

THE DIOCESE OF SALDANHA BAY  
IDYOSISI YASE SALDANHABAY  
BISDOM VAN SALDANHABAAI



**THE ANGLICAN CHURCH OF SOUTHERN AFRICA**

**The 5<sup>th</sup> Session of Diocesan Synod**

**3<sup>rd</sup> to 6<sup>th</sup> October 2018**

**at**

**The Church of the Good Shepherd, Kensington**

**THE AGENDA BOOK**

The President of the Diocesan Synod

The Right Reverend **RAPHAEL BERNARD VIBURT HESS**

The Bishop of the Diocese of Saldanha Bay

**“KOM ONS STAAN SAAM. HIER IS EK STUUR MY”**

**“MASIBAMBISANE, NDIKHO, THUMA MINA”**

**“LET’S STAND TOGETHER HERE AM I SEND ME”**



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**THE STANDING COMMITTEE of SYNOD  
and CO-OPTED MEMBERS of the COMMITTEE**

The Right Revd Raphael Hess  
The Very Revd Kulana Makhalima  
The Ven. André Allies  
The Ven. Gill Bowman  
The Ven. Jeannine Louw  
The Revd Canon Selwyn Engelbrecht  
The Revd Canon Denver Heugh  
The Revd Canon Charles Williams  
The Revd Nino Julius  
Lay Canon Clarence Martin  
Judge Chantel Fortuin  
Advocate Lloyd Fortuin  
Mrs Manerva Johnson  
Mr Edwin Hill  
The Chaplain the Revd Claudette Garnie

# 1. The Bishop's Welcome and Preliminary Charge to the Synod

Dear Synod Members, Invited Guest and Friends of the Diocese of Saldanha Bay.

A Diocesan Synod provides a wonderful opportunity for us to celebrate our common humanity as Disciples of Christ. It provides us with the challenge and opportunity to grow in three directions, deeper, wider and younger.

Three simple words: "WIDER"  
"YOUNGER"  
DEEPER"

I owe this inspiration to the Bishop of Southwell, Paul Williams, who called on his Diocese in his inauguration address to grow the Church ... "wider, younger, deeper"

"Wider" ... in that we will seek to grow our diocese by pushing our boundaries further and further outward to include everyone.

We will exclude no one.

Our spreading of the good news will place God at the centre, and the circumference nowhere!

Everyone is included, no one is excluded ...  
no one is left behind ...  
no one is forgotten ...

"Younger" ... we will continue to seek ways to harness the energy, the inclusive vision and creativity of our young people ... our children  
... our students

across our diocese, and incorporate them fully into the Mission and Ministry of our Diocese.

As a Diocese I urge us to become radical and innovative in the way we structure our Synod, to make it truly a place where the whole family of God, young and old, are seen to be together, and working together to strengthen the family.

"Deeper" ... we will continue to seek ways to deepen our understanding of our faith in God. We will encourage one another to fall deeply in love with God the Ground of Our Being.

Our Prayer life shall be nurtured by intentional programmes and projects to deepen everyone's spiritual journey.

Our dedication to develop a disciplined Prayer life shall be a priority in our Planning and Pastoral Parish Ministry.

Our dedication and commitment to deepen our understanding and our reading Of the scriptures, shall also be a priority in our preaching and teaching.

**LET US LOOK BACK and REFLECT SINCE OUR LAST SYNOD**

And now, suddenly three years have passed. So much has happened. Such is the nature of a diocese, of an archdeaconry, of a parish... time passes and fashions our days. How easy it is to get caught up in “ad-ministry” instead of ministry. How easy it is to dream too big and find ourselves unable to balance the budget. How easy it is to get cynical and forget the source our dream.

Have we lived up to our dream, to our song? Have we implemented our resolutions, our measures? Dare we ask...have we *failed*?

Let us not be frightened of asking the questions. Let us not shirk from the light of self-examination. We have only ourselves to face. Let us explore in a spirit of honesty and humility what holds us from following our communal dream.

And this Synod provides us with such an opportunity. Let us come together, bravely and courageously and call upon the Lord to enlighten us, to help us, to enable and empower us to encapsulate and translate our Synod theme ...

“Kom ons Staan Saam, Hier is ek stuur my”  
“Masibambisane, Ndikho, Thuma Mina”  
“Let’s stand Together, Here I am Send me”

into a reality.

**LET US LOOK FORWARD and PROJECT FOR THE FUTURE**

Our theme contains a lovely paradox of motion “to stand”  
“to move”

We “stand” still together and we “move” respond as individuals, to the personal call made by God, who calls each one of us by name.

We want to be a people – a diocese – *the ecclesia* – who are open to growth; who are transforming and becoming; who are willing to journey who will continue and take further the love God started in us.

Synod 2015 moved us forward to a new way of being together. It’s not complete, not finished. We have a long way to go – we need ongoing transformation to enable us to fulfil our dream ...

I invite you earnestly to journey on – to join together at this Synod, to pray, laugh, cry, question, listen – to be transformed for growth – that we may accomplish what God, so wonderfully, has called us to.

Beloved members of Synod – come, let us journey on, in love, in response to the one who calls us, saying “Come, follow me!”

Yours in Christ



## **VOTES of APPRECIATION from the Bishop**

### **THE BISHOP**

The Bishop of the Diocese moves the following in respect of the Clergy in the Diocese of Saldanha Bay, since our last Synod in 2015

### **NEW ARRIVALS** since 2015

The Revd Titus Daniels

### **ORDINATIONS** since 2015

The Revd Joshua Abrahams  
The Revd Thomas Adams  
The Revd Nolan Boyd  
The Revd Tabeth Chitimbe  
The Revd Aletta Cloete  
The Revd Caroline Coetzee  
The Revd Dady Nguema  
The Revd Allan Marshall  
The Revd Salome Mostert  
The Revd Earl Richards  
The Revd Andrew Weiss  
The Revd Ernest Ward-Cox  
The Revd Mark Cloete  
The Revd Joy Joshua  
The Revd Suzette Strydom  
The Revd Maxwell Heins  
The Revd George Witbooi  
The Revd Wilfred Swartz

The Revd Yolanda Fortuin  
The Revd Claudette Garnie  
The Revd George Witbooi  
The Revd Maxwell Heins  
The Revd Nino Julius  
The Revd Tozamile Shweni  
The Revd Johannes George  
The Revd André Joseph  
The Revd Luyanda Nyubuse  
The Revd Glen Daries  
The Revd Wilfred Swartz  
The Revd Mario Christian  
The Revd Verona Coetzee

The Revd Roeleen Valentyn  
The Revd Valiant Valentyn  
The Revd Charmaine McBride  
The Revd Jessica Arendse  
The Revd Evelyn Abrahams  
The Revd Marzanne Heynes  
The Revd Renay Vraagom  
The Revd Tembeka Mpako-Ntusi  
The Revd Ethel Cloete  
The Revd John Lewin  
The Revd Robin Naidoo  
The Revd Allan du Plooy  
The Revd Paul van Reenen  
The Revd Dominic van Staden  
The Revd Brian Pritchard  
The Revd John Hartzenberg  
The Revd Abraham Kearns  
The Revd Moses Jefthas  
The Revd Johnny Laban  
The Revd Lanzlid Jordaan  
The Revd Jors Jooste  
The Revd Maria van Wyk

#### **VOTE of APPRECIATION**

The Bishop of the Diocese moves that Synod records its deep appreciation of the contribution made those who have retired, resigned or moved to another Diocese since the 4<sup>th</sup> Session of Synod, giving thanks to God for their contribution to the Life of the Diocese and wishes them well in their Retirement or new appointments.

#### **RETIRED**

The Ven. Andrew Wyngaard  
The Very Revd Bruce Jenneker  
The Ven James van Staden  
The Revd Canon Gill Bowman

#### **RESIGNED**

The Revd Oswald Cloete  
The Revd Velma Jansen

#### **LEFT THE DIOCESE for APPOINTMENTS elsewhere**

The Revd Pat Townshend  
The Revd Melaney Klaasen  
The Revd John Klaasen  
The Revd Andrew Weiss  
The Revd Jonathan Londt

**VOTE OF GRATITUDE and REMEMBRANCE of those who have DIED**

The Bishop of the Diocese moves that this Synod remembers with gratitude the contribution to the life of this Diocese of all those Synod Representatives who have died since the 4<sup>th</sup> Session of Synod and commends them to the prayers of the Diocese

**Bishops:**

The Rt. Revd Charles Albertyn  
The Rt. Revd David Russel

**Clergy:**

The Revd Michael Phillips  
The Revd Beverly Johnson  
The Revd Les Taylor  
The Revd Rowan Smith

**Clergy Spouses:**

Mrs Rosalind Quinlan  
Mrs Elizabeth Cupido

**The Laity:**

**A VOTE of WELCOME**

**The Taize Brothers at this Synod:**

The Revd Fr Brother Luc  
The Revd Fr Brother Norbert

**The Link with the Archdiocese of York (U.K.):**

The Revd Carol Backhouse  
The Revd Claire Todd

## 2. Hours of Sessions

**Note:** All representatives are required to sign the attendance register *daily*

### WEDNESDAY, 3<sup>rd</sup> OCTOBER 2018

16h00	Registration
18h30	Processions of Witness
18h55	Bishop takes the Brigade salute
19h00	Welcome
	Opening Eucharist
	The Bishop's Charge
	Confirmation of a Quorum
	Constitution of Synod
	Preliminary Business
	Refreshments

### THURSDAY, 4<sup>th</sup> OCTOBER 2018

and

### FRIDAY, 5<sup>th</sup> OCTOBER 2018

06h00	Registration
06h45	Holy Eucharist in the Church
	Move to the Hall
07h45	Breakfast
08h15	Synod resumes
	Refreshment break
	Synod resumes
12h00	Noonday Prayers
13h00	Lunch
14h00	Synod resumes
	Refreshment break
16h30	Synod resumes
17h45	Move to the Church for Evening Prayer

### SATURDAY, 6<sup>th</sup> OCTOBER 2018

06h00	Registration
06h45	Holy Eucharist in the Church
	Move to the Church Hall
07h30	Breakfast
08h15	Synod resumes
	Refreshment break
11h00	Synod resumes
13h00	Closing Liturgy for the Synod



## 3. Daily Order of Proceedings

**Note:** All representatives are required to sign the attendance register **daily**

*(Standing Rules of the Provincial Synod, Section 14)*

**After the Holy Eucharist and Breakfast, Synod resumes in the Plenary Hall where the following proceedings take place:**

1. The Bishop leads the Synod in prayer.
2. Reading, correcting and confirming Minutes.
3. Presenting and reading of Petitions (Rule 22-25).
4. Giving Notice of Motions in terms of Rule 30(a) (iii) and (iv).
5. Giving Notice of Questions [Rule 28(a)].
6. Asking and answering questions of which notice has been given [Rules 28(b) and 29].
7. Consideration of Agenda in the order arranged by The Diocesan Synod Standing Committee.

