

PRESBYTERIAN CHURCH OF VICTORIA



**PROCEEDINGS OF THE
COMMISSION OF ASSEMBLY
JUNE 2020**

**AND OF THE
COMMISSION OF ASSEMBLY
AUGUST 2020**

**AND OF THE
GENERAL ASSEMBLY
OCTOBER 2020**

**AND OF THE
GENERAL ASSEMBLY (URGENT)
NOVEMBER 2020**

ASSEMBLY OFFICERS

2019-20

Moderator:	Elder Colin R Morrow, BCom, FCPA Email: moderator@pcv.org.au
Chaplains:	Rev Martin de Pyle Elder Andrew Letcher
Clerk of Assembly:	Rev John P Wilson, BSc, DipEd, BTh, DMin Email: clerk@pcv.org.au
Deputy Clerk:	Rev Peter W Phillips, BA, BTh
Assistant to the Clerks:	Rev Dean A Carroll, BNursing, BMin, DipTh
Business Convener:	Rev Dr Jared C Hood, DipTh, BTh(Hons), GradCertTh, GradDipIS, MA(Th), MTh, ThM(1st hon), PhD
Law Agent:	Mr Geoff Cox, BA, LLB McCracken and McCracken Level 9 – 501 La Trobe Street MELBOURNE VIC 3000

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PROCEEDINGS OF THE
COMMISSION OF ASSEMBLY
PRESBYTERIAN CHURCH OF VICTORIA
JUNE 2020

**PROCEEDINGS OF THE COMMISSION
OF THE GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH OF VICTORIA**

By Zoom, an electronic means of meeting, on Tuesday 16 June 2020 at 9:30am.

1. Constitution

The Commission of the General Assembly of the Presbyterian Church of Victoria met by appointment of the previous General Assembly (BB 2019 min 120). The Moderator, Elder Colin Morrow, led the Commission of Assembly in a reflection based on Genesis 1:1, 'holding God in awe', and constituted the Commission of Assembly with prayer.

2. Roll

The Clerk intimated that the Roll of the Commission of Assembly consisted of those members whose names are on the Roll of the General Assembly, October 2019 and who remain qualified to be members of the Assembly, with the addition of the name of Adam Foster, whose name, in accord with notification from the Presbytery of Melbourne West, had been accidentally omitted from the Roll of the 2019 General Assembly.

3. Apologies

The Deputy Clerk intimated that the following apologies for non-attendance had been received:

Ministers: Keith Allen, Keith Bell, David Brown, Trevor Cox, Mark Crabb, John Cromarty, Alan Every, Miles Fagan, Theo Fishwick, Marvin Hagans, Peter Hastie, David Palmer, Bruce Riding, Frank Savage, Andrew Slater, John Sutherland, Rod Waterhouse, Graeme Weber, Walter Zurrer.

Elders: John Angelico, Craig Coates, Geoff Cross, Elizabeth Cutler, Keith Ferres, Neil Furlong, Jim Hare, Marcus Little, Stephen Moody, David Selman, Peter U'Ren.

The Deputy Clerk moved:

That the Commission of Assembly:

Sustain the apologies.

The motion was seconded and approved.

4. Business Committee

The report of the Business Committee was received.

The Convener, Rev Jared Hood, moved the deliverance:

That the Commission of Assembly:

1. Determine the hours of meeting to be 9:30am to the finish of business, with lunch, breaks, and dinner, as necessary, as follows:
 - 10:20am–10:30am, break
 - 11:20am–11:30am, break
 - 12:30pm–1:30pm, lunch
 - 2:20pm–2:30pm, break
 - 3:20pm–3:30pm, break
 - 4:20pm–4:30pm, break
 - 5:30pm–6:30pm, dinner.
2. Determine the time for speakers to be as follows:
 - 20 minutes in total for:
 - Conveners and seconders moving deliverances (as a whole and total of clause-by-clause)
 - Petitioners stating the petition

Appellants stating the appeal
Respondents to appeals
Question time (including 20 mins for total deliverance questions)

15 minutes in total for:

Overturists stating the overture

5 minutes for:

Appellants in reply

Movers of substantive motions and amendments

All other speakers.

