



Uniting Church in Australia
ASSEMBLY
Assembly Standing Committee

15-17 July 2022

DOCUMENT 16

Title	Report from the Standards for Ministries Committee
Type of Paper	For information and decision.
Assembly or ASC Minute	
Consultation	Standards for Ministries Committee WA Synod Ministerial Education Board (MEB)
Purpose	Report to ASC regarding issues related to Phase 4 and Supervision, and provide information and a recommendation regarding the WA Synod MEB.
Rationale & Findings Summary	This report includes: <ol style="list-style-type: none">1. General report of the SFM, including a response to the ASC Minute 21.22.022. The full WA Synod consultation report (Appendix A)3. A recommendation to approve WA Synod for the formation, education and training for specified ministries.
Attachments	Appendix A – Report of the WA MEB Consultation Team
Proposal/s	That the Assembly Standing Committee: <ol style="list-style-type: none">1. Receive the report;2. Note the resignation from the Standards for Ministry Committee of Viola Leung; and3. Determine that the programmes of study offered under the oversight of the WA MEB be recognised as fulfilling the Regulations of the Uniting Church for the ministries concerned; and the Standards of formation, education and training for the specified ministries.
Submitted by	Rev Dr Rob McFarlane (Committee Chairperson)

Report from the Standards for Ministries Committee

Introduction:

Since last reporting to the ASC in November 2021, the Standards for Ministries Committee has met three times: 22 November 2021, 9 February 2022 and 7 June 2022. The February meeting included a conversation with the President and General Secretary as part of the Act2 consultation.

In addition, the SFM Committee has convened Zoom meetings of the Synod MEB Chairs (25 November, 2021) and the Heads of Colleges (11 April, 2022).

Phase 4 and Supervision matters:

The SFM took a number of proposals to the March 2021 ASC Meeting regarding matters related to Phase 4, and to Supervision and oversight of a number of specified ministries. The ASC (minute 21.22) provided the Committee with feedback via the Associate General, and asked the Committee to do further work on these proposals and to bring back a report to the November 2021 meeting.

The Committee received a report from the Phase 4 Working Group at our June meeting. The Committee noted a range of recommendations from the report. It was resolved that the best way to bring the substance of these to ASC for approval would be to embed them in revised guidelines and resources for supervision and continuing education. The SFM Committee thanked and discharged the Working Group, noting the leadership of its convenor, Emeritus Professor Ross Chambers. SFM appointed an Implementation Team to draft new guidelines and resources. The Implementation Team members are the Rev Fran Barber (VicTas) and the Rev Dr Niall McKay (NSW/ACT), with the support of ARU consultant the Rev Lindsay Cullen. SFM anticipates having draft revised guidelines and resources available for consideration within calendar year 2022.

Consultations with Heads of Colleges and MEB Chairs:

As noted above, SFM has convened meetings of both MEB Chairs and heads of Colleges, facilitated by the SFM chairperson.

Themes from the MEB Chairs consultation included:

- Impact of COVID.
- Non-higher-education pathways.
- Numbers of candidates.
- Act2.

Themes from the Heads of Colleges consultation included:

- Ongoing and continual change within the environment in which the institutions are embedded.
- Recognition of the demand and opportunity of finding ways of integrating theological education and formation more broadly.
- Triennial Assembly proposals, including Act2.
- Whether there are disability policies in place and how you deal with providing for people with different abilities.
- CALD communities and how their needs are tended to.

The next consultation with MEB Chairs will be held via Zoom on Friday 25 November, 2022. The next Heads of Colleges consultation will be held face-to-face as part of the annual

National Theological Educators Gathering at the CTM (VicTas) in the week commencing 5 December, 2022.

Consultations:

Since last reporting SFM Committee has concluded a Consultation with the WA MEB. The team’s report regarding the WA consultation has been circulated back to the WA MEB for response, and finalised by the SFM Committee, and so is tabled at this ASC Meeting.

The WA MEB-equivalent (CEDAL) has provided full and open responses to the report’s observations and recommendations. Noting that some of these responses relate to forthcoming reviews and the WA Synod meeting in September, SFM and CEDAL will remain in active communication around three areas:

- The ongoing review of lay education offerings and modes.
- Possibilities for alignment with another UCA college.
- Adequacy and sustainability of funding by Synod.