## 4. Synod Prayers

### **VENI, CREATOR SPIRITUS / COME HOLY SPIRIT**

Come, Holy Ghost, our souls inspire,  
And lighten with celestial fire,  
Thou the anointing Spirit art,  
Who dost thy sevenfold gifts impart.

Thy blessed unction from above  
Is comfort, life and fire of love;  
Enable with perpetual light  
The dullness of our blinded sight.

Anoint and cheer our soiled face  
With the abundance of thy grace;  
Keep far our foes, give peace at home;  
Where thou art guide no ill can come.

Teach us to know the Father, Son,  
And Thee, of Both, to be but One;  
That through the ages all along  
This may be our endless song,

Praise to thy eternal merit  
Father, Son and Holy Spirit.  
Amen

### **COLLECT FOR SYNOD**

O God of grace and glory,  
the source of our vocation  
and the splendour of our hope:  
send your Holy Spirit  
to direct this Synod in wisdom, love and vigour;  
remove confusion, establish concord,  
kindle the fire of vision and commitment;  
that we may be transformed by growth  
into a community of love,  
one in faith, united in the service of Christ  
whose we are and whom we serve,  
and who lives and reigns  
with you and the Holy Spirit,  
one God in glory everlasting.  
Amen.

### **PRAYER FOR THE PREPARATION FOR SYNOD**

Almighty God, in preparing for our Synod,  
we pray that you would grant  
wisdom and discernment to this Diocese.  
Keep us steadfast in faith, united in love  
and always seeking the common good.  
Enable us to be

*Transformed for Growth*, and for Generous Hospitality and Radical Inclusivity  
through our Relationships, Finances and Structures.

May we continue to journey together  
in faith, hope and love  
to your glory and honour of your name.  
Through Jesus Christ our Lord. AMEN

# 5. Presentations, Discussions & Debates

At a Synod we are asked to address a number of important matters to do with the mission and administration of a Diocese.

In order to deal with all the issues being presented at **SYNOD 2018**, we will spend time listening to presentations, engaging in Conference of Synod Groups discussions and receiving, debating and accepting **measures and motions** in the plenary sessions.

What are **measures and motions**?

- **Measures** are proposals to amend the Acts of the Diocese. Measures are formal matters and need to be read in Synod more than once before the Synod is asked to vote.
- **Motions** are proposals or requests on which members of the Synod will be asked to vote. Once a Motion is adopted it becomes a Resolution.

**NOTE: Motions from the floor**, that is, motions developed in response to the Bishop's Charge to Synod and or as a result of the Conference of Synod Groups discussions are acceptable. We may therefore, as a consequence of our discussions during Synod, modify or amend the existing Motions or table new Motions that better capture the spirit and the will of the Synod. However, **no other new Measures** may be tabled from the floor during Synod.

The Measures and Motions that are being presented at **SYNOD 2018** reflect the **Diocesan Priorities** that have emerged from our last Synod in 2015. Since that Synod, Diocesan Council has resolved that we, as a diocese, should focus on **SEVEN mission priorities**. More recently Diocesan Council resolved that of the seven priorities, we should pay careful attention to **THREE APEX PRIORITIES** – namely Socio-economic Development, Church Growth and Youth Development. **BUT**, this did not mean that the other priorities would be neglected.

Our Diocesan Mission Priorities are:

1. Socio-economic Development
2. Church Growth & Planting
3. Youth Development
4. Theological Education & Spiritual Formation
5. Liturgical and Worship Development
6. Pastoral Care
7. Leadership and Administration

Each Synod representative will be asked to join in the **CONFERENCE OF SYNOD** chaired by a facilitator / chairperson in which the motions and (in some cases the measures) can be discussed, analyzed, explored, edited and then, finally presented to the Synod for debate and voting.

In the following section of the **Synod Agenda Book**, you will find both **Measures and Motions**. Each is identified as an **Agendum** and each is given a number for sake of reference. These are not necessarily printed in the order in which they will be discussed.

Motions that don't necessarily relate to any of the PRIORITIES may also be tabled during the Synod and appropriate times will be allocated for their discussion.

# 6. The Measures

The following Measures have been received and are tabbed here for Synod to adopt or amend in light of the discussions we have.

## **AGENDUM 1: TO AMEND PART of ACT 7**

### **FEE\$ and OFFERINGS**

To be moved by:

Seconded by:

#### **PRINCIPLE:**

**Whereas** it is clearly stipulated in the Act that NO FEES SHALL BE CHARGED for the ADMINISTRATION of the SACRAMENTS

**And whereas** confusion still exists in Parishes whether fees may be levied for services such as Weddings, Funerals and Baptisms.

**And whereas** there is always a question about whether a funeral is a sacrament or not, and therefore falls under the provision of this act or not

#### **THEREFORE:**

**This Synod is requested to** make the following amendments and additions to the Act.

- (i) Change the Word "sacrament" to "all ministeries offered in the name of the Lord Jesus Christ".
- (ii) That Parish Councils be required to ensure that a clear Tariff of Fees for legitimate services be made public in the Parish and posted on the Notice Board, e.g.

Fees for: The Caretaker  
The Organist  
The Flowers  
The Catering

And that it be made explicit in the Parish through Notices and Posts that there are NO FEES or ENVELOPES to be given for Weddings, Baptisms and Funeral.

- (iii) FREE WILL GIFTS / LOVE OFFERINGS. The following to be added to the Act. These may be received by the Clergy from anyone who wishes to give these.

**AGENDUM 2: TO AMEND ACT 7**

To be moved by:

Seconded by:

**PRINCIPLE:**

**Whereas** there are different means of legitimately conceiving and receiving children into a family e.g. adoption, artificial insemination, surrogacy, Invitro Fertilization, Embryo Transfer etc.

**THEREFORE:**

Propose to add the following at 7.4.3.4:

“Married/unmarried women/men who are Stipendiary shall be entitled to sixteen weeks maternity leave on full pay and married/unmarried male clergy who are stipendiary to one week paternity leave.

**AGENDUM 3: TO AMEND CHAPTER 1**

**THE SYNOD**

To be moved by:

Seconded by:

**PRINCIPLE:**

**Whereas** in recent years the number of Parish Synod Representatives throughout the Diocese has consistently been TWO LAY REPRESENTATIVES per parish (the old number of Communicants Table has fallen into disuse)

**And Whereas** the policy of a New Way of Being and Doing has become an important hallmark in our manner of ministry in the Diocese of Saldanha Bay

**And whereas** we have sought to be as Representative and Inclusive of all our Parishes, Chapelries and Organisations to have a voice and a vote at Synod

**THEREFORE:**

**This Synod resolves that:**

- (i) Each Parish be represented by TWO REPRESENTATIVES and TWO ALTERNATE REPRESENTATIVES
- (ii) Each Parish with Chapelries shall elect ONE REPRESENTATIVE and ONE ALTERNATE REPRESENTATIVE from each Chapelry to attend Synod as Full Members
- (iii) Each Parish shall elect TWO YOUNG PERSONS and TWO ALTERNATE YOUNG PERSONS to attend Synod as full members.
- (iv) That each Registered Ministry Organisation in the Diocese shall elect ONE REPRESENTATIVE and ONE ALTERNATE REPRESENTATIVE to attend Synod as a full member.
- (v) Each Chapelry shall elect one Youth Representative and one Alternate Youth Representative

**AGENDUM 4: DELETIONS from the ACTS**

**Act 7.7.1 and 7.7.2 and 7.7.4**

To be moved by:  
Seconded by:

**PRINCIPLE:**

**Whereas** these obligations no longer apply it is

**THEREFORE:**

Requested that this Synod now deletes these clauses from the Act

**AGENDUM 5: TO AMEND ACT 7**

To be moved by:

Seconded by:

**PRINCIPLE:**

**Whereas** the ACT does not contain a guide or measure for Compassionate leave due to Stipendiary Clergy which can either be used for death or for family responsibility e.g. in the case of miscarriage, still born child, or the Clerics child being ill, in the event of the death of a Clerics spouse (including life partner), or the death of the Cleric or his/her spouse/life partner's parent, adoptive parent, grandparent, brothers and sisters (including adopted and step brothers and sisters), child, adopted or step child, and grandchild, caring for sick or terminally ill spouses and parents, or assistance during hospitalization.

**THEREFORE:**

Propose to add the following:

A Cleric shall be entitled to 10 days compassionate/family responsibility leave per annum, providing that reasonable proof of an event mentioned above is provided, in order to be considered for paid compassionate/family responsibility leave.



**AGENDUM 6: TO AMEND ACT 7**

To be moved by:

Seconded by:

**PRINCIPLE:**

**Whereas** there is in existence a system of recording Clergy leave, through a process of completing LEAVE FORMS, which has to be quadruplicate and deposited with The Diocesan Secretary, The Bishop, The Churchwardens and the Archdeacon. This is cumbersome and frustrates the facilitation of good record keeping.

**Whereas** the Diocese has grown immensely with Clergy and Lay Staff, leave management and administration have posed challenges and our current system is cumbersome. It is desirable to have a paperless administrative system.

**THEREFORE:**

**It is proposed that:**

- a) The Diocesan Secretary be enabled to develop and implement an Electronic Leave System to manage the transaction of Leave and Record keeping.
- b) The first phase of the Electronic System to be in place by the June of 2019.
- c) This to include a self-help support function.
- d) Interfaced with this system, should be the mechanism to link and view online pay slips as well as IRP5's.
- e) This system to be adopted and endorsed by the Diocesan Trust Board and the Diocesan Finance Board at their first meeting in 2019.
- f) The Diocesan Secretary shall be responsible for the maintenance of the Electronic Leave System.

**AGENDUM 7: TO AMEND ACT 7**

To be moved by:

Seconded by:

**PRINCIPLE:**

**Whereas** the ACT does not contain a guide or measure for Sick leave due to Stipendiary Clergy nor for Contract Staff within the Diocese.

**THEREFORE:**

**Propose to add the following:**

A Full-Time Stipendiary Cleric or contract staff (36 months or more) shall be entitled to:

- a) 3 year cycle – 30 days full pay in a 3 year cycle i.e. 30 days over 3 years
- b) If sick leave is depleted before the 3 year cycle comes to pass, additional sick leave days would need to be approved by The Bishop.
- c) The granting of any sick leave in excess of 2 working days shall be subject to the submission of a satisfactory medical certificate.
- d) The medical certificate must contain the following:
  - Name, address, qualifications and practice number of practitioner;
  - Signature of practitioner;
  - Name of the patient;
  - Date and time of the examination;
  - A description of the illness, injury or disorder in layman's language;
  - The exact period of recommended sick leave;
  - The date of issue of the certificate.
- e) If a Cleric or Staff becomes ill whilst on leave, that part of the leave may be converted to sick leave, on presentation of a medical certificate for the full period of illness.

