



ATTACHMENT D FRAMEWORK OF PRINCIPLES (AMENDED)

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 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.

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).

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.

15. Competency

Requirements for all Committee members to undertake training in complaint and disciplinary process.

16. Pastoral, Financial and other Support

- 16.1 Provisions providing for pastoral, spiritual and financial support for those involved in the disciplinary process and the duration of such support.
- 16.2 Right to legal representation to be limited to proceedings before the Committee for Discipline

17. Standing Aside of Minister

Role of Moderator is to be aligned to disciplinary process with retention of the Moderator's power to stand aside a Minister.



muylothina takila-ti Le:wun tunk-ungai tuldangk tunk-ungai
Ola ma tumau i le alofa' 사랑 안에서 살기 Tinggal di dalam Kasih
Nofoma'u i he Ofa 愛中合居