The SFM Consultation with NSW/ACT will occur in the second half of calendar 2022. The team is Assoc Prof Sean Winter and Dr Craig Mitchell, both from VicTas.

Annual MEB reports:

MEBs report to SFM annually on a template, with specific questions which vary slightly from year-to-year. Key themes that emerged in this year’s reports (reflecting 2021) include:

- Widely different experiences of the **impact of COVID**, mostly reflecting the varied duration and intensity of lockdowns: minimal in WA & Northern Synods; moderate in NSW/ACT with good online adaptation; more extreme negative impact in VicTas and Qld. NSW/ACT, VicTas and Qld all report the likelihood of impacts on candidate numbers for some years to come.
- Positive response to the shift from **Rules** prescribing content of courses in Phase 2 to **Standards**, expressed as fourteen attributes for Ministry.

From the MEB annual reports, there are currently 75 candidates for ordained ministry in formation in our Synods: 64 MoW and 11 MoD.

Synod	MoW	MoD	Total MoW+MoD	AoM
NSW/ACT	19	1	20	16
Northern	2 (incl 1 UAICC)	1	3	
Qld	17	1	18	
SA	9	2	11	
VicTas	12	4	16	1
WA	5	2	7	7
TOTALS	64	11	75	

Assembly meeting:

The SFM Committee identifies at least four areas of engagement arising from resolutions of the recent triennial Assembly meeting, and looks forward to contributing to each of these areas of work in due course:

- Act2
- Deacon formation

- Climate justice action
- Ongoing commitment to being intercultural

Membership:

Viola Leung has resigned from the SFM Committee. We do not feel a need to ask ASC for a replacement member as the Committee is actually at maximum membership now.

I look forward to further reports to the ASC over the coming Triennium,

Rev Dr Rob McFarlane, Chairperson Standards for Ministries Committee

PROPOSALS:

That the Assembly Standing Committee:

- 1. Receive the report.**
- 2. Note the resignation from the Standards for Ministry Committee of Viola Leung.**
- 3. Determine that the programmes of study offered under the oversight of the WA MEB be recognised as fulfilling the Regulations of the Uniting Church for the ministries concerned; and the Standards of formation, education and training for the specified ministries.**

APENDIX A

WA report for the Standards for Ministries Committee (SFM)

1. Introduction

a. Consultation

The Consultation took place online over two days on the 14th and 15th October. Excellent documentation was provided by the Commission on Education, Discipleship and Leadership (CEDAL) staff and the program was well organized.

b. Team

The consultation team consisted of Professor Kaye Roberts-Thomson former chair of SFM (from South Australia); Rev Benjamin Gilmour, a member of SFM and Director of the Vital Leadership at Uniting Mission and Education; and Rev Dr Robert McFarlane, chair of SFM and Presbytery Ministry Leader, Parramatta Nepean Presbytery.

c. Process

Due to the border restrictions and lockdown as a result of COVID-19 all contact was online. Prior to the Consultation, the team received comprehensive documentation from Western Australia (WA) and was able to interview all relevant people on Zoom. The interviews took place online over two days.

d. Previous consultation

The previous consultation was held in 2013 and had raised a number of substantial issues which had led to significant changes since then. Issues raised included poor communication betweenUCAWA Synod and Perth College of Divinity, the lack of Ministry Education Board (MEB) functions undertaken by CEDAL, the post graduate nature of theological training and the small numbers of candidates.

2. Context

a. History

In 2009 CEDAL was established as the MEB for lay education and discipleship and was placed under the governance of the single WA Presbytery. At that time candidates were trained at Murdoch University under Perth College of Divinity (PCD) in cooperation with the Anglicans. In later years that was a post graduate course. The theology department at Murdoch has been closed by the University.

Following the 2013 Review by Assembly the difficult decision to leave PCD was made in 2017 and a new model of theological education was developed. This decision has had some longer-term effects with some older ministers continuing to grieve for that loss.

CEDAL now governs the Perth Theological Hall which has a staff of three plus administration support, and has responsibility for overseeing the formation of the candidates.

b. WA specific context

WA is a small Synod and has a single Presbytery, both cover huge distances. There are also significant time differences relative to the rest of Australia, especially during daylight saving periods.

c. Organizational structure

All training and formation for specified ministries is under CEDAL. CEDAL reports to Presbytery. CEDAL writes reports for Assembly. The WA Synod has delegated all responsibility for education and formation to the Presbytery. This includes the funding of education. Presbytery also has a separate Candidates Committee.

d. Governance

CEDAL is governed by a board with lay and ordained members. It has responsibility for all UCA education in WA Synod.