# 7. The Motions

A Presentation will be made on each Mission Priority, after which small group discussions will take place. After these discussions, Synod will have an opportunity to develop further motions for tabling. The following Motions have been received and are tabled for Synod to adopt or amend in light of the discussions we have.

## **AGENDUM 8: APEX MISSION PRIORITIES**

To be moved by: The Revd Canon Charles Williams  
Seconded by: The Lay Canon Clarence Martin

### **PRINCIPLE**

**Whereas** this Synod acknowledges the mandate given by the Diocesan Synod of 2015 for the engagement of parishes Archdeaonries and Diocesan Structures regarding the Identified 3 Diocesan Apex Priorities:

1. Developing and Retaining Young People in the Church:
2. Social Economic Development Office
3. Commission on Church Planting and Growth

**And whereas** a convenor was appointed for each Apex Priority.

**And whereas** a change of Canon Missioner took place as at 09 July 2017.

**And whereas** a progress report was presented to this Synod.

**And whereas** each of the 7 Archdeaonries within the Diocese has identified 1 project per Apex priority.

**And whereas** these 21 projects are at different stages of its project life cycle in each Archdeaonry.

### **THEREFORE:**

**This Synod Proposes that:**

1. The Diocesan Council at its next meeting celebrates and acknowledges the engagement of Parishes, Archdeaonries and Diocesan Structures in the implementation of the 3x Apex Priorities.
2. Each Archdeaonry continues with the implementation of their 3 x identified projects.
3. The recommendations mentioned in the Canon Missioner's report to this Synod be seriously considered by the next Diocesan Council meeting.
4. Diocesan Council monitor the implementation of the identified projects per Archdeaonry.
5. A progress report be compiled to be tabled at the net Diocesan Synod.

## **AGENDUM 9: YOUTH MINISTRY DRAFT CONSTITUTION**

To be moved by:

Seconded by:

### **PRINCIPLE:**

**Whereas** it is deemed prudent to have a constitution to guide and govern a ministry organization in the Church

**And whereas** no such constitution currently is in place

### **THEREFORE:**

This Synod Proposes that the following Constitution be adopted for the Youth Ministry

#### **1. Preamble**

We the Young people of the Diocese of Saldanha Bay are not afraid to dream and turn our dreams into actions.

We are bearing our ancient name, people of the way; we walk through the 800kms in which we live, united and aware of our neighbours, who may live in miles from us.

We are Young, not only in mind and spirit - but young in demographics - and so we are a church in which the Young kick off their shoes and feel completely at home – where they are both seen and heard in our sanctuaries and in our leadership; Where they are led and taught, and encouraged to take the lead in colours and sounds particularly to their own.

This document serves as a guide on the structuring and administration of Youth Ministry within the Diocese of Saldanha Bay. All Youth structures within the diocese are coordinated under the umbrella of Anglican Youth Ministry.

#### **1.2 MISSION**

We create a voice for young people in our diocese to be heard. We are developing leadership of our youth vibrant and visible, facilitating authentic indaba conversation, convening with integrity connecting young people of the diocese of Saldanha bay. We are holding young person's voices as distinct.

#### **2. AIMS AND OBJECTIVES**

2.1 Worship: Participation of young people in the corporate worship while still being a personal and daily worshipper.

2.2 Evangelism and Mission – Encourage the sharing of personal faith with others.

2.3 Fellowship – Create a platform for diocesan youth diverse as it may be to interact, learn from each other and embrace each other.

2.4 EDUCATE: Create an education programme for capacitation of youth leaders in our diocese and developing material for enrichment of Youth ministry

#### **3. MEMBERSHIP**

Membership shall be open to all recognised youth structures and Archdeaconry Youth Representations.

#### **4. NAME**

The name of this ministry is **Anglican Youth Ministry**, here after referred to as AYM, and is covered by Anglican Youth Ministry Council, hereafter referred to as AYMC.

#### **5. AUTHORITY**

5.1 AYMC is accountable to the Diocesan Bishop and shall submit reports to the Diocesan Council.

5.2 No decisions or actions may be taken by AYMC that is contrary to the Canons OF A.C.S.A and Acts of the Diocese of Saldanha Bay.

#### **6. STRUCTURE**

6.1 The Diocesan Bishop shall appoint a **Youth Chaplain** to coordinate Youth Ministry within the Diocese of Saldanha Bay.

6.2 The Youth Chaplain should identify at least 1 Cleric and 3 Young people based on expertise to support his/her portfolio that will assist as secretariat as the Chaplain is not a Fulltime position.

6.3 The Diocesan Bishop has to appoint Chaplains for all Youth Ministries as well as for Archdeaonries who will be working under the guardianship of the Diocesan Youth Chaplain. All those Chaplains together with the Youth Secretariat will form of Youth Executive.

6.4 A consultative General Council meeting to be called annually which will be made by 3 Lay youth representatives from each Archdeaconry and Ministry.

6.5 The Anglican Youth Fellowship which is a youth formation predominantly in the Xhosa speaking congregations is recognised and given status same as the Archdeaconry Youth.

#### **7. GENERAL COUNCIL**

7.1 Each Archdeaconry and or Ministry will be represented by the Chaplain and two other Lay representatives.

7.2 Archdeaconry will meet quarterly and to be presided by the Diocesan Chaplain

7.3 Archdeaconry must adopt diocesan Youth Program and Budget for Youth Ministry.

7.4 Archdeaconry Council will convene conference of Youth leaders in the diocese every two years and

7.5 A year Prior the Diocesan Synod, a Youth Imbizo/Indaba must be hosted to create platform to listen to voices of young people within our Diocese.

#### **8. Accountability**

8.1 The Diocesan Chaplain and youth secretariat must represent youth at Diocesan Council and present a written which must also be circulated to Youth chaplains of the Diocese

8.2 Present written report at the Diocesan council.

#### **9. DISSOLUTION**

The Bishop/ Diocesan Chapter has a right to dissolve this ministry team if things happen or doesn't go in line with the diocesan vision

## **AGENDUM 10: HUMAN SEXUALITY PASTORAL GUIDELINES**

### **A Motion on Guidelines for the Pastoral Care of Members of the LGBTIQ Communities in the Diocese of Saldanha Bay**

To be moved by:

Seconded by:

#### **PRINCIPLE:**

The Anglican Communion in general and our Province in particular has wrestled to produce a comprehensive and mutually acceptable pastoral response to the diversity of sexual orientation and specifically to that of LGBTIQ members of our church. This includes our pastoral response to those who have contracted same-sex unions.

1. The Lambeth Conference of 1998 (resolution 1.10) - this resolution, among others, acknowledged the diversity of opinion on the matter of homosexuality and called for the continued listening to the experience of gay and lesbian people (the LGBTIQ community).
2. The Provincial Synod of the CPSA (now ACSA) in 2002 acknowledged the role played by gay and lesbian members (the LGBTI community) within the CPSA; encouraged the welcoming and affirmation of all members regardless of their sexual orientation, in all churches of the CPSA: declared that homosexuality was not a sin and encouraged its members to listen to what God is saying – this is a crucial position which the whole of our Province has adopted – the debate is no longer about whether homosexuality is a sin or not, but about how we pastorally minister to the LGBTIQ community.
3. The Provincial Standing Committee (CPSA) in September 2003 affirmed that homosexuality is not sinful and asked whether gays and lesbians in faithful, monogamous and committed relationships should be affirmed – again this indicates an openness to take seriously the question of the affirmation of gays and lesbians in such relationships by our church.
4. In 2003 the 74<sup>th</sup> General Convention of the of the Episcopal Church USA voted to ratify the election of Eugene Robinson, a priest in a long-term committed same-sex relationship, as Bishop of New Hampshire – this bold step which pioneered the recognition, affirmation and endorsement of clerics who are in the LGBTIQ community at the highest level of ECUSA;
5. In 2004 the Windsor Report, a document of the Anglican Communion, was published. It proposed three moratoria: The ordination of persons living in the same gender union to the episcopate; the blessing of same sex unions; and cross border incursions by bishops – this was an attempt to hold the notion of subsidiarity and common affection, in order to bolster unity in the Anglican Communion. Provincial Synod of ACSA 2005 received the Windsor report and commended it for study.
6. The Diocese of Cape Town Synod July 2009 requested that the bishops provide guidelines for the pastoral care of those in committed same sex relationships – to date the Synod of Bishops has not been able to produce these requested guidelines – this matter, we contend, is one of great urgency in our Diocese.

7. The Synod of Bishops 2009 ACSA affirmed that “Christian marriage is a lifelong union between one man and one woman... clergy unable to commit to one and other to a Christian marriage partnership are called to a life of celibacy” – this is enshrined in Canon 24 of the Canons and Constitution of ACSA – interestingly the Anglican Church of Canada and the Episcopal Church of Scotland have both amended their equivalent Canon, to provide for the solemnisation of life-long, committed relationships between people, irrespective of gender and sexual orientation.
8. Provincial Synod of 2010 adopted the Anglican Covenant, subject to ratification at the next session of Provincial Synod. The ACSA Synod of Bishops in 2011 developed pastoral guidelines for Civil Unions but not for Same Sex Unions.
9. For the past three years, the Synod of Bishops has been debating the proposed Pastoral Guidelines to enable formal ministry to be given to LGBTI people in our Parishes, but without resolution.
10. At the Synod of Bishops in February 2016, the Bishops issued a statement saying inter alia that “we reaffirm our assurance [of the LGBTI community] that they are loved by God and that all baptised, believing and faithful persons, regardless of sexual orientation are members of the, “Body of Christ and share in full membership as baptised members of the church”. However, and notwithstanding this embrace, the Bishops were unable to finalise guidelines that would inform a pastoral ministry to the LGBTI community, adopting rather, the guidelines of Lambeth 1.10 which, while seeking to embrace people of homosexual orientation and rejecting discrimination towards such people, **held that licensed ministers of the church may not pray for, bless or solemnise same sex unions and may not enter into such a union themselves, while holding a Bishop’s license to officiate** – this describes clearly the stance of ACSA at this time, however can be said to embody an intrinsic contradiction, in on the one hand, affirming that members of the LGBTIQ community, “enjoy full membership of the church...”, while on the other are subject to the discrimination and very circumscribed conditional participation as above.

Archbishop Emeritus Njongonkulu Ndungane, in his sermon delivered at the funeral of the late Dean Rowan Smith, declared, **“The fact remains that today, we are a Church in which our Communion has excluded a huge part of itself in certain matters. The blessing of same sex marriages remains an unresolved issue. But why? Why can’t we deal with this issue and get around our rubrics by talking about covenanted partnerships or similar?”**

**These matters are real in the world, and our failure to recognise them means that our Christian humanity is suffering.”**

Profound words offered by the Archbishop in his tribute to Fr Rowan Smith – surely significant food for thought, as we deliberate this vital matter.

11. At the Provincial Synod held in September 2016 the Diocese of Saldanha Bay tabled a motion seeking to provide for a, “Window of Opportunity for Guidelines for Pastoral Care in the context of Human Sexuality and Diversity”. When this Motion came before the Synod, the Archbishop called for it to move into ‘Conference Mode’ which enabled presentations to be made reflecting both sides of the debate – this was followed by a time of wide-ranging discussion, held by means of small groups (maximum of 5 people each) into which the Synod had been divided. The Motion was put and lost the following day – this notwithstanding we are proud to have brought to the Synod a ground-breaking Motion which has significantly raised the profile and importance of this debate throughout the Province.

Further prophetic and deeply challenging words drawn from Archbishop Njongonkulu's sermon, ***"We bless everything in Church. We bless buildings. Why not same-sex marriage? If one of our priests goes to a meal in a home of a same sex couple who attend his or her Church, does it not mean that he or she is addressing their relationship by doing that? Of course it does! We would not refuse to administer the sacrament of baptism to the child of a gay couple. But we won't bless their union.***

***I have no doubt that Rowan, the priest of the people, would rejoice with us to see a recognition by the Anglican Church and others in accepting the full human-ness of gay and lesbian people in a new, truly rainbow, Church.***

***It is in this context, then, that I ask for strong and courageous leadership from our Church – the kind of leadership that we saw in the dark days of apartheid – on the questions relating to sexuality and acceptance of LGBTQIA people in all its fullness and consequences."***

**THEREFORE:**

**This Synod Proposes that:**

1. The Diocese of Saldanha Bay Welcomes and warmly endorses the appointment of the Archbishop's Commission on Human Sexuality.
2. Congratulates Bishop Raphael on his pioneering work, in raising the profile of this debate in the Province and commends him in his work, as Chair of the Archbishop's Commission on Human Sexuality, particularly as it prepares for the next session of Provincial Synod.
3. Affirms and celebrates the diversity of humanity made in the image of God.
4. Calls on the Anglican Church to welcome to full membership of the Church all persons without discrimination on gender or sexual orientation, and to administer all the sacraments and ministeries without restriction.
5. Calls on the Bishop of the Diocese to grant clergy permission to Pray for and Bless those who are in same-sex unions, as well as minister to individuals in the LGBTIQ+ community.
6. Calls on the Bishop of the Diocese to enable members of the LGBTIQ+ community to exercise ministry as lay members, at every level of the Diocesan Life and to license clergy who are members of the LGBTIQ community.
7. Call on the Bishop of the Diocese to seek ways to canonically license Clergy who are in a same gender civil union.



## **AGENDUM 11: APOLOGY TO LGBTIQ+ COMMUNITY**

To be moved by:

Seconded by:

### **PRINCIPLE:**

We, the Church recognise past discrimination against members of the LGTIQ+ community.

We are saddened by the manner in which such discrimination has impacted on the lives of those who are LGBTIQ+.

### **THEREFORE:**

#### **This Synod Proposes that:**

The Diocese of Saldanha Bay records a formal heartfelt apology to the LGBTIQ+ community for the hurtful and unnecessary discrimination levelled against those in the LGBTIQ+ community.

That this apology should be read in all the Churches of our Diocese on the Sunday following the closure of this 5<sup>th</sup> Session of Synod.

That the Diocese of Saldanha Bay assures members of the LGBTIQ+ community of its commitment to strive for inclusion of persons into the church irrespective of sexual orientation.

## **AGENDUM 12: YOUTH SYNOD RESOLUTIONS 2017**

### **RECOGNITION AND ACCOMMODATION OF YOUNG PEOPLE IN THE DIOCESE**

To be moved by: Abraham Saal

Seconded by:

#### **PRINCIPLE:**

**Whereas** the Diocese of Saldanha bay has established systems and structures governing worship and Liturgy

**And whereas** the Diocesan Liturgical officer, Parish liturgical officers are having full responsibility towards inclusivity in worship and liturgy

#### **THEREFORE:**

##### **This Synod Proposes that:**

This Synod informed by this resolution taken from the Youth Synod meeting at Ihlati Bush Camp on the 7<sup>th</sup> – 9<sup>th</sup> July in the Year of our Lord 2017,

Respectfully requests that this Synod resolves to:

- See to it that at all levels either at Diocesan or Parochial level, Young people to be included and have clear representation in the committees of liturgy and worship.
- Voice of young people and their active involvement is enforced.
- The bishop will derive monitoring mechanisms by the Archdeacons as to make sure those at all church structures there is a fair representation of young people.

## **AGENDUM 13: CAPACITY BUILDING SESSION FOR YOUTH LEADERS**

To be moved by: Vasti Valentyn  
Seconded by: Glenville Brock

### **PRINCIPLE:**

**Whereas** we respect autonomy, creativity of each Parish. Each Parish has Youth leader and each Parish does its own programme as there is no uniform training programme to develop Youth leaders

**And whereas** the Diocese has a TESH led by the dean of studies which can help in formulating a syllabus or plan or programme for Youth leaders Academy

**And whereas** the Diocese has Youth as Apex priority, Budget could be availed to run an annual Youth academy and develop relevant resources which can be of help to youth leadership training and mentoring

### **THEREFORE:**

Therefore this synod informed by this resolution taken from the Youth Synod meeting at Ihlati Bush Camp on the 7th-9th July in the Year of our Lord 2017, respectfully requests that:

This Synod resolves that

- The Bishop, the dean of studies and the TESH department of the diocese of Saldanha Bay to put up necessary structures and resources for the training and mentoring of youth leaders.
- The Diocese to avail funds for the implementation of this initiative.
- A consultation of Youth leaders/chaplains be organised to develop the syllabus that will address the contemporary issues.

## **AGENDUM 14: COUNSELLING AND COACHING**

To be moved by: Porcia Smith  
Seconded by: Alida Jordaan

### **PRINCIPLE:**

**Whereas** the Parishes are having their own ways of training sessions including counselling and coaching sessions

**And whereas** TEF has a responsibility of developing educational materials for the Diocese

### **THEREFORE:**

This synod informed by this resolution taken from the Youth Synod meeting at Ihlati Bush Camp on the 7th-9th July in the Year of our Lord 2017, Respectfully calls upon that:

- The Dean of Studies, Archdeacons and Chapter of the Diocese of Saldanha Bay to implement the necessary training sessions, counselling and coaching programmes in order to ensure that there is sufficient support for our various social issues in our communities.
- Therefore, by the next Synod, we request with respect the appropriate budget (e.g. partnering with NGO's like Love Life) to facilitate these workshop and sessions for our youth leaders, lay ministers and Sunday School teachers.

#OurVoiceMatters

#WeAreTheChosenGeneration

## **AGENDUM 15: FINANCES: YOUTH BUDGET**

To be moved by: Shani Leibrandt  
Seconded by: Timothy Titus

### **PRINCIPLE:**

**Whereas** the Diocese of Saldanha bay committed itself in supporting Youth Ministry.

**And Whereas** a resolution was reached at a t Synod 2015, ensuring that budgeting and accounting for youth ministry on an annual basis for all levels. Diocese, Archdeaconry and Parishes

**And whereas** it is expected that each Parish has a Youth Budget, Diocese has budget for Young people

### **THEREFORE:**

Therefore this synod informed by this resolution taken from the Youth Synod meeting at Ihlathi Bush Camp on the 7th-9th July in the Year of our Lord 2017, this synod resolves that

- The Diocese to have an Annual Budget for Youth which the Youth formations and ministries to access through the Youth Chaplain
- As part of building capacity and getting voice of Young people at decision making bodies, Youth be represented in the Diocesan finance and trust boards.

## **AGENDUM 16: PARTNERING TO BUILD YOUNG PEOPLE CAPACITY**

To be moved by: Chuma Plaatjie  
Seconded by: Benita Bosch

### **PRINCIPLE:**

**Whereas** the People of the Diocese of Saldanha Bay says in the Vision .... 'not afraid to dream and turn our dreams into actions.

**And whereas** the young people are subjected to a lot of stress and trauma related issues and sicknesses and there is an urgent need of support at all angles.

### **THEREFORE:**

Therefore this synod informed by this resolution taken from the Youth Synod meeting at Ihlati Bush Camp on the 7th-9th July in the Year of our Lord 2017, respectfully requests that:

The Bishop and Leadership of the Diocese of Saldanha Bay to put in place the following

- Mentorship groups/ programs in the different ministries to ensure the prosperity of the church and the transfer of knowledge and skills to the youth.
- The implementation of equitable representation of young people and elders at all levels of the church's life.
- The equipping of the youth with essential training and tools to serve on parish council.
- Partner with professional and other governing bodies in order to equip youth mentors in archdeaonries and parishes on: Career advice, Parenting advice, Marriage coaching and Financial advice or planning
- And to prove an interim report to be tabled at next diocesan synod

## **AGENDUM 17: FAIR PRESENTATION OF YOUNG PEOPLE AT CHURCH GOVERNING BODIES**

To be moved by: Matthew Sauls  
Seconded by: Kyle Overmeyer

### **PRINCIPLE:**

**Whereas** the Acts and Canons are clear about the representation at Diocesan structures and bodies

**And whereas** the Diocesan vision is very welcoming when it says, 'Our leadership is vibrant and visible; facilitators of authentic indaba conversations; a leadership that convenes with integrity and connects people – holding each person's voice as distinct.

A Leadership at parish level, in homes and youth groups, in archdeaconries and vestries, that consults and listens to the will and whispers of God for every part of God's vineyard.

And in these structures, we see our unwavering commitment to all forms of equality, but especially to that of gender and age.

### **THEREFORE:**

Therefore this synod informed by this resolution taken from the Youth Synod meeting at Ihlati Bush Camp on the 7th-9th July in the Year of our Lord 2017, resolves that

- Fair guidelines showing inclusivity for Young people on the following governing bodies must be reviewed with immediacy: Parish council, Archdeaconry council, Diocesan Council and Diocesan Synod.
- Young people respectfully requests representation in all these Governing bodies.

## **AGENDUM 18: HUMAN SEXUALITY**

To be moved by: Toni Adams  
Seconded by: Chelsea Ziegler

### **PRINCIPLE:**

**Whereas** that this Youth Synod recognises that The Archbishop of Cape Town has put in place a commission on Human Sexuality to examine same sex unions and to provide pastoral guidelines for ministry to the LGBTIQ+ community.

**And whereas** that this Youth Synod recognise that the Arch Bishop of Cape Town has put in place a Commission on Human Sexuality to examine same sex unions and to provide pastoral guidelines for ministry to the LGBTIQ+ community.

### **THEREFORE:**

Therefore this synod informed by this resolution taken from the Youth Synod meeting at Ihlati Bush Camp on the 7th-9th July in the Year of our Lord 2017,

We Young people of the Diocese of Saldanha Bay

- Endorses this call and supports the Bishop of Saldanha Bay as he chairs this Commission.
- Calls for the celebration of diversity and the inclusivity of all people.



## **AGENDUM 19: YOUTH STRUCTURE FOR THE DIOCESE**

To be moved by: Abigail Boltney  
Seconded by: Nadine Julies

### **PRINCIPLE:**

**Whereas** the Diocese is showing commitment in the Ministry of Young People.

**And whereas** there are diocesan chaplains and clear evidence of vibrancy in some ministries within our diocese

### **THEREFORE:**

Therefore this synod informed by this resolution taken from the Youth Synod meeting at Ihlati Bush Camp on the 7th-9th July in the Year of our Lord 2017, respectfully requests

- Bishop and leadership of the Diocese of Saldanha Bay to put in place the necessary structures to support Clergy and parish leadership in their ministry. An interim report to be tabled at Diocesan Synod 2018.
- Bishop to encourage more Clergy involvement in an effort to promote youth ministries

#### **This Synod resolves that:**

- The Bishop to appoint a Diocesan Youth Chaplain and furthermore to appoint chaplains to all Diocesan ministries e.g.: Servers Guild, Liturgical dancers, AYF( Anglican Youth Fellowship), CLGB, Sunday School, GBFS( Girls Boys Friendly Society) , ANSOC
- The Bishop to monitor that each archdeacon appoints chaplain for ministries
- Respectfully request the Bishop, Chapter members and Clergy of the Diocese to be visible in youth activities where possible.
- The archdeacons to monitor that each parish does include youth budget in its planning and monitoring of implementation thereafter.
- Every parish to invest in youth ministry by appointing, capacitating and supporting youth leaders.
- The AYM of the Diocese (in process) in consultation with the diocesan structures to develop an interim report of monitoring the effectiveness of youth ministry by next synod.

## **AGENDUM 20: CONSTITUTION OF ANGLICAN YOUTH MINISTRY**

To be moved by: Tamsyn February  
Seconded by: Tracy van der Merwe

### **PRINCIPLE:**

This constitution has been developed as an instrumental guide for Youth Ministry within the Diocese of Saldanha Bay.

**Whereas** there are various youth formations within the Diocese of Saldanha Bay functional at Parish level, Archdeaconry and Diocesan level. A huge challenge is they work paralalled with each other whereas they serving same constituency and same objectives to achieve.

**And whereas** The ANGLICAN YOUTH MINISRY constitution is to serve as a guide for Youth, Guilds of Young people such as Brigade and, Ministries of Young people i.e. servers' guild, Sunday school,

**And whereas** each guild and ministry may have its constitution, the AYM constitution will serve as an overall for managing and administrating youth desk of our diocese.

### **THEREFORE:**

Therefore this synod informed by this resolution taken from the Youth Synod meeting at Ihlati Bush Camp on the 7th-9th July in the Year of our Lord 2017, respectfully requests this synod to endorse and adopt:

- Constitution of the ANGLICAN YOUTH MINISTRY of the Diocese of Saldanha Bay.
- The Bishop to appoint the Youth Chaplain to serve as the link of all Youth guilds and ministries chaplains.
- The Youth chaplain to appoint secretariat to assist him/her in managing the Youth Desk as Chaplaincy office is not fulltime appointment.
- Coordinate Diocesan Youth Consultation at least annually.

## **AGENDUM 21: NON-STIPENDIARY MINISTRY STATUS**

To be moved by: The Revd Alan Lindhorst

Seconded by:

### **PRINCIPLE:**

**Whereas** the Bishop of Saldanha Bay graciously invites Non-Stipendiary (self-supporting) and Retired Clergy to attend Diocesan Synod;

**And Whereas** Non-Stipendiary and Retired Clergy have permission to speak at Synod, but do not have the right to vote, or to propose or second Resolutions of Diocesan Synod, or Motions to introduce or amend any Acts of the Diocese;

**And Whereas** the Bishop of the Diocese has ordained many called and raised up to be Non-Stipendiary Deacons and Priests, mainly to minister in their local areas, to supplement and extend the ministry of Stipendiary Clergy, so that the Church can more effectively offer a sacramental, pastoral and teaching ministry to its people;

**And Whereas** these local and other Non-Stipendiary Clergy, together with certain Retired Clergy still involved in active ministry, form a significant and high proportion of the Licensed Clergy of the Diocese of Saldanha Bay, and are integral to its life and ministry;

### **THEREFORE:**

**This Synod Proposes that:**

1. Non-Stipendiary (self-supporting) and Retired Clergy attending Diocesan Synod may not only speak, but also vote and propose or second Resolutions of Diocesan Synod, and Motions to introduce or amend any Acts of the Diocese, subject to the following provisos:
  - (i) Non-Stipendiary Clergy must have been licensed by the Bishop of Saldanha Bay to a Pastoral Charge, special ministry, or given Permission to Officiate, and be actively involved in ministering in the Diocese (as determined by the Bishop or Archdeacon).
  - (ii) Retired Clergy should have Permission to Officiate, and still be involved in ministering in the Diocese (as determined by the Bishop or Archdeacon).
  - (iii) The Non-Stipendiary or Retired Clergyperson should have been personally invited by the Bishop or his/her appointee to attend Diocesan Synod.
  - (iv) All matters pertaining to clergy employment, including (but not limited to) stipends, benefits, pensions, medical assistance, housing, allowances, annual and sabbatical leave, etc. shall be ring-fenced and excluded from the provisions of this Resolution, in that Non-Stipendiary and Retired Clergy may not vote on, or propose or second Resolutions or additions or changes to the Acts of the Diocese, concerning matters pertaining to clergy employment.
2. The Diocesan Manual and the Acts of the Diocese of Saldanha Bay be updated and amended if and where necessary, to incorporate the provisions of Clause 1 of this Resolution.

## **AGENDUM 22: THE GALEN MODEL FOR CHURCH ADMINISTRATION**

To be moved by:

Seconded by:

### **PRINCIPLE:**

**Whereas** the Archbishop of Cape Town arranged for the Bishops of A.C.S.A to have training in Business Administration and during the presentation of the course the following checklist was provided to enable Bishops to “view the administration processes” in their Dioceses by going through the checklist

**And whereas** the Bishops found this Checklist illuminating and inspiring to address and strengthen areas of weaknesses, and to consolidate areas of strength and proficiency.

### **THEREFORE:**

**This Synod Proposes that** the Bishop and the Office of the Diocesan Secretary encourage the use of this checklist at

- (1) Diocesan Level of Administration
- (2) Parochial Level of Administration

This Galen Model is attached.

## **AGENDUM 23: THE MINISTRY OF EDUCATION (APEX SOCIAL DEVELOPMENT)**

To be moved by:

Seconded by:

### **PRINCIPLE:**

**Whereas** the South African Constitution enshrines the right to quality basic education for all;

**Whereas** a large percentage of our children are exiting the schooling system either ill- or underprepared for the demands of the present day society;

**Whereas** a further large percentage (approx. 55%) of our children do not reach matric;

**Whereas** our schools have become battle grounds with the daily onset of violence from both teachers and learners, endangering the lives and safety of innocent citizens;

**Whereas** society portrays widespread evidence of a definite lack of sound morals;

**Whereas** the Education Authorities allow learners to progress through the grades without meeting minimum acceptable standards;

**Whereas** a dire lack of infrastructural balance has rendered our school environment as highly inadequate to advance a holistic youth population;

**Whereas** the misappropriation of funds severely throttles the notion of free and equal education;

**Whereas** the state had 25 years to transform education but rather took us backward;

**Whereas** the curriculum has not only lagged behind the rest of the world but also resulted in a very embarrassing global ranking;

**Whereas** the poor economic growth and widespread criminality can only be traced back to a poor education system; and

**Whereas** effective change to our education system cannot be the responsibility of teachers alone, and should be the responsibility of the broader society; now, therefore be it

**THEREFORE:**

**This Synod Proposes that** the Diocese of Saldanha Bay in conjunction with Role Players in Society

1. Endeavour to reach out to ALL sectors of society to join its campaign for real change to our education system.
2. Aspire to employ ALL forms of media to broaden the campaign.
3. Exert sensible pressure on the authorities to return to the drawing board, and with a multi-stakeholder approach, fix the system so that it can begin to deliver on its constitutional mandate.
4. Request that adequate parent and teacher representation in such consultative processes be non-negotiable.
5. Request that a Council for Education be established.
6. Request that such Council be headed up by a distinguished civilian, democratically chosen.
7. Request that such Council be the highest authority for Education in the country.

## **AGENDUM 24: THE MINISTRY OF EDUCATION (APEX SOCIAL DEVELOPMENT)**

To be moved by:

Seconded by:

### **PRINCIPLE:**

**Where as** Anglican Board of Education endeavours to, in conjunction with the Saldanha Bay Diocese, establish a training centre, in a vacant school building belonging to the Diocese in Laaiplek. The vision is to contribute towards improving the lives of people living in the poorest and most marginalised communities by providing practical skills training and academic programmes to youth and adults who are not in employment, education or training.

### **Where as:**

The centre would offer a range of skills programmes with part qualifications, full qualifications and academic learning programmes.

Accredited short skills programmes will provide learners with part qualifications with the option of working towards a full qualification. Each skills programme offers a stand-alone skill, recognised by industry, which is an attractive option for out-of-school youth. These courses could be done in conjunction, and in partnership with the West Coast Community Education and Training College.

Engagements with the following Governmental Departments and institutions were to explore a possible partnership between the Diocese of Saldanha Bay the Municipality of Bergvriev, Department of Higher Education / Community Education and Training, Department of Economic Affairs and Department of Rural Affairs to take this initiative forward.

The proposed skills development initiative in Laaiplek aligns with the White Paper on Post-School Education and Training and is also enunciated in the Community Education and Training National Strategy on Partnerships within Community Education and Training document dated December 2016.

Students attend a compulsory module dealing with values and morality in the workplace / society, life skills and work preparedness.

### **THEREFORE:**

**This Synod Proposes that:** Synod endorses the vision to establish the training centre for youth and adults who are not in employment, education or training, the town on Laaiplek/ Velddrif.

## **AGENDUM 25: LEAVE FORMS FOR CLERGY**

To be moved by:

Seconded by:

### **PRINCIPLE:**

**Whereas** there is in existence a system of recording Clergy leave, through a process of completing LEAVE FORMS, which has to be triplicate and deposited with the Diocesan Secretary, the Bishop, the Churchwardens and the Archdeacon. This is cumbersome and frustrates the facilitation of good record keeping.

**Whereas** the Diocese has grown immensely with Clergy and Lay Staff, leave management and administration have posed challenges and our current system is cumbersome. It is desirable to have a paperless administrative system.

### **THEREFORE:**

**This Synod Proposes that:**

- (a) The Diocesan Secretary be enabled to develop and implement an Electronic Leave System to manage the transaction of Leave and Record keeping.
- (b) This Electronic System to be in place by the beginning of 2019 (February)
- (c) This system to be adopted and endorsed by the Diocesan Trust Board and the Diocesan Finance Board at their first meeting in 2019.
- (d) The Diocesan Secretary shall be responsible for the maintenance of the Electronic Leave System.
- (e) The Churchwardens shall also have access to the system and their "signature" of acknowledgement that leave has been applied for shall be attached.



## **AGENDUM 26: RECOGNITION OF THE DIOCESAN LINKS MINISTRY'S CONTRIBUTION TO CHURCH GROWTH**

To be moved by: The Revd Joshua Abrahams

Seconded by: The Revd Johannes George

### **PRINCIPLE:**

**Whereas** the Diocese of Saldanha Bay has established a Diocesan Links Committee to develop and maintain link agreements within the Anglican Communion.

**And whereas** this Diocese have existing links with the Diocese of Matabeleland in Zimbabwe, the Diocese of Ho in Ghana and our most active "Working Link" with the Diocese of York in the United Kingdom

**And whereas** these existing links have advanced the experiences, through the sharing of stories and establishing friendships, of many sisters and brothers in our diocese for example Revd Maxwell Heins and Revd George Witbooi who visited the Diocese of York in 2017, as well as others who previously visited countries like Kenya, Ghana

### **THEREFORE:**

**This Synod Proposes that:**

1. Recognise the importance of the Links Ministry in advancing the vision of the apex priority of growing the church
2. Support the vision of this ministry to develop and grow relationships within the Global Anglican Communion
3. Include this ministry in future diocesan budgets by creating a line item for it within those budgets to enable the effective planning of future link visits to e.g. The Diocese of Matabeleland or the local hosting of visitors from other link dioceses.

## **AGENDUM 27: RECOGNITION AND GUIDANCE OF CLERGY PLANNING A SABBATICAL**

To be moved by: The Lay Canon Clarence Martin  
Seconded by: The Revd Canon Charles Williams

### **PRINCIPLE:**

**Whereas** Sabbatical leave is a privilege of ministry intended to provide clergy with the opportunity to take an extended period for rest, refreshment and renewal of which the elements should be:

1. Study and development
2. Space for reflection – time for self and God
3. Refreshment

**And whereas** The eligibility of sabbatical leave currently is determined by the individual intended to take such leave in consultation with her/his parish leadership, the Archdeacon and the Bishop:

1. Confusion has occurred over the nature of the additional leave.
2. The lack of advanced planning places a financial and administration burden on the Parish and ultimately on the Diocese.
3. The confusion of the additional leave accumulated annually in relation to annual leave.

### **THEREFORE:**

**This Synod Proposes that:**

1. Recognise the importance of the fundamental purpose of sabbatical leave.
2. Respectfully request The Bishop in consultation with the Chapter, appoint a Sabbatical Planning Team whose mandate must be to look at policy to assist clergy with the satisfactory planning of Sabbatical Leave.

**AGENDUM 28: RECOGNITION OF THE DIOCESAN BUDGET/PROJECTION TEMPLATE**

To be moved by: The Lay Canon Clarence Martin  
Seconded by: The Revd Canon Charles Williams

**PRINCIPLE:**

**Whereas** The Diocese of Saldanha Bay has formulated a parish-based budget/projection template

**And whereas** The Diocese has implemented this template at a parish level for testing and teething purposes. This template has assisted the test parish to plan in both ministerial and financial growth. We therefore respectfully request that:

**THEREFORE:**

**This synod resolves to**

1. Recognise the importance of proper budgeting/projection tools
2. Support the implementation of this document as a standard requirement to assist parishes in growing both the ministry and finances of the parish.

***Document attached***

**AGENDUM 29:            RECOGNITION OF THE 2<sup>ND</sup> DIOCESAN PAYROLL FOR PARISH BASED LAY STAFF**

To be moved by:        The Lay Canon Clarence Martin  
Seconded by:            The Revd Canon Charles Williams

**PRINCIPLE:**

**Whereas** The Diocese of Saldanha Bay has established the Diocesan 2<sup>nd</sup> Payroll for Parish Based Lay Staff

**And whereas** This 2<sup>nd</sup> payroll was established to assist with the elimination of the lack of compliance with regards to PAYE, UIF, ACSA Lay Workers Pension Funds and staff employment contracts  
We therefore respectfully request that:

**THEREFORE:**

**This synod resolves to:**

1. Recognise the importance of this 2<sup>nd</sup> Payroll and statutory requirements
2. Support the 2<sup>nd</sup> Payroll as a statutory requirement for all lay staff within the Diocese of Saldanha Bay.

**AGENDUM 30:            RECOGNITION OF THE DIOCESAN PASTEL GENERAL LEDGER CODING SYSTEM**

To be moved by:            The Lay Canon Clarence Martin  
Seconded by:              The Revd Canon Charles Williams

**PRINCIPLE:**

**Whereas** The Diocese of Saldanha Bay has formulated a parish-based Pastel Accounting General Ledger Coding System

**And whereas** The Diocese has implemented this coding system as a standard. The specific detail in this coding system can be adjusted to suite a parish's specific needs and environment. This recording system is for audit purpose and ease of understanding and reporting for Parish Council.

**THEREFORE:**

We therefore respectfully request that:

**This synod resolves to:**

1. Recognise the importance of accurate financial reporting and governance
2. Support this method as the standard requirement for The Diocese of Saldanha Bay.

**AGENDUM 31:                    RECOGNITION OF THE DIOCESAN PARISH COUNCIL PRO FORMA**

To be moved by:            The Lay Canon Clarence Martin  
Seconded by:              The Revd Canon Charles Williams

**PRINCIPLE:**

**Whereas** The Diocese of Saldanha Bay has formulated a parish-based Pro Forma Template for Parish Councils

**And whereas** The Diocesan Secretary in consultation with the Board of Finance has implemented this template at a parish level for testing and teething purposes

**And whereas** This template has assisted the Parish Council to be fully abreast of all ministerial and financial growth or shortfalls on a month to month basis, allowing the parish council to manager through-out the year based on these monthly reports.

**THEREFORE:**

We therefore respectfully request that:

**This synod resolves to**

1. Recognise the importance of equipping the parish council with accurate information
2. Support the implementation of this document as a standard to assist parishes in growing both the ministry and finances of the parish.

***Document attached***

**AGENDUM 32: THE PRESENCE OF GOD IN SCHOOLS  
TAKING BACK OUR SCHOOLS FOR MORAL RESTORATION: LIFE  
ORIENTATION**

To be moved by:

Seconded by:

**PRINCIPLE:**

**Whereas** we believe in God who calls us into community. To be nurturers and protectors of our children's moral formation to enhance the human activity of learning; and hence to be present within the sphere of Education, in schools in our parishes and calling us to this sacred enterprise of 'being the presence of God' in schools and doing the holy work.

**THEREFORE:**

**This synod resolves to:**

1. Express its serious concern about the announcement by the Minister of Basic Education, Ms Angie Motshekga that History will become a compulsory subject from grades 10-12 by 20203, sadly at the expense of Life Orientation. This means that learners between the age of 15 and 18 old will be deprived of the one subject that supports them holistically and in building our country; the negative effect on the morals and values of our learners. Life Orientation is the only subject that deals with Values and morals and moral dilemmas; Uniqueness of religions, spiritual development, beliefs and moral dilemmas; social, personal and physical development, healthy living, environmental and social justice (including democracy and human rights); career guidance and the approach to the world of work and work ethics, and study skills.

Moreover, it is the only subject that tries to help learners become responsible citizens who will promote Ubuntu, peace, respect for diversity, appreciation and respect for own and different religion. Many of the core educational issues are focused in Grades 10-12. This is also the age at which learners are most at risk from social problems such as gender abuse, blessters, human trafficking, rape, HIV/AIDS, violence, drugs and alcohol abuse; dropping out of school and youth unemployment.

2. Note with the serious concern as the Anglican faith community- the lived reality, the state of moral decay in our country, the limitations by the South African's Schools Act on religious education, and the removal of the Subject Life Orientation in grades 10-12 which still provides an opportunity for Religion as moral education, that religion as moral education will now be completely obliterated.

3. We the Anglican faith community express our dismay and disapproval of depriving our children of what the subject, Life Orientation offers for peaceful and meaningful co-existence, and human progress.
4. We commit to offer our children support holistically.
5. Synod instructs the Anglican Education Forum to take the matter forward and engage the Education Department on the issues raised in the motion.



**AGENDUM 33:**

**A CATHEDRAL FOR THE DIOCESE OF SALDANHA BAY**

To be moved by:

Seconded by:

**PRINCIPLE:**

**Whereas** in Anglican Structures a Cathedral Church is the norm and gives dignity and solemnity to a Diocese.

**And whereas** the Diocese of Saldanha Bay has churches that are suitable to be transformed into Cathedral Church

**And whereas** the Bishop of Saldanha Bay did institute a Commission to investigate the feasibility of a Cathedral for the Diocese.

**THEREFORE:**

This motion therefore calls on the findings of that report to be known, and if there are proposals that it be given consideration by a new Commission,

That this Synod calls upon the Bishop of the Diocese to constitute a fresh Commission to establish and investigate the feasibility that one of the suitable Parish Churches in our Diocese be made the Cathedral Church for the Diocese of Saldanha Bay

**This synod resolves to:**

1. Recognise the importance of equipping the parish council with accurate information
2. Support the implementation of this document as a standard to assist parishes in growing both the ministry and finances of the parish.

**AGENDUM 34: THIRTEENTH STIPEND**

To be moved by:

Seconded by:

**PRINCIPLE:**

**Whereas** the 13<sup>th</sup> Stipend was introduced to bring about parity and equity amongst the Clergy and remuneration since inequity exists in relation to Easter and Christmas offering in Parishes.

It was resolved that the Easter Offering, Whitsun Offering and Christmas Offering are no longer necessary, because of the 13<sup>th</sup> Stipend

**And whereas** the Laity are not generally aware that the 13<sup>th</sup> Stipend has replaced the Easter Offering and Christmas offering

**THEREFORE:**

**It is to resolved that:**

- (i) Parish Councils ensure that it is known there is a 13<sup>th</sup> Stipend to which the Parishioners contribute.
- (ii) That it is still permissible for an Easter Offering and Christmas Offering to be given.
- (iii) That such Offerings when given shall be recorded in FORM B of the Parish Returns to the Diocese.

**AGENDUM 35: RECOGNITION APORPOS THE NEED FOR A DIOCESAN ASSESSMENT FOR CHURCH GROWTH AND EXTIONSION PURPOSES**

To be moved by: The Lay Canon Clarence Martin  
Seconded by: The Revd Canon Charles Williams

**PRINCIPLE:**

**Whereas** a Diocese we have shown and experienced consistent growth from within the 38 Parishes and 43 Chapelries since inception of the Diocese across the now 7 Archdeaconries over the past 12 years.

**And whereas** with much appreciation and thanksgiving we give thanks to God for the blessings bestowed upon us and within the blessings received daily, we too do recognise our disjointedness in so far as our responsibility to build broader than our own comfort zone.

**And whereas** we have done very little to correct an inherited geographical imbalance which currently still impacts and hampers our equal growth

**THEREFORE:**

**This synod resolves to:**

1. Recognise the importance of the need for a Diocesan Assessment for Church Growth, Building and Extension Purposes.
2. Respectfully request The Bishop in consultation with the Diocesan Council, appoint a Team whose mandate must be to look at policy to attempt to neutralise our current imbalance with regard to a shepherd per capita and fiscus per parochial charge.

## 8. Elections at Synod

Elections will be by means of a ballot on Friday, 5<sup>th</sup> October 2018

The following positions will be elected:

<p><b><i>Advisory Committee</i></b></p> <p>In the event of a vacancy in The See of The Diocese of Saldanha Bay, such representatives as are called to serve on The Advisory Committee shall be summoned to carry out their responsibilities with regard to the reviewing and reporting on nominations for the vacant See in terms of Canon 4 or Canon 5.</p> <p>The <b>Lay Chairperson</b> plays an important role in the process for the election of The Bishop of The Diocese of Saldanha Bay, as set out in Canon 4, working closely with The Provincial Executive Officer on receiving notice of the vacancy.</p> <p>The <b>Deputy Chairperson</b> is entitled to attend all the meetings of The Advisory Committee, with the right to speak but not to vote.</p>	
Chairperson	1 Lay Person elected by both houses with 1 deputy.
Representatives	4 Clergy persons voted for by the House of Clergy with 4 alternates.
	4 Lay persons voted for by the House of Laity with 4 alternates.
<p><b><i>Diocesan Representative to Provincial Synod</i></b></p> <p>Canon 1 deals with The Provincial Synod. Provincial Synods are normally held at intervals of approximately three years. When a special Session is convened, four month's notice is sufficient, and The Metropolitan shall give a general intimation of the purposes for which The Synod is summoned.</p>	
Representatives	3 Clergy voted by the House of Clergy with 3 alternates.
	3 Lay persons voted for by the House of Laity with 3 alternates.

***Diocesan Representative to Provincial Standing Committee***

In terms of Canon 43.1, the functions of Provincial Standing Committee shall be to:

- (a) Perform tasks committed to it by Provincial Synod for the furtherance of The Church’s mission, well-being and unity;
- (b) Take action on such matters as may require attention between sessions of Synod;
- (c) Advise The Metropolitan in regard to matters he may refer to it, or The Committee may desire to bring to his notice;
- (d) Deal with such matters referred to it by The Metropolitan or by The Synod of Bishops;
- (e) Assist in the direction of and coordinate the work of Publications, Mission, Religious Education, Justice and Reconciliation, Youth, Spirituality, Communications and other matters in which this Church may be engaged, and to establish appropriate structures, where necessary, for these and other purposes;
- (f) Administer the Common Provincial Fund between sessions of Provincial Synod;
- (g) Report to each Session of Provincial Synod on its work since the preceding Session of Synod, and to make such recommendations as it may think fit.

The Committee shall meet once a year except in years when a Session of Provincial Synod occurs. Additional meetings may be called at The Metropolitan’s discretion. Notice of meetings shall be given one hundred and twenty days before the date of the meeting.

Representatives	1 Clergy voted by the House of Clergy with 1 alternate.
	1 Lay person voted for by the House of Laity with 1 alternate.

***Diocesan Trusts’ Board***

The Trusts’ Board has responsibility in terms of Canon 42 for the management, control and disposal of property including immovable property, investments and loans. Experience or qualifications in these areas are especially important attributes for lay persons elected to The Board.

The Trusts’ Board normally meets four times a year. Meetings are held at Bishopshaven.

Representatives	4 Lay persons voted for by both Houses with 4 alternates.
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**SAMPLE OF NOMINATION FORM**

***Advisory Committee – Chairperson (Lay person)***

<u>Name of Nominee</u>	<u>Signature of acceptance</u>	<u>Proposer</u>	<u>Second</u>

***Advisory Committee***

<u>Name of Nominee</u>	<u>Signature of acceptance</u>	<u>Proposer</u>	<u>Second</u>

***Diocesan Representative to Provincial Synod***

<u>Name of Nominee</u>	<u>Signature of acceptance</u>	<u>Proposer</u>	<u>Second</u>

***Diocesan Representative to Provincial Standing Committee***

<u>Name of Nominee</u>	<u>Signature of acceptance</u>	<u>Proposer</u>	<u>Second</u>

***Diocesan Trust Board - Laity***

<u>Name of Nominee</u>	<u>Signature of acceptance</u>	<u>Proposer</u>	<u>Second</u>

## 9. The Schedule of Parishes in the Diocese

<b>The Archdeaconry of Bellville</b>	
Bellville, St John	Chapelries <i>St Michael and All the Angels</i> (The Athlone School for the Blind)
Bellville, the Transfiguration	
Durbanville, All Saints	Chapelries <i>St John, Klipheuwel</i> <i>St Paul-in-the Valley</i> <i>St Monica, Fisantekraal</i>
Kraaifontein, St Mary	Chapelries <i>St Thomas and St Mark</i>
Northpine, St Andrew	

<b>The Archdeaconry of Elsies River</b>	
Bishop Lavis, St Joseph the Worker	Chapelries <i>St Bartholomew, Valhalla Park</i>
Epping, St Faith	
Eureka Estate, St Andrew	
Matroosfontein, St Nicholas	
Ravensmead, St Francis of Assisi	

<b>The Archdeaconry of Maitland</b>	
Atlantis, All Saints	
Bothasig, Holy Trinity	
Edgemead, St Michael and All the Angels	
Factreton, St Timothy	
Goodwood, St Alban	
Kensington, the Good Shepherd	
Maitland, St Ann	Chapelries <i>St Athanasius, Garden Village</i>
Milnerton, St Oswald	Chapelries <i>St Francis, Brooklyn</i> <i>St Luke, Joe Slovo Park</i>
Pinelands, St Stephen	
Table View, St Chad	Chapelries <i>St Laurence du Noon</i>



<b>The Archdeaconry of Namaqualand North</b>	
O'Kiep, St Augustine	Chapelries <i>Aggeneys</i> <i>Carolusberg</i> <i>Concordia</i>
Port Nolloth, St Andrew	Chapelries <i>Kleinzee</i> <i>Koiingnaas</i> <i>Hondeklip Bay</i> <i>Alexander Bay</i>
Springbok, All Saints	Chapelries <i>St Barnabas, Kommagas</i> <i>St Cyprian, Nababeep</i> <i>St Anthony, Steinkopf</i>

<b>The Archdeaconry of Namaqualand South</b>	
Calvinia, St Mary	Chapelries <i>The Good Shepherd, Loeriesfontein</i>
Clanwilliam, St John	Chapelries <i>St Margaret, Citrusdal</i> <i>St Andrew, Doring Bay</i> <i>St Peter, Lamberts Bay</i>
Klawer, St James	Chapelries <i>The Resurrection, Lutzville</i> <i>St Michael and all the Angels, Vredendal</i>

<b>The Archdeaconry of Paarl</b>	
Klein Drakenstein, Ascension	
Malmesbury, St Thomas	Chapelries <i>St Michael and All the Angels, Abbotsdale</i> <i>Holy Cross, Piketberg</i> <i>St John, Kalbaskraal</i> <i>Bernard Mizeki, Illingelethu</i>
Mbekweni, Bernard Mizeki	
Paarl, Annunciation	
Paarl, Holy Trinity	Chapelries <i>St Michael and All the Angels, Klapmuts</i>
Paarl, St Stephen	
Wellington, St Alban and St Augustine	Chapelries <i>Holy Cross, Saron</i> <i>St Monica, Van Wyksvlei</i> <i>Groenheuwel</i>

<b>The Archdeaconry of the West Coast</b>	
Hoedjies, Bay, St Andrew	Chapelries <i>St Bartholomew, Diazville</i>
Hopefield, All Saints	Chapelries <i>St Augustine, Moorreesburg</i> <i>St James, Langebaan</i>
St Helena Bay, St Christopher	Chapelries <i>St John, Laingville</i> <i>St Mary Magdalene, Steenberg Cove</i> <i>Christ the King, Stompneus Bay</i>
Vredenburg, St Monica	Chapelries <i>St Augustine, Paternoster</i>

<b>A Diocesan Peculiar under the Direction of the Bishop</b>	
Vondeling Wine Estate, St Clement	
Churchhaven, St Peter	

# 10. Notice of Clergy Appointments

The following are the Clergy Appointments in the Diocese since the last Session of Synod:

DATE	CLERGY	OFFICE	PASTORAL CHARGE
<b>2013</b>			
13 <sup>th</sup> January	The Revd Victor Harker	N/S Assistant Priest	All Saints, Atlantis
	The Revd Thami Lebusa	Assistant Priest	All Saints, Atlantis
12 <sup>th</sup> March	The Revd Christopher Swarts	Rector	St Stephen, Paarl
13 <sup>th</sup> March	The Revd Theodore Hendricks	Rector	Transfiguration, Bellville
23 <sup>rd</sup> March	The Revd Stafford Jacobs	Rector	St Anne, Maitland
10 <sup>th</sup> April	The Revd Jerome Prins	Rector	St Michael and All Angels, Edgemoed
23 <sup>rd</sup> April	The Revd George Abrahams	Rector	All Saints, Springbok
21 <sup>st</sup> April	The Revd Leon van Rheede	Rector	St James, Klawer
	The Revd Leon van Rheede	Archdeacon	Namaqualand South
27 <sup>th</sup> April	The Revd Ashley Meyer	Assistant Priest	St Nicholas Matroosfontein
	The Revd Makhosini Maci	Assistant Priest N/S	St Mary, Kraaifontein
	The Revd Ann Currie	Assistant Priest N/S	St Stephen, Pinelands
8 <sup>th</sup> May	The Revd Chris Ahrends	Assistant Priest & Canon Missioner	
10 <sup>th</sup> March	The Revd Craig Abrahams	Rector	St Thomas, Malmesbury
	The Revd David Mills	Bishop's Chaplain & Dean of Studies	
4 <sup>th</sup> June	The Revd Roderick Walsh	Bishop's Vicar	St Margaret, Parow
2 <sup>nd</sup> June	The Revd Anthony Henderson	Priest-in-Charge	St John, Clanwilliam
10 <sup>th</sup> July	The Revd Melaney Klaasen	Assistant Priest	St Mary, Kraaifontein
17 <sup>th</sup> February	The Revd Jonathan Londt	Assistant Priest N/S	All Saints, Durbanville
	The Revd Jerome Cornelissen	Assistant Priest N/S	All Saints, Durbanville
	The Revd Dirk Magerman	Assistant Priest N/S	All Saints, Durbanville
7 <sup>th</sup> November	The Revd Tobias Mutale	Rector	St Chad, Table View
27 <sup>th</sup> February	The Revd Anthea Brache	Assistant Priest	Good Shepherd, Kensington
20 <sup>th</sup> November	The Revd Patricia Townshend	Rector	St Timothy, Facreton
24 <sup>th</sup> October	The Revd Denver Heugh	Rector	Holy Trinity, Paarl
6 <sup>th</sup> November	The Revd Grant Walters	Rector	Annunciation, Paarl
23 <sup>rd</sup> October	The Revd Gillian Bowman	Rector	St Andrew, Eureka Estate
10 <sup>th</sup> December	The Revd John-Patrick Ong'or	Bishop's Vicar	St Andrew, Port Nolloth
<b>2014</b>			
2 <sup>nd</sup> March	The Revd Anthony Henderson	Assistant Priest	St Monica, Vredenburg
16 <sup>th</sup> March	The Ven. Anthony Gregorowski	Bishop's Vicar	St John, Clanwilliam
21 <sup>st</sup> October	The Revd Chris Ahrends	Bishop's Vicar	St Margaret, Parow
1 <sup>st</sup> November	The Revd Jeannine Louw	Rector	St Andrew, Hoedjies Bay
9 <sup>th</sup> November	The Revd Anthea Brache	Rector	St Alban, Wellington
18 <sup>th</sup> December	The Revd Ann Currie	Vicar	St Peter, Churchhaven

DATE	CLERGY	OFFICE	PASTORAL CHARGE
<b>2015</b>			
21 <sup>st</sup> April	The Revd David Mills	Acting Archdeacon to the Ordinary	
		Acting Archdeacon	Namaqualand North
21 <sup>st</sup> April	The Revd Earl Richards	Assistant Priest N/S	St Augustine, O'Kiep
	The Revd Thomas Adams	Assistant Priest N/S	St Augustine, O'Kiep
	The Revd Aletta Cloete	Assistant Priest N/S	St Augustine, O'Kiep
21 <sup>st</sup> April	The Revd Mark Cloete	Assistant Priest N/S	St John, Clanwilliam
30 <sup>th</sup> May	The Revd Chris Ahrends	Rector	St Margaret, Parow
1 <sup>st</sup> June	The Revd Anthony Henderson	Assistant Priest N/S	St Monica, Vredenburg
27 <sup>th</sup> June	The Revd Joshua Abrahams	Assistant Priest N/S	St Margaret, Parow
	The Revd Joy Joshua	Assistant Priest N/S	St Andrew, Hoedjies Bay
	The Revd Dady Nzinga	Assistant Priest N/S	St Anne, Maitland
	The Revd Tabeth Chitimbe	Assistant Priest N/S	St Chad, Table View
	The Revd Ernest Ward-Cox	Assistant Priest N/S	St Oswald, Milnerton
	The Revd Andrew Weiss	Assistant Priest N/S	St Timothy, Facreton
	The Revd Nolan Boyd	Assistant Priest N/S	Annunciation, Paarl
	The Revd Allan Marshall	Assistant Priest N/S	St Michael and All Angels, Edgemead
	The Revd Suzette Strydom	Assistant Priest N/S	All Saints, Durbanville
1 <sup>st</sup> July	The Revd Flores Anthony	Rector	Ascension, Klein Drakenstein
5 <sup>th</sup> July	The Revd Selwyn Engelbrecht	Rector	St Oswald, Milnerton
19 <sup>th</sup> July	The Revd Charles Claasens	Rector	St Andrew, Northpine
9 <sup>th</sup> August	The Revd Velma Jansen	Rector	Annunciation, Paarl
9 <sup>th</sup> September	The Revd Gillian Bowman	Canon	
	The Revd Jeannine Louw	Canon	
	The Revd André Allies	Archdeacon to the Ordinary	
	The Revd Bruce Jenneker	Senior Priest	
<b>2016</b>			
2nd April	The Revd David Mills	Rector	St Michael, Edgemead
30 <sup>th</sup> April	The Revd David Mills	Dean of Studies	Diocese of Saldanha Bay
22 <sup>nd</sup> May	The Revd Flores Anthony	Rector	Ascension, Klein Drakenstein
28 <sup>th</sup> July	The Revd Ernest Ward-Cox	Bishop's Vicar	St Clement, Vondeling
4 <sup>th</sup> August	The Revd Titus Daniels	Rector	St Augustine, O'Kiep
11 <sup>th</sup> September	The Revd Ashley Meyer	Rector	Holy Trinity, Bothasig
16 <sup>th</sup> October	The Revd Brian Stephen	Assistant Priest Bishop's Vicar	St Nicholas, Matroosfontein Diocesan Offices

DATE	CLERGY	OFFICE	PASTORAL CHARGE
<b>2017</b>			
15 <sup>th</sup> January	The Revd Charles Williams	Rector	Annunciation, Paarl
4 <sup>th</sup> February	The Revd Elizabeth Muturi	Rector	St Joseph the Worker, Bishop Lavis
29 <sup>th</sup> April	The Revd Glen Daries	Assistant Priest N/S	St Andrew, Northpine
	The Revd Yolanda Fortuin	Assistant Priest N/S	Holy Trinity, Paarl
	The Revd Claudette Garnie	Assistant Priest N/S	St Francis, Ravensmead
	The Revd Nino Julius	Assistant Priest N/S	St Margaret, Parow
	The Revd André Joseph	Assistant Priest N/S	Transfiguration, Bellville
	The Revd Tozamile Shweni	Assistant Priest N/S	St Oswald, Milnerton
	The Revd Luyanda Nyubuse	Assistant Priest N/S	St Faith, Epping
	The Revd Johannes George	Assistant Priest N/S	St Francis, Ravensmead
24 <sup>th</sup> June	The Revd Wilfred Swartz	Assistant Priest N/S	Annunciation, Paarl
	The Revd Maxwell Heins	Assistant Priest N/S	St John, Clanwilliam
	The Revd George Witbooi	Assistant Priest N/S	St John, Clanwilliam
1 <sup>st</sup> July	The Revd Earl Richards	Assistant Priest N/S	St Augustine, O’Kiep
17 <sup>th</sup> December	The Revd Kulana Makhalima	Senior Priest	Diocese of Saldanha Bay
<b>2018</b>			
4 <sup>th</sup> February	The Revd Makhosini Maci	Bishop’s Vicar	All Saints, Atlantis
8 <sup>th</sup> April	The Revd André Allies	Rector	All Saints, Durbanville
18 <sup>th</sup> March	The Revd Thami Lebusa	Bishop’s Vicar	St John, Clanwilliam
1 <sup>st</sup> April	The Revd André Allies	Acting Archdeacon	Archdeaconry of Bellville
1 <sup>st</sup> April	The Revd Gill Bowman	Acting Archdeacon	Archdeaconry of Elsies River
7 <sup>th</sup> April	The Revd Siyabonga Sibeko	Rector	St Mary, Kraaifontein
8 <sup>th</sup> April	The Revd Jeannine Louw	Acting Archdeacon	Archdeaconry of the West Coast
21 <sup>st</sup> April	The Revd Leon van Rheede	Rector	Good Shepherd, Kensington
1 <sup>st</sup> May	The Revd Roderick Walsh	Special Administrative Archdeacon	Archdeaconry of Namaqualand South
	The Revd Ray Clark	Special Administrative Archdeacon	Archdeaconry of Namaqualand South
	The Revd Anthony Gregorowski	Special Administrative Archdeacon	Archdeaconry of Namaqualand South
14 <sup>th</sup> July	The Revd Theodore Hendricks	Rector	St Monica, Vredenburg
21 <sup>st</sup> July	The Revd Lanzlid Jordaan	Assistant Priest N/S	St Monica, Vredenburg
	The Revd Johnny Laban	Assistant Priest N/S	All Saints, Springbok
	The Revd Mario Christian	Assistant Priest	Good Shepherd, Kensington
1 <sup>st</sup> August	The Revd Mario Christian	Bishop’s Vicar	St James, Klawer
8 <sup>th</sup> September	The Revd Maria van Wyk	Deacon	St Mary, Calvinia
	The Revd Jors Jooste	Deacon	St Mary, Calvinia

# 11. Finances

## **THE AUDITED FINANCIAL STATEMENT**

The Diocesan Secretary will table the Audited Annual Financial statements of The Trust Board and The Finance Board and present the Proposed Budget for 2018/19

*Documents attached*

## **THE DIOCESAN BUDGET 2019/20**

The Diocesan Secretary shall present Proposed Budget for 2019/20

The Bishop shall dissolve Synod into Conference of Synod, to enable comprehensive engagement in Archdeaconry Groupings to engage with the Budget and to Report Back in Plenary

# 12. Closing Liturgy

1. My sisters and brothers, we have taken counsel together for the needs of God's Church and for the extension of his kingdom. Our Lord has promised that The Holy Spirit will guide the Church into all truth. If in any way we have failed to follow the leading of God's Holy Spirit, we ask that no harm may come to God's people through our fault. Let us therefore pray that what we have decided and enacted in this session of The Synod may be used by God for the good of the Church and all of God's people.
2. In the words which Jesus taught us, we pray;  
Our Father in heaven  
hallowed be your Name.  
Your Kingdom come,  
your will be done  
on earth as In heaven.  
Give us today our daily bread.  
Forgive us our sins  
as we forgive those who sin against us.  
Save us from the time of trial  
and deliver us from evil.  
For the kingdom, the power, and the glory are yours  
now and for ever. Amen
3. We, Raphael Bernard Viburt Hess, Bishop of Saldanha Bay of The Anglican Church of Southern Africa hereby ratify, confirm and promulgate The Enactments of this The 5<sup>th</sup> Session of The Synod of The Diocese of Saldanha Bay, held at the Church of the Good Shepherd, Kensington, from Wednesday 3<sup>rd</sup> October 2018 until Saturday 6<sup>th</sup> October 2018, in the name of the Father, and of the Son, and of the Holy Spirit.

**Amen**

Signed in the presence of Synod at the Church of the Good Shepherd, Kensington, Western Cape on this 6<sup>th</sup> day of October in the year of our Lord Two Thousand and Fifteen.

.....  
The Bishop of Saldanha Bay

.....  
The Clerical Secretary of Synod

.....  
The Diocesan Registrar

.....  
The Lay Secretary of Synod

4. Let us pray  
Almighty Father  
You have brought us together in your name  
And have blessed us by your Holy Spirit:  
Keep us constant in your truth  
and in the love and service of your people;  
through Jesus Christ our Lord. **Amen**
5. The Blessing
6. The Bishop dissolves the 5<sup>th</sup> Session of Synod.