3. Appoint a Ballot Committee for the Commission of Assembly consisting of:
Rev Adam Humphries (Convener), Stephen McDonald, Brett Cummins, and
determine that this committee be held to be thanked and discharged at the
dissolution of this Commission.
4. Appoint the Zoom meeting hosts as follows:
Rev Adam Humphries, Stephen McDonald, Dean Carroll, Brett Cummins, Mr
Michael Ellison,
and thank them for their service.
5. Permit Committee Conveners and Chairpersons who are not members of the
Commission of Assembly to address the Commission when their respective
committee's report and deliverance is before the Commission.
6. Permit the General Manager to be present in the Commission of Assembly
including when meeting in private, and to answer any financial management
questions.
7. Permit the Privacy Officer to be present in the Commission of Assembly
including when meeting in private, and to give advice as requested or required
during any privacy-related matters.
8. Permit the Law Agent to be present in the Commission of Assembly including
when meeting in private, and to give advice as requested or required during all
matters.
9. Suspend sufficient of standing orders to enable the Commission to meet by
Zoom in accordance with the meeting procedures in the *2020 Commission of
Assembly Zoom Meeting Guide*.
10. Authorise the live-streaming of the public sessions of this Commission on
YouTube.
11. Authorise the Moderator and the Clerks of Assembly to scrutinise the minutes of
this Commission, to make any necessary corrections, to confirm them, but only
after circulating the corrected minutes among the members of the Commission
for comment or further correction, and to send or make available a copy of the
confirmed minutes to the members of the Commission, unless a later
determination be made by this Commission.
12. Approve the Order of Business.

The motion was seconded and approved.

5. Ministers and Elders Jubilees

The Clerk moved:

That the Commission of Assembly:

Note with appreciation and place on record the faithful service of:

1. Rev Walter Zurrer as an ordained minister for 51 years since his ordination by
the Presbytery of Geelong 11 June 1969; and

2. Rev Michael Erik Shakespear Jensen as an ordained minister for 30 years since his ordination by the Presbytery of Flinders 23 June 1989.

The motion was seconded and approved.

The Moderator spoke in appreciation of these long-time servants of Christ and his church and displayed the certificates to be sent to them to mark their anniversaries.

6. Election of Moderator-Designate

The Clerk's report was received.

The Clerk moved the deliverance:

That the Commission of Assembly:

1. Receive the nomination of Rev Philip Donald Mercer, (minister, Trinity Presbyterian Church, Camberwell).
2. Elect Rev Philip Donald Mercer, minister of Trinity Presbyterian Church, Camberwell, as the Moderator-Designate for the 2020 General Assembly of the Presbyterian Church of Victoria.

The motion was seconded and approved.

Dissent:

Rev Andy Buchan
Rev Don Elliott
Rev Neil Harvey
Rev Stephen McDonald
Rev Kevin Maxwell

Mr Mercer addressed the Commission.

The Moderator led the Commission in prayer.

7. Board of Investment and Finance

The report of the Board of Investment and Finance was received.

The proposed deliverance was taken clause by clause.

Clause 1 was approved.

Clauses 2-6 were approved.

Clause 7 was moved and seconded.

Rev Grant Lawry moved:

That the Commission of Assembly:

Amend the deliverance by omitting in clause 7 the words 'with the exception of the Social Services Committee as presented in the report', so that the clause reads:

7. Approve all committee budgets for 2020–21.

The amendment was seconded and approved.

Clause 7 as amended was approved.

Dissent:

Rev Kevin Maxwell
Rev Graham Nicholson

Reasons: Because we should have waited for the Report of the Future Directions Committee and the Kirkbrae Committee before taking approving the Social Services Budget.

Rev Ignatius Seta
Rev Ian Touzel
Rev Gary Wentworth
Elder Tom Guilford
Elder Dennis Wright

Clauses 8-9 were approved.

The Chairman, Rev Barry Oakes, moved the deliverance as a whole:
That the Commission of Assembly:

1. Approve the following arrangements to provide the Ministry Development Committee and the Church Planting Committee with sufficient funds to carry out their ministry work over the next five years:
 - a. while the General Assembly is not required to pay rent for its occupation of the office on the mezzanine floor of Assembly Hall or otherwise, to apply the funds that would otherwise be used by the General Assembly to pay rent to the Church Planting Committee and the Ministry Development Committee in the same proportions as distributions from the SCPT have been approved (BB 2019 Commission min 12, p 19), with this arrangement to be reviewed in five years' time; and
 - b. an overdraft from General Assembly funds to each of the Church Planting Committee and the Ministry Development Committee to operate as an overdraft to fund the activities of each committee as required over the next five years on the following terms:
 - i. an absolute overdraft limit of MDC \$600,000, and CPC \$340,000;
 - ii. an upper limit which peaks in 2021–22 and then reduces each year according to the following schedule, which is anticipated to be the maximum level of overdraft prior to receipt of the SCPT distribution;

December Year end	MDC	CPC
2021	\$400,000	\$270,000
2022	\$600,000	\$340,000
2023	\$410,000	\$190,000
2024	\$180,000	\$15,000
2025	NIL	NIL

- iii. with the overdraft arrangement to end no later than June 2025;
 - iv. interest payable to the General Assembly on the advance calculated by each committee respectively at the rate earned by the General Assembly on its general funds invested in the Common Fund; and
 - v. in the event that the 37% interest in the Assembly Hall is sold, the net proceeds of sale will be applied first to refund to the General Assembly any amount outstanding in respect of the funds advanced to meet the SCPT legal costs, and then to each committee sufficient to eliminate the maximum projected overdraft (including funds required to meet cash flow needs up to the next distribution) in priority to any other allocation, and the overdraft arrangement will terminate.
2. Approve the GMP for the financial year 2020–21 as follows:

	2020–21 \$
ASSEMBLY COMMITTEES:	
Australian Presbyterian World Mission (Vic.)	35,000
Theological Education – Bursary Fund	65,520
SUB-TOTAL: ASSEMBLY COMMITTEES	100,520
INTERDENOMINATIONAL ENTERPRISES:	
Australian Christian Lobby	2,000
ACCESS Ministries	5,000
Council for Chaplains in Tertiary Institutions	590
Victorian Council of Churches: Displan	700
SUB-TOTAL: INTERDENOMINATIONAL	8,290
OTHER GRANTS:	

Presbyterian Inland Mission	7,000
Ellis chair in theological studies, PTS Dehra Dun	11,150
SUB-TOTAL: OTHER GRANTS	18,150
GRAND TOTAL	126,960

3. Resolve that the formula for the allocation of the GMP to presbyteries as approved at the Commission of Assembly in May 2012 should continue for the year 2020–21.
4. Approve the allocation of the total GMP for the financial year 2020–21 as follows:

PRESBYTERY	Percentage of total	2020/21 \$
Ballarat	3.52%	4,471
Flinders	12.34%	15,665
Geelong	2.28%	2,889
Gippsland	3.97%	5,046
Maroondah	9.04%	11,482
Melbourne East	20.75%	26,341
Melbourne North	18.19%	23,095
Melbourne West	17.11%	21,722
North East Victoria	4.2%	5,334
North Western Victoria	2.88%	3,660
South West Victoria	5.71%	7,255
TOTAL	100.00%	126,960

5. Request presbyteries to allocate the GMP to their several charges, and instruct them to advise charges in writing of their respective allocated amounts, and further, to advise the Church Office of such allocations.
6. Request presbyteries to ask charges to pay their GMP allocations in full early in the financial year 2020–21, or where this is not possible, to pay the amounts by monthly or quarterly instalments.
7. Approve all committee budgets for 2020–21.
8. Remind committees to adhere to the policies and procedures for authorising the expenditure of committee funds.
9. Give thanks to God for his continued material blessings on our denomination.

The motion was seconded and approved.

8. Maintenance of the Ministry Committee

The report of the Maintenance of the Ministry Committee was received.

The Convener, Elder Dennis Wright, moved the deliverance:

That the Commission of Assembly:

1. Remind presbyteries to actively follow-up the submission of Annual Charge Reports by each charge within its bounds, by the due date, so that the committee can do the work the Assembly expects.
2. Remind presbyteries to seriously take note of the need to review and process all grant and subsidy applications prior to forwarding the same to this committee.
3. Strongly urge presbyteries to:
 - a. Give more consideration to ministers' long service leave entitlements and the proper taking of that leave;
 - b. Keep the record of ministers' long service leave up to date; and
 - c. Inform this committee as early as is practicable of any applications by ministers to take long service leave.

4. Declare that from 1 July 2020:
 - a. The minimum remuneration remain at \$56,508.00;
 - b. The minimum stipend component of minimum remuneration be \$36,984.00;
 - c. The maximum Non-Cash Benefit component of minimum remuneration be \$19,524.00;
 - d. The Sustentation Qualifying Stipend be \$28,560.00 per annum, and the maximum Sustentation Grant available to a charge be \$8,424.00;
 - e. The additional amount for travel over 6,000kms of the distance agreed between the minister and his charge as his annual distance of travel on church-related matters be 50 cents per kilometre;
 - f. The rate of charge contribution to the Presbyterian Church of Victoria Superannuation Fund be maintained at 15% of actual remuneration (\$8,484.00) for the year commencing 1 July 2020; and
 - g. Supply preaching fees for the year commencing 1 July 2020 not increase, namely:
 - \$146 for one service;
 - \$168 for two services;
 - \$201 for three services, using the same sermon on the same day;
 - \$264 for two services or more, with separate sermons;and the travel reimbursement for supply preachers be 50 cents per kilometre.
5. Set the Long Service Leave Levy for 2020-2021 at \$350 per charge per minister, to be paid by:
 - a. every charge, whether there is a settled minister, a home missionary or a vacancy; and
 - b. any General Assembly Committee that is responsible for the employment of any church worker who is entitled to receive Long Service Leave under the Maintenance of the Ministry Committee regulations.
6. Remind charges to adhere to the guidelines set down by the Australian Charities and Not-for-Profits Commission (ACNC), and in particular to ensure that they have completed and lodged the required Annual Information Statement (AIS) to the ACNC, to preserve the tax exemption status of the minister's Non-Cash Benefits (NCBs).

The motion was seconded and approved.

9. Ad Hoc Future Directions for Presbyterian Church of Victoria Social Services Committee

The report of the Ad Hoc Future Directions for Presbyterian Church of Victoria Social Services Committee was received.

10. Special Judicial Committee

The report of the Special Judicial Committee was received.

11. Petition 1 – from, Presbytery of Ballarat, re: Dissolving Scarsdale congregation and selling its properties

The petitioners were brought to the Bar.

The petition was taken as read and received.

The petition was stated by Rev Toby McIntosh.

Questions were asked.

The Commission of Assembly heard from the Special Judicial Committee.

(1) The Clerk moved:

That the Commission of Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Clerk moved:

That the Commission of Assembly:

1. Agree to the dissolution of the Scarsdale congregation, noting that more than three years has elapsed since the last regularly authorised Presbyterian service of worship of the congregation was held.
2. Grant the decision above (clause 1) to have immediate effect under Rule 6.15.
3. Consent to the sale of the property at 10 Church Street, Scarsdale once a clear title has been obtained.
4. With regards to the proceeds of sale, draw the attention of the presbytery to BIF regulation 17(c) and (d).

The motion was seconded and approved.

Announcement of Final Decision

The Moderator advised the petitioners of the Commission of Assembly's decision as follows:

That the Commission of Assembly had resolved to:

1. Grant the prayer of the petition.
2. Agree to the dissolution of the Scarsdale congregation, noting that more than three years has elapsed since the last regularly authorised Presbyterian service of worship of the congregation was held.
3. Grant the decision above (clause 2) to have immediate effect under Rule 6.15.
4. Consent to the sale of the property at 10 Church Street, Scarsdale once a clear title has been obtained.
5. With regards to the proceeds of sale, draw the attention of the presbytery to BIF regulation 17(c) and (d).

The Moderator removed the petitioners from the Bar.

12. Petition 2 – from, Presbytery of Ballarat, re: Proceeds of Sale of Smythesdale properties

It was agreed to receive the petition.

The petitioners were brought to the Bar.

The petition was taken as read.

The petition was stated by Rev Toby McIntosh.

Questions were asked.

The Commission of Assembly heard from the Special Judicial Committee.

(1) The Clerk moved:

That the Commission of Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Clerk moved:

That the Commission of Assembly:

Notwithstanding the approval of the General Assembly (BB 2019 min 104(2)) of the application of the proceeds of the sale of surplus Smythesdale properties, Vol 10930 Folio 269, 270, 271, 272 (Lots 7, 8, 9, 10, Section 46, Browns Road), firstly to reimburse St John's Ebenezer (Ballarat South) Charge for its costs and expenses incurred in preparation for the sale and secondly the residue of such net proceeds to presbytery-approved church extension and revitalisation work of that Charge, approve the application of the residue of the net proceeds also to presbytery-

approved church extension and revitalisation work in other charges in the presbytery in the manner and in the proportions determined by the presbytery.
The motion was seconded and approved.

Announcement of Final Decision

The Moderator advised the petitioners of the Commission of Assembly's decision as follows:

That the Commission of Assembly had resolved to:

1. Grant the prayer of the petition.
2. Notwithstanding the approval of the General Assembly (BB 2019 min 104(2)) of the application of the proceeds of the sale of surplus Smythesdale properties, Vol 10930 Folio 269, 270, 271, 272 (Lots 7, 8, 9, 10, Section 46, Browns Road), firstly to reimburse St John's Ebenezer (Ballarat South) Charge for its costs and expenses incurred in preparation for the sale and secondly the residue of such net proceeds to presbytery-approved church extension and revitalisation work of that Charge, approve the application of the residue of the net proceeds also to presbytery-approved church extension and revitalisation work in other charges in the presbytery in the manner and in the proportions determined by the presbytery.

The Moderator removed the petitioners from the Bar.

13. Petition 3 – from, Presbytery of Melbourne West, re: Sale of the Clifton Hill manse, 103 Rowe Street, Fitzroy North

It was agreed to receive the petition.

The petitioners were brought to the Bar.

The petition was taken as read.

The petition was stated by Rev Chris Duke and Elder Geoff Cox.

Questions were asked.

The Commission of Assembly heard from the Special Judicial Committee.

(1) The Clerk moved:

That the Commission of Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Clerk moved:

That the Commission of Assembly:

Consent to the sale of the Clifton Hill manse at 103 Rowe Street Fitzroy North (Volume 6485 Folio 937).

The motion was seconded and approved.

(3) The Clerk moved:

That the Commission of Assembly:

Declare that the net proceeds of sale shall be held in the Sites Reserve Account for the Clifton Hill Congregation.

The motion was seconded and approved.

(4) The Clerk moved:

That the Commission of Assembly:

1. Approve the application of the following amounts from the Sites Reserve Account for the Clifton Hill Congregation:
 - a. Firstly, up to \$600,000 to cover the cost of upgrading the Clifton Hill Church buildings, subject to all necessary congregational and presbytery approvals; and

- b. Secondly, \$750,000 to be put towards existing ministry costs and further ministry costs for the revitalisation of the Clifton Hill – Essendon Charge, with any and all expenditure of such funds being subject to a ministry plan approved by the Presbytery of Melbourne West.

The motion was seconded.

(5) Rev Cameron Garrett moved:

That the Commission of Assembly:

Amend sub-clause (b) by:

1. replacing the figure \$750,000 with the figure \$550,000; and
2. replacing the words 'existing ministry costs and further ministry' with 'second ministry worker costs'. so that the clause will read:
 - b. Secondly, \$550,000 to be put towards second ministry worker costs for the revitalisation of the Clifton Hill – Essendon Charge, with any and all expenditure of such funds being subject to a ministry plan approved by the Presbytery of Melbourne West.

The amendment was seconded and approved.

(6) Rev Cameron Garrett moved:

That the Commission of Assembly:

5. Allocate the remainder of the funds held in reserve for the future purchase of a manse for the Clifton Hill congregation.

The motion was seconded.

Rev Cameron Garrett sought leave to fall from this motion.

Leave was granted.

Clause 1 as amended was approved.

Announcement of Final Decision

The Moderator advised the petitioners of the Commission of Assembly's decision as follows:

That the Commission of Assembly had resolved to:

1. Grant the prayer of the petition.
2. Consent to the sale of the Clifton Hill manse at 103 Rowe Street Fitzroy North (Volume 6485 Folio 937.
3. Declare that the net proceeds of sale shall be held in the Sites Reserve Account for the Clifton Hill Congregation.
4. Approve the application of the following amounts from the Sites Reserve Account for the Clifton Hill - Essendon Charge:
 - a. Firstly, up to \$600,000 to cover the cost of upgrading the Clifton Hill Church buildings, subject to all necessary congregational and presbytery approvals; and
 - b. Secondly, \$550,000 to be put towards second ministry worker costs for the revitalisation of the Clifton Hill – Essendon Charge, with any and all expenditure of such funds being subject to a ministry plan approved by the Presbytery of Melbourne West.

The Moderator removed the petitioners from the Bar.

14. Petition 4 – from, Rev Graham Nicholson and Rev John Wilson, re: Distribution of the General Assembly 2019 statement on sex, gender and marriage

It was agreed to receive the petition.

The petitioners were brought to the Bar.

The petition was taken as read.

The petition was stated by Rev Graham Nicholson and John Wilson.

Questions were asked.

It was agreed to meet in private.

The Commission of Assembly heard from the Special Judicial Committee.

It was agreed to resume in open court.

(1) The Deputy Clerk moved:

That the Commission of Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Deputy Clerk moved:

That the Commission of Assembly:

Distribute the statement entitled *The Presbyterian Church of Victoria Statement on Sex, Gender and Marriage* as the declaration adopted by the General Assembly (BB 2019 min 67.2), as found on p. 437-442, together with an explanatory note in the name of the Clerk of Assembly to all ministers, session clerks and presbytery clerks of the church and all senior office bearers of all church connected institutions, organisations and schools.

The motion was seconded and approved.

(3) Rev Luke Isham moved:

That the Commission of Assembly:

Direct that a page be added to the Clerk's Communications containing four items of information. 1. The title of the document; 2. The logo of the PCV; 3. The minute reference from the GAA; 4. The minute reference from the GAV.

The motion was seconded and disapproved.

Dissent:

Rev Luke Isham

Announcement of Final Decision

The Moderator advised the petitioners of the Commission of Assembly's decision as follows:

That the Commission of Assembly had resolved to:

1. Grant the prayer of the petition.
2. Distribute the statement entitled *The Presbyterian Church of Victoria Statement on Sex, Gender and Marriage* as the declaration adopted by the General Assembly (BB 2019 min 67.2), as found on p. 437-442, together with an explanatory note in the name of the Clerk of Assembly to all ministers, session clerks and presbytery clerks of the church and all senior office bearers of all church connected institutions, organisations and schools.

The Moderator removed the petitioners from the Bar.

15. Petition 5 – from: New Life Presbyterian Church, re: Holding the property at 104 Tivendale Road, Officer under the Model Trust Deed.

It was agreed to receive the petition.

The petitioners were brought to the Bar.

The petition was taken as read.

The petition was stated by Rev David Martin.

Questions were asked.

The Commission of Assembly heard from the Special Judicial Committee.

(1) The Clerk moved:

That the Commission of Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Clerk moved:

That the Commission of Assembly:

Noting the resolution of the congregation of New Life Presbyterian Church, Officer, approve in accordance with s19 of the Presbyterian Trusts Act 1890 that the property at 104 Tivendale Road, Officer (Vol 09085 Fol 738) be held upon the trusts of the Model Trust Deed for a church site.

The motion was seconded and approved.

Announcement of Final Decision

The Moderator advised the petitioners of the Commission of Assembly's decision as follows:

That the Commission of Assembly had resolved to:

1. Grant the prayer of the petition.
2. Noting the resolution of the congregation of New Life Presbyterian Church, Officer, approve in accordance with s19 of the Presbyterian Trusts Act 1890 that the property at 104 Tivendale Road, Officer (Vol 09085 Fol 738) be held upon the trusts of the Model Trust Deed for a church site.

The Moderator removed the petitioners from the Bar.

16. Communication 1 – from: PWMU Cookbook Committee, re: the Terms of Reference for the PWMU Cookbook Committee

Communication 1 was received.

The Clerk moved:

That the Commission of Assembly:

Approve the Terms of Reference of the PWMU Cookbook Committee.

The motion was seconded.

It was agreed to meet in private.

The motion was approved.

Dissent:

Elder Andrew Deeming

It was agreed to resume in public.

Rev Cameron Garrett moved:

That the Commission of Assembly:

Instruct the Code and General Administration Committee to include in the Code the most recently approved PWMU Cookbook Terms of Reference.

The motion was seconded and approved.

Rev Cameron Garret sought leave to move his notice of motion B6(3) in an amended form.

Leave was not granted.

Rev John Wilson sought leave to move the proposed notice of motion in an amended form, deleting the words 'the proposed changes and why' and inserting in their place the word 'whether'.

Leave was granted.

Rev John Wilson moved:

That the Commission:

Request the PWMU to report to the 2020 General Assembly its opinion on whether it is in the best interests of the PWMU and the PCV to continue to maintain the PWMU Cookbook in association with the Uniting Church.

The motion was seconded and approved.

Summary – the Commission of Assembly resolved to:

1. Approve the Terms of Reference of the PWMU Cookbook Committee.
2. Instruct the Code and General Administration Committee to include in the Code the most recently approved PWMU Cookbook Terms of Reference.
3. Request the PWMU to report to the 2020 General Assembly its opinion on whether it is in the best interests of the PWMU and the PCV to continue to maintain the PWMU Cookbook in association with the Uniting Church.

17. Ad Hoc Kirkbrae Committee

The report of the Ad Hoc Kirkbrae Committee was received.

It was agreed to meet in private.

The Convener, Rev Peter Phillips, moved the deliverance:

That the Commission of Assembly:

1. Authorise the incorporation of a not-for-profit company limited by guarantee (Presbyterian Care Victoria Ltd.) under the Constitution appended (Appendix A).
2. Approve for adoption by the Board of the company the Board Charter appended (Appendix B).
3. Establish an ad hoc Committee of the General Assembly entitled the 'Ad hoc Enactment of Presbyterian Care Victoria Ltd. Committee' to enact the incorporation of the new company and to carry out all necessary preparations for the new entity to take a transfer of the assets in connection with Kirkbrae including the approved provider licence.
4. Appoint the membership of this ad hoc Enactment Committee as follows, noting that the members will become the first Directors of Presbyterian Care Victoria Ltd: Duncan McGregor (Convener), James Bligh, Iain Bramley, Julie Duke, Grant Lawry, Colin Morrow and Toni Orchard.
5. Authorise the use of Kirkbrae Presbyterian Homes' funds to cover any costs arising from the process of incorporation.
6. Authorise the transfer to Presbyterian Care Victoria Ltd. of all assets held for and in connection with Kirkbrae Presbyterian Homes including funds, land and all improvements situated on such land, and the licence to operate as an aged care approved provider, subject to any and all trusts which attach to such assets.
7. Authorise the use of Kirkbrae Presbyterian Homes' funds to cover any costs arising from these transfers.
8. Request the ad hoc Kirkbrae Committee to report on the progress of these matters to the General Assembly at an appropriate time.

The motion was seconded and approved.

Dissent:

Rev Graham Nicholson

Reason: That the decision to incorporate pre-empts a decision on whether the PCV should sell Kirkbrae or not.

Rev Peter Owen

It was agreed to resume in public.

18. Ad Hoc Assembly Hall Committee

The report of the Ad Hoc Assembly Hall Committee was received.

It was agreed to meet in private.

The deliverance was taken clause by clause.

Clause 1 was approved.

Clause 2(a) was moved and seconded.

Rev Neil Chambers sought leave to move an amendment to Clause 2(a) arising out of the debate.

Leave was granted.

Rev Neil Chambers moved:

That the Commission of Assembly:

Amend Clause 2(a) by replacing all words with the following:

Seek, in the first instance, to negotiate an acceptable sale of the PCV's interest to the Scots' Church congregation.

The amendment was seconded and approved.

Clause 2(a) as amended was approved.

Clause 2(b) was approved.

Clause 2(c) was approved.

Clauses 3-5 were approved.

The Convener, Rev Robert White, moved the deliverance as a whole as amended:

That the Assembly:

1. Note the following options identified by the committee:
 - a. Retain the PCV's 37% interest in the Assembly Hall for PCV Home Mission and Church Extension with exploration as to how to make the building profitable.
 - b. Sell the PCV's 37% interest to Scots' Church congregation.
 - c. Sell the PCV's 37% interest to the PCV for its general purposes.
 - d. