Committees to review and revise the Minister Leadership Profile Form and Congregation Placement Profile and other key reporting and review documents to reflect the ethos and characteristics expressed in Living with the Neighbour Who is Different (9th Assembly, 2000) and One Body Many Members: Living faith and life cross culturally (13th Assembly, 2012). 	<p>Proposals:</p> <p>That the Assembly Standing Committee</p> <ol style="list-style-type: none"> 1. Request Being a Multicultural Church and Transforming Worship Advocates and Panels to work together to develop resources for Intercultural Neighbouring Sunday 2. Request the General Secretary to consider an approach to move towards simpler, friendlier, and more equitable church structures, processes, and ways of working that foster CALD participation and intercultural partnership, and report to future ASC meetings; and for this work to be included in the Act2 Project. 3. Request General Secretary to write to Synod General Secretaries encouraging Synod Placement Committees and Presbytery Pastoral Relations Committees to review and revise the Minister Leadership Profile Form and Congregation Placement Profile and other key reporting and review documents to reflect the ethos and characteristics expressed in Living with the Neighbour Who is Different (9th Assembly, 2000) and One Body Many Members: Living faith and life cross culturally (13th Assembly, 2012). 4. Note that a Review of the National Property Policy for the UCA and a Review of Regulations relation to Faith Communities will be included in the ongoing ActCT2 project.
<p>Audit of Small Congregations Financial Statements</p> <p>To authorise the Assembly Standing Committee, on the advice from the Assembly Legal Reference to amend the following regulations:</p>	<p>Proposal:</p> <p>That the Assembly Standing Committee</p>

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<p>1. Regulation 3.8.7(c) – to amend through insertion after “The books of account” the words “when the gross receipts are above \$100,000”, the proposed wording of the revised Regulation being:</p> <p>(c) The books of account, <u>when the gross receipts are above \$100,000</u>, shall be audited and certified by the auditors at least once in every year and at such other times as may be required by the chairperson of the Church Council or other body responsible as the case may require.</p> <p>2. Regulation 3.8.7(e), Variations to Qualifications from 2.5 times the notional stipend to the Australian Charities and Not-for-profits Commission (ACNC) financial reporting revenue threshold for small charities, the proposed wording of the revised Regulation, subject to Assembly Legal Reference Committee advice, being:</p> <p>(e) Where the gross receipts of a Congregation or body or fund in the year is below a figure that equates to 2.5 times the notional stipend <u>the Australian Charities and Not-for-profits Commission (ACNC) financial reporting revenue threshold for small charities</u>, the books of account may be audited and certified by two persons who are not qualified in terms of (d) above, but who are, in the opinion of the body responsible, fit and proper persons to undertake the responsibility.</p>	<p>1. Request Assembly Legal Reference Committee to bring a report re amending Regulations 3.8.7(c) and 3.8.7(e) for approval.</p> <p>Note: It is hoped to have advice from the ALRC and Regulations for approval by the ASC in the next tranche of papers.</p>
<p>Review of the Regulations – Delegation of Authority to Amend Part 5 of the Regulations</p> <p>1. to defer any review of the Regulations that are associated with, or ancillary to, the broad strategic work done as part of the Act2 process, other than Part 5 – Church Discipline – in order to ensure that any proposals as part of the review are aligned to the strategic direction of the Assembly.</p> <p>2. to delegate, pursuant to Regulation 3.10.2(a)(ii), to the Assembly Standing Committee the authority to make Regulations under Part 5 of the Regulations (Church Discipline), subject to:</p> <p>a. those Regulations being generally in accordance with the amended Framework of Principles and subject to appropriate consultation on the draft regulations; and</p> <p>b. the approval of those Regulations by the Assembly Standing Committee on the advice of the Assembly Legal Reference Committee.</p>	<p>Proposal: That the Assembly Standing Committee</p> <p>1. Request the Regulations Review Task Group to continue its work as per the resolution and bring reports to future ASC meetings</p> <p><i>Framework of Principles (amended) at Attachment B</i></p>

Act2 Report

ATTACHMENT A

The reconvened 16th Assembly meeting in May, following significant deliberation, resolved to continue the work of the Act2 Project, authorising specific work to be done and delegating the Assembly Standing Committee (ASC) to progress the work. It also issued an invitation to the Synods and Uniting Aboriginal and Island Christian Congress (UAICC) to join with the Assembly in this work.

There is now two years between the meeting of the July 2022 ASC and the meeting of the 17th Assembly with each Synod meeting in 2023. Therefore, to progress the project, it is essential to both scale up oversight and resourcing of the project. This is proposed to be done through two core mechanisms:

1. Establishment of an Act2 Steering Committee with an invitation to all Synods and the UAICC to participate.
2. Establishment of an Act2 Project Unit within the Assembly to manage and implement the Act2 Project.

The Act2 Project will continue to be informed by a design thinking approach moving into a more intensive process of discernment, idea generation, consultation, and testing. While it is not anticipated that there will be final proposals on all matters defined within the scope of the Act2 Project developed in time for the 17th Assembly, the Assembly did emphasise not only the importance but the urgency of the work. The two proposed mechanisms are designed to accelerate progress on the work in a way which engages the breadth of the Church.

It is anticipated that work would be undertaken in a series of workstreams, shaped around the scope defined by the Assembly resolution. It is not anticipated that all workstreams would work to a common timeline or approach but rather each workstream would be shaped around the task to be undertaken and the approach, personnel, resourcing, and consultation required to achieve that task.

Act2 Steering Committee

The Act2 Steering Committee is proposed to be established by the ASC to oversee the Act2 Project. It would replace the current task group with some continuity of membership. In anticipation of this proposal, an invitation was issued to each of the Synods to provide a nominee for the Steering Committee along with an invitation to the UAICC to appoint two members. A draft Terms of Reference and Role Description was prepared to assist in identifying suitable nominees. The Steering Committee would meet approximately monthly and provide both oversight of the project along with a consistent connection to the wider Church in advocating for and promoting the outputs of the Project. It is expected the Steering Committee would report regularly to the ASC and elsewhere as agreed.

Therefore, this meeting of the ASC is asked to approve the terms of reference for the Steering Committee and make the appointments proposed. It is anticipated that before the November meeting of the ASC the Steering Committee would meet face to face over a weekend in an initial retreat to establish alignment on the vision and ways of working.

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Act2 Project Unit

The Act2 Project Unit is proposed to be established within the Assembly Secretariat, reporting to the General Secretary. The Act2 Project Unit will be responsible for management of the Act2 Project and execution of the Project Plan.

It will be responsible for:

- Development and execution, with the Steering Committee, of a Project Plan.
- Support to workstream leads and working groups in progressing the work of their workstreams.
- Designing and coordinating processes to assist the discernment of and consultation with the Church.
- Communication to and engagement with the Church about the vision, priorities, and progress of the Act2 Project.
- Provide secretariat support to the Steering Committee.

It will be led by a Project Lead who reports to the Assembly General Secretary and manages the small Project Unit team.

The unit will consist of a team of staff of up to four full time equivalent (FTE) covering the areas of:

- Project management
- Organisational development and change management
- Quantitative and qualitative research
- Consultation design and execution
- Communications
- Administration

It is expected that the team will have experience in the Uniting Church and an understanding of its theology, polity, practices, and culture.

An initial full year indicative budget has been prepared, a summary of which is outlined below. With the establishment occurring in the first quarter of the 2022-23 financial year it is unlikely the full budget would be expended however it provides an indication of the likely recurrent cost of the unit at least through until the 17th Assembly.

While the Assembly would welcome contributions on behalf of the Synods in the establishment of the Unit, it is able to utilise project funds for the initial setup of the unit and its first year of operation. However, to continue beyond that year would require additional support from the wider Church as foreshadowed in the Assembly resolution.

Expenses	2022-23 Budget
Salaries and Wages	\$299,000
Superannuation	\$31,395
Non salary staff costs (rent, IT, telephone, internet, insurance)	\$29,900

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Travel	\$30,000
Events (retreat)	\$12,000
Office Costs (postage, printing, subscriptions etc.)	\$2,000
Consultants	\$20,000
Total	\$424,295

Therefore, this meeting of the ASC is asked to approve the establishment of the Act2 Project Unit and initial 2022-23 budget. This would enable the General Secretary to commence recruitment of a Project Lead to establish the Unit and recruit the remaining members of the team.

A risk assessment has been undertaken to identify the key strategic risks facing the project and propose mitigations, some of which have shaped the proposals which are before the ASC. If the proposals are approved this would be used as a foundation for a full risk register for the project which would form part of the work of the Steering Committee and the Unit.

Proposals:

That the Assembly Standing Committee:

1. **Establish the Act2 Project Steering Committee.**
2. **Approve the Act2 Project Steering Committee Terms of Reference.**
3. **Appoint the following to the Steering Committee:**
 - a. **Rev Sharon Hollis (Chairperson)**
 - b. **XX**
 - c. **XX**
 - d. **XX**
 - e. **XX**
 - f. **XX (Synod Nominee)**
 - g. **XX (Synod Nominee)**
 - h. **XX (Synod Nominee)**
 - i. **XX (Synod Nominee)**
 - j. **XX (Synod Nominee)**
 - k. **XX (Synod Nominee)**
4. **Invite the Uniting Aboriginal and Island Christian Congress to appoint two people to the Act2 Project Steering Committee**
5. **Approve an initial budget for the Act2 Project of \$424,295.**
6. **Request the General Secretary arrange for the first meeting of the Project Steering Committee.**
7. **Request the General Secretary make available resources for the establishment of the Act2 Project Unit as agreed to by the ASC, and work with the Act2 Steering Committee regarding any resourcing requests.**
8. **Request the Synods provide to the General Secretary any existing strategic and missional planning work they have undertaken to inform the work of the Act2 Project**
9. **Thank and discharge the Act2 Task Group.**

Act2 Steering Committee Terms of Reference (Draft)

Purpose: To oversee, on behalf of the Assembly Standing Committee (ASC), the work of the Act2 Project. In particular it is responsible for the implementation of Assembly Resolution 22 (unconfirmed minute attached).

Responsibilities:

To oversee the ongoing work of the Act2 Project, including:

1. Provide guidance and direction on the priorities, approaches and sequencing to progressing the work of the project
2. Establish any workstreams required to progress the Act2 Project and appointment of any leads or working groups.
3. Provide guidance and direction on the stakeholders, timeline, and method of consultation for the project.
4. Review and monitor the management of risks to the Act2 Project.
5. Liaise with other councils of the Church regarding the resourcing and implementation of the Act2 project.
6. Provide any recommendations to the ASC for approval, regarding the budget for the Act2 Project.
7. Bring recommendations to the ASC for its consideration, including any recommendations to the 17th Assembly.

Reporting Arrangements:

The Steering Committee is established by and reports to the ASC. It is expected it would regularly report to the ASC and provide other such reports as agreed with the Synods.

Period:

This Terms of Reference is for the period July 2022 to July 2024, with an option for extension

Membership:

The membership shall be made up of the following,

- Appointed by the Assembly Standing Committee:
 - A Chairperson
 - A nominee from each of the Synods
 - Four other people appointed by the ASC
 - The General Secretary shall be ex-officio
- Two people appointed by the Uniting Aboriginal and Islander Christian Congress

Meeting Schedule:

The Steering Committee will normally meet monthly, up to 10 times per year. Most meetings would be conducted via videoconference with the potential for some in person meetings as required.

The Act2 Project Unit will provide secretariat support to the Steering Committee and the Project Lead will participate as a non-voting member of the Steering Committee meetings.

Steering Committee Member Role Description

Members of the Act2 Steering Committee will contribute to the oversight and implementation of the Act2 Project. See the attached draft Terms of Reference for more detail.

Responsibilities:

1. Participation in the meetings of the Act2 Steering Committee in ensuring the work of the Act2 Project is effectively implemented, consistent with the decisions of the Assembly (Resolution 22) and the Assembly Standing Committee.
2. Provide guidance and direction to the Act2 Project Unit on the creation and implementation of the Act2 Project Plan, including the process for consultation with the Church.
3. Be an advocate for the project and active promoter of the outputs of the project in the life of the Church.
4. Foster positive communication between the different councils of the Church about the aim, strategy and intended outcomes of the project.
5. Ensure challenges or risks to the project are raised and addressed in a timely manner.

Gifts, Skills and Experience Required:

1. A deep love and commitment to the vision of the Uniting Church in Australia as described in its foundational documents including the Basis of Union.
2. A deep knowledge of the polity, structure, practices, and culture of the Uniting Church.
3. A commitment to the Covenant with the Uniting Aboriginal and Islander Christian Congress.
4. An appreciation of and commitment to the Uniting Church as a multicultural Church.
5. A commitment to the vision of the Act2 Project.
6. Demonstrated experience in new and imaginative ways of giving expression to the Church's vision and calling.
7. Knowledge of the Church's legal, ethical, and social obligations.
8. Experience in the oversight and governance of complex projects.
9. Experience in utilising design thinking, organisational development and change management within large, complex organisations.

Period of Appointment:

Appointment will be until 17th Assembly (July 2024).

Time Commitment:

The Steering Committee will normally meet monthly, up to 10 times per year. Most meetings would be conducted via videoconference with the potential for some in person meetings as required. Additional work outside the meetings of the Steering Committee may be required. It is anticipated there will be an initial weekend retreat of the Steering Committee in August/September 2022.

APPENDIX: UNCONFIRMED ACT2 MINUTE

The Assembly resolved:**22. ACT2: ON THE WAY**

In consideration of the Act2 report and Para 17 of the Basis of Union

The Uniting Church acknowledges that the demand of the Gospel, the response of the Church to the Gospel, and the discipline which it requires are partly expressed in the formulation by the Church of its law. The aim of such law is to confess God's will for the life of the Church; but since law is received by human beings and framed by them, it is always subject to revision in order that it may better serve the Gospel. The Uniting Church will keep its law under constant review so that its life may increasingly be directed to the service of God and humanity, and its worship to a true and faithful setting forth of, and response to, the Gospel of Christ. The law of the Church will speak of the free obedience of the children of God, and will look to the final reconciliation of humanity under God's sovereign grace.

22.1 Further to the Act2 Report, to authorise the following work:

- (a) to identify ways to strengthen and develop the local expressions of worship, witness, service, and the making and forming of disciples, in the various forms of communities of faith;
- (b) to discern, clarify and strengthen our national identity as a church, informing our structure and culture; and
- (c) to review governance structures and practices that reflect our contemporary context, in particular:
 - (i) to identify ways to strengthen and develop the local expressions of worship, witness, service, and the making and forming of disciples, in the various forms of communities of faith;
 - (ii) In keeping *our law under constant review* to address the need for an evolving interconclliar process that is responsive and agile
 - (iii) to further develop theological culture of the Uniting Church in Australia, and the framework and provision for theological education
 - (iv) being informed by our Covenant with the Uniting Aboriginal and Islander Christian Congress;
 - (v) recognising we are a multicultural Church; and
 - (vi) to continue to fulfill of our ethical, legal and social obligations;
- (d) to develop a resourcing framework that takes into account whole of Church resourcing arrangements

22.2 as the Assembly progresses this work, to invite each of the Synods and the Uniting Aboriginal and Islander Christian Congress to join with the Assembly, recognising the importance of consultation to be undertaken across the whole of the Church;

22.3 to delegate to the Assembly Standing Committee to progress the work on behalf of the Assembly and report to the 17th Assembly;

22.4 to affirm the importance and urgency of this work and that it should be adequately resourced; and

22.5 to request each of the Synods in consultation with the Uniting Aboriginal and Islander Congress to join with the Assembly to consider and contribute to resourcing the wor

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Risk Assessment

No.	Risk Category	Risk Issue	Potential Impact	Inherent Risk			Risk Mitigation	Residual Risk		
				Consequence	Likelihood	Risk Rating		Consequence	Likelihood	Risk Rating
1	Mission and Purpose	There is insufficient finance to complete the project.	Project does not complete or partially completes the work the Assembly set.	Major	Likely	High	Include the Synods in the Steering Committee. Minimise the cost through an in-house unit, voluntary support and leveraging existing work.	Major	Possible	Significant
2	Governance	The project develops proposals which cannot find support within the councils of the Church	Significant resources and efforts expended on behalf of the Church without significant change.	Major	Possible	Significant	Draw the Steering Committee from across the Church Invest in dedicated staff to design and support consultation. Recruit staff to the Unit with experience in the Church. Regular reporting to the ASC.	Major	Unlikely	Significant
3	Operational	Insufficient progress is made on the project prior to the 17 th Assembly	Project loses momentum and urgency and changes which could be implemented in the next triennium are delayed.	Major	Possible	Significant	Assembly commits initial funding to get the project commenced. Steering Committee appointed at July ASC. Early face to face to retreat to align expectations and build momentum. Prioritise Synod meetings in 2023 for consultation. Leverage existing work already done.	Major	Unlikely	Significant
4	Organisational	There is insufficient engagement from the Church in the project	Proposals cannot find support and there are significant cultural impediments to implementation	Major	Likely	High	Include Synods in the Steering Committee. Mixed models of consultation. Dedicated Unit responsible for design and support of consultation. Communications	Moderate	Unlikely	Moderate

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5	Governance	Steering Committee members (and other working groups) operate as 'representatives' of their interests	Project cannot explore a full range of options and the project stalls due to lack of common vision	Major	Possible	Significant	Steering Committee member role description. Early induction to the project. Early face to face to retreat to align expectations.	Moderate	Unlikely	Moderate
6	Mission and Purpose	The Project distracts the Church from its core task of worship, witness, service, and discipleship formation.	Church becomes inwardly focused on structure and fails to live out its calling	Major	Possible	Significant	Project work is always grounded in the core outcomes, particularly on local communities of faith. Consultation is designed to be targeted, clear and efficient.	Moderate	Unlikely	Moderate
7	Operational	Unit does not have staff with an understanding of the theology, polity, and culture of the Uniting Church	The Project is slowed while staff get up to speed. The Project utilises frameworks and tools not fit for purpose. The Project proposes solutions not aligned to the Church's theology, polity, and culture.	Major	Possible	Significant	Prioritise recruitment of staff with experience and understanding of the Uniting Church (or similar churches). Engage in intensive induction of new staff	Moderate	Unlikely	Moderate

	Anticipated consequences of occurrence				
Likelihood / frequency of occurrence	1 - Insignificant	2 - Minor	3 - Moderate	4 - Major	5 - Catastrophic
1 - Rare					
2 - Unlikely					
3 - Possible					
4 - Likely					
5 - Almost Certain					

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Risk Rating

Key:	Low	Moderate	Significant	High
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Framework of Principles (amended)

ATTACHMENT B

1. Overarching Principles

The Regulations are to:

- (i) enshrine the principles, ideals and ethos of the Basis of Union and the Constitution, ensuring consistency with those founding documents;
- (ii) ensure consistent and comprehensive guidance in the exercise of the roles, powers and responsibilities across the different councils of the church;
- (iii) recognise and manage the interconnectedness of the different councils of the church in relation to those roles, powers and responsibilities;
- (iv) offer clarity and reflect contemporary expectations in relation to discipline, misconduct and appeal processes.
- (v) complement and dovetail with contemporary HR, WHS, industrial, privacy, safe ministry, and whistle-blower policies and procedures.

2. General Principles

- 2.1 Only members, adherents and Ministers are eligible to make a complaint.
- 2.2 The process of how to make a complaint, including the form of the complaint, to be determined by the Synod.
- 2.3 The entity tasked with dealing with a complaint is empowered to engage an independent investigator when considered appropriate, though that entity remains responsible for determining the matter.
- 2.4 The continuation of the disciplinary process where the Respondent has resigned is to be at the discretion of the decision maker.

3. Complaints against Members

3.1 Complaints against members of the Church are:

- (a) primarily to be dealt with by the relevant Church Council, excluding complaints of sexual misconduct (the province of Presbytery – cl.10(c) of the Constitution) which are to be dealt with in accordance with Assembly's *Member or Adherent – Sexual Abuse and Sexual Misconduct Complaints Policy*.
- (b) Presbytery to have general oversight of Church Council's dealing with complaints and the power to deal with complaints not adequately dealt with by a Church Council or as referred by Church Council.
- (c) to be dealt with by visitation, pastoral counselling and/or guidance with a view to restoration of the effected relationships.
- (d) to be dealt with in such manner as to avoid actual, potential or perceived conflicts of interest.
- (e) Council to have the power to suspend or terminate membership and remove Councillor from Council.

3.2 Members to have right of appeal to Presbytery only where membership terminated. Appeal on the documents and Presbytery's decision is final.

4. Complaints against Ministers

4.1 Complaints against Ministers:

- (a) are primarily to be dealt with by the relevant Presbytery Chairperson or PRC, excluding:
 - (i) complaints of sexual misconduct; or
 - (ii) complaints alleging willful or grave conduct unworthy of a Minister (as per Regulation 5.7.2(a)-(e)).
- (b) are primarily to be dealt with by visitation, pastoral counselling and/or guidance with a view to restoration of the effected relationships.
- (c) are to be dealt with in such manner as to avoid actual, potential or perceived conflicts of interest.
- (d) may be referred, at the discretion of Chairperson/PRC, to the Committee for Counselling or Committee for Discipline, depending upon the seriousness of the alleged conduct.

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4.2 Complaints alleging sexual misconduct will be dealt with by Synod Sexual Misconduct Complaints Committee.

4.3 The Moderator, Synod or its Standing Committee to have the power to direct a complaint against a Minister to be made direct to Committee for Counselling or Committee for Discipline, depending upon the seriousness of the alleged misconduct.

5. Discipline of Ministers

The counselling and discipline of Ministers to primarily be the responsibility of the Presbytery Chairperson/PRC or, for office holders, the appointing body for conduct not worthy of referral to the Committee for Counselling or Committee for Discipline.

6. Complaints against Office Holders

6.1 Where a person (Minister of Lay) is appointed to an office within the Church, then any complaint against that person acting in that capacity is to be made to, and dealt with by, the appointing body.

6.2 Complaints of sexual misconduct against lay person in their capacity as an office holder is to be dealt with by appointing body in accordance with Assembly's *Member or Adherent – Sexual Abuse and Sexual Misconduct Complaints Policy*.

6.3 Complaints alleging sexual misconduct by a Minister in their capacity as an office holder is to be dealt with by Synod Sexual Misconduct Complaints Committee.

7. Committee for Counselling

7.1 Jurisdiction to deal with complaints against Ministers but not to deal with complaints alleging:

(a) sexual misconduct, or

(b) wilful or grave conduct unworthy of a Minister (as per Regulation 5.7.2(a)-(e)).

7.2 Members to have appropriate skills and knowledge and undertake professional development.

7.3 Provisions allowing complaints to be resolved through mediation.

8. Committee for Discipline

8.1 Threshold for matters to be dealt with by the Committee for Discipline will be wilful or grave conduct unworthy of a Minister (as per Regulation 5.7.2(a)-(e)), including a refusal to participate in the disciplinary process.

8.2 Members to have appropriate skills and knowledge and undertake professional development.

8.3 Provisions allowing complaints to be resolved through mediation.

9. Synod Sexual Misconduct Complaints Committee

9.1 The jurisdiction of the SMCC be broadened by expanding the definition of sexual misconduct to include "any other conduct involving a component of sexual misbehaviour in the complaint."

9.2 Will have a discretion to determine if an independent investigation is warranted.

9.3 Members to have appropriate skills and knowledge and undertake professional development.

9.4 Provisions allowing complaints to be resolved through mediation.

10. Delegations

Provisions that facilitate delegation of responsibility for complaints and discipline from one Church entity to another, including cross-jurisdictional delegations in appropriate circumstances (e.g. a complaint against a General Secretary or Moderator of one Synod being dealt with by another Synod).

11. Conflicts of Interest

Provisions dealing with conflicts of interest.

12. Alignment with External Obligations

12.1 The Regulations to align with external obligations (e.g. matters reported to the Police, Fair Work proceedings, WHS, etc.) and provide for the provision of information to external agencies that have obligations concerning the alleged misconduct.

12.2 Subject to any contrary legal or Church requirement, disciplinary proceedings need not be held in abeyance pending determinations by external agencies (such as Police).

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13. Rights of Appeal

- 13.1 Rights of appeal are to be limited generally to matters of substance that could have materially altered the outcome of the disciplinary process.
- 13.2 Any right of appeal is to be exercised within a defined time.
- 13.3 Appeals are to be heard on the documents, unless the decision maker determines otherwise.

14. Confidentiality

- 14.1 Provisions concerning the confidentiality of the entire disciplinary and complaint process and information gained during the process, including authorisations for release of information in appropriate circumstances (e.g. a Congregation being informed of disciplinary proceedings against their Minister).
- 14.2 Where a Minister is the Respondent to a complaint or a disciplinary process, the Placements Committee is to be advised of that fact, but not the substance of the proceedings.