The Ministerial Education Sub Committee receives formation panel reports and drafts policies for CEDAL. It is currently developing templates for formation and selection panels and for the exit process. Two further sub-committees operate as needed: a finance sub-committee and an occasional Lay education sub-committee for specific programs. Faculty of PTH operates as a permanent sub-committee of CEDAL.

We would encourage the relationship and communication between CEDAL Board and key staff to continue to grow and develop.

Response: Faculty acknowledge the above statement as axiomatic, regarding the relationship and communication between CEDAL and staff.

e. Synod Support

Currently financial support for CEDAL is only guaranteed until the end of 2022. There is a need for more financial and other support from the Synod. Reliance on Presbytery finances is a risk as finances are insufficient for planning for the future.

Response: The comments about Synod support are noted by CEDAL, with agreement. Synod is currently discussing future financial support for CEDAL and particularly funding for 2023.

Perth Theological Hall is located in Synod offices which is seen as being an advantage for the staff. Staff are seen to be hard working by CEDAL

and the Synod. However not having a 'home' means that there is no specific place for candidates to meet informally.

Response: This comment about the lack of a 'home' and place for the candidates to meet informally is noted by CEDAL. Unfortunately, this is unlikely to change in the current environment. Faculty recognise that because the candidates are studying in different places, they do not naturally gather physically anywhere. The candidates do catch up and meet informally via their own social media group.

Students were generally positive about their experience but commented on the lack of an informal meeting place.

f. Planning

This was a concern. There is limited strategic thinking and planning due to the perception of lack of long-term funding. This limits the long term capacity building of educational offerings which will build future leadership. In addition, lack of financial certainty leads to feelings of insecurity among the staff.

Response: CEDAL recently appointed a task group to investigate lay education and training. The task group will consider alternative models and approaches. CEDAL has previously discussed where candidates undertake theological education and will further discuss this in its June meeting, informed by a report from Faculty. CEDAL also anticipates revising its goals and strategies in late 2022-2023, alongside the new Synod and Presbytery Strategic Plan when this is finalised.

3. Ministerial and Lay Education

a. Period Of Discernment

This is largely the responsibility of the Presbytery. A number of new initiatives are being explored such as internships for school leavers. We would support accessibility of Period of Discernment (POD) across theological spectra. Current POD offerings appear to be working well.

b. Phase 2

CEDAL is to be congratulated on the increased number of candidates (2 in 2017, 8 in 2021), currently the most for 20 years.

Candidates are receiving their theological education at a variety of colleges – three at MORLING-VOSE Seminary (formerly the Baptist seminary in Perth, now under Morling College); one each at Pilgrim College, United College of Leadership and Theology, Nungalinga and United Theological College (one is undertaking formation only as already has a PhD in theology). Much of the interstate education is online, except for the Pilgrim candidate who is in Melbourne.

The small number of candidates enables individualized course work and formation. Bespoke formation and education has benefits as well as limitations in terms of peer learning and development, team development and a body/collegial ethos.

We question whether the theological education provided by MORLING-VOSE provides a broad enough foundation to be helpful for UCA theological formation. Concerns include UCA understanding of scripture as articulated in the Basis of Union, a broad theological foundation, and equipping people to minister across the diversity of the Uniting Church. Our primary preference would be that CEDAL consider partnering with a UCA college. The use of intensives, flying in and other creative approaches should be considered.

Response: CEDAL has previously discussed where candidates undertake theological education and will further discuss this in its June meeting, informed by a report from Faculty. CEDAL will need to consider and evaluate training providers versus the needs of individual candidates. Faculty monitor the theological emphases of MORLING-VOSE, and the leadership of MORLING-VOSE in Perth are aware of their concerns in this matter. Theological training at MORLING-VOSE is supplemented in Formation, in both the Wednesday programme and intensives, across the three-year cycle. Faculty regularly make time in Formation to be clear around UCA theological perspectives.

Each candidate has a formation panel which includes a Chairperson, a Mentor, a representative from CMC, a faculty representative, and a field education supervisor when the candidate is in field education. The members are appointed by CEDAL. Formation days are held fortnightly in a local Church – these are largely valued by candidates (16 days of these and up to 15 days of intensives which add up to 30 days a year). We affirm that the formation program includes a number of intensives and formation sessions which are open for continuing education. Students were generally positive about their experience but commented on the lack of an informal meeting place.

Distance of WA from the other UCA Colleges and time differences particularly in summer, create perceived difficulties for distance learning from colleges in eastern states.

Exit placements can take a long time and need to be organized in a more timely manner. Long delays cause frustration among exit students.

Response: CEDAL acknowledges the frustration of exit candidates. However, the placements process is Presbytery business and is not within the remit of CEDAL.

c. Phases 3 & 4

CEDAL runs a 4-day School of Ministry annually which is generally well regarded. In addition, courses on Safe Church and Ethical Ministry are held as well as refresher courses for those who have done them previously. A few ministers do not attend, related to grief/anger from Murdoch closing.

Also Summer Spirit, a two-day programme for lay and ordained people of the Uniting Church WA is held annually. There is a concentration on courses and events primarily.

CEDAL works with Thrive Mission Unit of Presbytery to deliver Mission Shaped Ministry training.

There is some debate about who has primary responsibility for overseeing ministers in Phase 4, whether CEDAL or Presbytery. Similarly, oversight of, and accountability for life-long learning for specified ministry agents is unclear.

Response: CEDAL is responsible for providing educational opportunities for Ministers in Phase 4. Presbytery is responsible for oversight.

Trained professional supervisors and mentors are in place.

d. Lay preachers

Until recently Lay Preacher training was a Certificate IV or Diploma through Adelaide College of Divinity. This is still available, but is expensive. Most lay preachers now undertake a non-accredited course, but can gain credit for the Cert IV. Ongoing continuing education is unclear, although Summer Spirit is available.

Response: A three-year performance and development review was completed for Dr Elaine Ledgerwood, Presbytery Minister – Education and Training (VET Sector). Several challenges were identified, including the cost of the qualification, the time commitment for students, and low student enrolments and completions. The Presbytery resolved to conclude the position and placement on 30 June 2022.

CEDAL has since appointed a task group to investigate lay education and training. The task group will consider alternative models and approaches. CEDAL has also noted that ACD will cease being an RTO at the end of 2022.

CEDAL commends Elaine for her intellectual and relational gifts, and for the organisation, energy, generosity and cooperation that she brought to this placement. CEDAL prays that God will bless and guide Elaine as she exits Formation this semester, seeks a placement and is ordained.

e. Pastors

WA Synod has a policy of pastors being stipended. This results in leaders in CALD, Indigenous and regional/remote communities who may not be able to afford the costs not being eligible to be pastors.

Response: Presbytery and Synod have revised the procedure for appointing Pastors, allowing for the commissioning of volunteers. This was endorsed in March.

In consultation with Pastors it was apparent that they were not aware of any competency assessments being conducted. Non-accredited courses lead to a recognized UCA certificate not just an attendance certificate.

Response: Elaine has conducted competency assessment. However, Faculty recognise that the completion of basic training and competency assessment (at the time of placement and commissioning) needs to be more explicit. CEDAL recognises its responsibility to provide all Pastors with training in the *Basis of Union* and the *Code of Ethics and Ministry Practice*. Faculty provide this training.

The time allocation for continuing professional development for pastors (50 hours) was not known among the pastors spoken to. Although the events such as Summer Spirit and School of Ministry are available to pastors, the huge distances between Perth and the remote placements of many pastors proved too costly and prohibitive in time. Some pastors have attended various events by zoom.

f. Other lay education

One staff member runs a successful ESL and Theology Course, primarily for CALD communities, providing a pathway for ministry.

g. Admission of Ministers

Mentoring and professional supervision of ministers seeking admission deserve commendations, as ministers were very appreciative. Some questions about recognition and inclusion of overseas ministers working in CALD congregations (Indonesian case) were raised.

4. Staffing

CEDAL/ Perth Theological Hall have three staff plus administrative support and are located in the Synod Office. This has the advantage of easy coordination with other Synod staff, but there is no place for students. Students said that the lack of such a space was detrimental to development of collegiality.

Staff noted that there was no guaranteed funding after 2022 which created uncertainty. One staff member is currently under review, another is to be reviewed next year. The staff commented that they were all female, white with high levels of qualifications.

Response: Three-year performance and development reviews are currently being undertaken for Rev Dr Anne Wright, Director of Education and Formation, and Rev Dr Christine Sorensen, Presbytery Minister (Formation and Discipleship). CEDAL anticipates that these reviews will be completed in August-September.

The team noted the need for clarification by CEDAL Board for staff as to the diversity and priorities of formation. We also noted the need for ongoing team development as an example of team ministry.

a. Qualifications

The staff are highly qualified. All have PhDs, one in Systematic Theology and two in Practical Theology. Two staff are ordained and the staff person largely responsible for lay ministries is a candidate who is likely to complete her formation this year. All staff have extensive ministry experience.

b. Roles

As CEDAL has a very small staff, there is cross over of roles. Rev Dr Anne Wright is Principal and has overall responsibility, she reports to CEDAL and Presbytery. Rev Dr Christine Sorensen has primary responsibility for formation, and some lay education. Dr Elaine Ledgerwood has primarily responsible for Cert IV, Diploma, lay preacher training and Ministry of Pastor. All staff carry heavy workloads which is a concern. They report having little time for reading, reflection and research.

Response: Faculty have made adjustments to manage their workload. For example, inviting people from across the Synod to speak and share their expertise in the Wednesday programme, and inviting people from across the Synod and occasionally from interstate to present at major events (including Summer Spirit and School of Ministry).

The consultation team affirms the theological differences within the team and encourages them to work collaboratively.

5. Resources and Facilities

a. Finance

The team were informed that funding for CEDAL was only guaranteed until the end of 2022. There is a need for longer term funding to provide stability and reduce uncertainty. The current uncertainty stifles ability to plan strategically for the longer term.

Funding at present is through the WA Presbytery. The Synod needs to take some financial responsibility for education and formation within the Synod.

b. Student space

As mentioned above the candidates have a space for fortnightly formation sessions but no place for informal peer group interaction of candidates to build community around formation. This is important as the candidates are in different colleges which makes informal interaction difficult.

c. Library

The Department of Theology at Murdoch University has closed therefore the library needs to be rehoused. Consideration is being given to locating it at Wollaston Anglican Theological College or possibly through a UCA college partnership arrangement.

6. Future

a. Current operations provide bespoke formation for each candidate, however little thought has been given to a future with more candidates.

b. The team noted the need for more peer group collaborative formation for candidates.

Response: Faculty have recently moved the Wednesday programme to a new location, with a larger space for the candidates and more facilities.

c. Different views of future direction exist and are being explored. Options are to realign with Anglicans perhaps at Wollaston College or to join with another UCA college.

Response: CEDAL recognises that different views are being expressed and explored. These matters will be further discussed in CEDAL meetings and addressed by CEDAL in an anticipated revision of its goals and strategies in late 2022-2023.

7. Recommendations

a. Commendations

- CEDAL and its staff have undertaken the management of huge amount of change
- Candidate numbers are increasing
- Rev Bev Fabb undertook an enormous amount of work in establishment of new arrangements
- Current staff are working very hard in an environment of constrained resources,

b. Recommendations

1. Recommend to Assembly that the WA education and formation be recognised as fulfilling the Regulations of the Uniting Church for the ordained ministries and the Standards of formation, education and training for the accredited lay preaching ministry.

Also recommend that:

2. Competency assessment and provision for life-long learning for Ministry of Pastor needs attention

Response: CEDAL has appointed a task group to investigate lay education and training. CEDAL has a responsibility to provide all Pastors with training in the *Basis of Union* and *Code of Ethics and Ministry Practice*. Faculty provide this training. The task group will explore competency assessment and the provision of life-long learning opportunities.

3. Competency assessment of lay preacher training is encouraged, noting the changes of late from CERT IV to non-accredited award

Response: CEDAL has appointed a task group to investigate lay education and training. The task group will consider alternative models and approaches.

4. The pursuing of an alignment with an established UCA College is undertaken

Response: CEDAL has previously discussed theological education for candidates and will further discuss this in its June meeting, informed by a report from Faculty. This will be further addressed by CEDAL in an anticipated revision of its goals and strategies in late 2022-2023.

5. Creative modes of delivery including intensives and online formats are intentionally considered

Response: Most intensives are offered mixed mode, with the option of attending in-person or via Zoom. The Uniting Learning platform is also used for lay education. Faculty believe that Formation can be offered mixed mode, for distance attendees, and will explore this.

6. Longer term financial support for CEDAL is provided including a commitment from Synod

Response: Synod is currently discussing future financial support for CEDAL and particularly funding for 2023. Presbytery is able to inform this discussion. This matter will be addressed at the annual meeting of Synod in September.

7. Strategic planning for longer term is undertaken (missional and ministry needs of Future Church)

Response: Synod and Presbytery are currently undertaking strategic planning for 2023 onwards. The previous Strategic Plan 2018-2021 informed CEDAL's goals and strategies. CEDAL anticipates revising its goals and strategies in late 2022-2023, alongside the new Strategic Plan when this is finalised. This will involve discussing the current and future church, in terms of ministry and mission.

Faculty advise there is a strong missional focus in Formation and lay education. MSM is offered for missional training and church planting education has been engaged with in Formation.

8. Non-stipended pastors be revisited as without these some ministry opportunities may be restricted.

Response: Presbytery and Synod have revised the procedure for appointing Pastors, allowing for the commissioning of volunteers. This was endorsed in March. CEDAL is responsible for providing training in the *Basis of Union* and the *Code of Ethics and Ministry Practice*, and appointing a mentor.

9. Rev Dr Anne Wright and staff be thanked for their excellent organization.

Response: CEDAL acknowledges and thanks Rev Dr Anne Wright, Rev Dr Christine Sorensen and Dr Elaine Ledgerwood for their respective and varied contributions to education and training in the Synod and Presbytery.

Timetable - S4M Consultation 2021				
	ACDT	AEDT	WST	
	Thursday 14 October	11:30 AM	12:00 PM	9:00 AM
12:00 PM		12:30 PM	9:30 AM	CEDAL Members David Kriel Anne Wright Christine Sorensen Claire Pickering Cathie Lambert
12:30 PM		1:00 PM	10:00 AM	Jon Haslam Lindsay Ginn Hanamoā Vaitogi Randy Salmond Samuel Annan Manie Strydom
1:00 PM		1:30 PM	10:30 AM	BREAK
1:30 PM		2:00 PM	11:00 AM	Head of College - Anne Wright
2:00 PM		2:30 PM	11:30 AM	
2:30 PM		3:00 PM	12:00 PM	Faculty - Christine Sorensen
3:00 PM		3:30 PM	12:30 PM	LUNCH
3:30 PM		4:00 PM	1:00 PM	Faculty - Elaine Ledgerwood
4:00 PM		4:30 PM	1:30 PM	Faculty - Anne Wright, Christine Sorensen & Elaine Ledgerwood
4:30 PM		5:00 PM	2:00 PM	Bev Fabb - History
5:00 PM		5:30 PM	2:30 PM	BREAK
5:30 PM		6:00 PM	3:00 PM	MESC - Claire Pickering & Bev Fabb
6:00 PM		6:30 PM	3:30 PM	
6:30 PM		7:00 PM	4:00 PM	Ministers seeking recognition - Rob Douglas, Willem Smit, Stephen van Schalkwyk & Roy Alexander
7:00 PM		7:30 PM	4:30 PM	
Friday 15 October	11:00 AM	11:30 AM	8:30 AM	Presbytery care and education for lay leaders and lay preachers - David Ferguson & Elaine Ledgerwood
	11:30 AM	12:00 PM	9:00 AM	Graduates - Sione Lea-aetoa, Sophia Lizares & Judy Sanderson
	12:00 PM	12:30 PM	9:30 AM	
	12:30 PM	1:00 PM	10:00 AM	BREAK

1:00 PM	1:30 PM	10:30 AM	Current Students - Ana Lea-aetoa, Samuel Annan & Susan Thompson
1:30 PM	2:00 PM	11:00 AM	
2:00 PM	2:30 PM	11:30 AM	Chair of Presbytery - Alison Xamon
2:30 PM	3:00 PM	12:00 PM	
3:00 PM	3:30 PM	12:30 PM	LUNCH
3:30 PM	4:00 PM	1:00 PM	
4:00 PM	4:30 PM	1:30 PM	Recent Lay Preachers - John van den Berg, Shirley Francis & Mary Riley
4:30 PM	5:00 PM	2:00 PM	Pastors - John Tompkins, Chelsea Bunter, Julie Ridden & Lindsay Ginn
5:00 PM	5:30 PM	2:30 PM	BREAK
5:30 PM	6:00 PM	3:00 PM	Wrap Up - Anne Wright & David Kriel
6:00 PM	6:30 PM	3:30 PM	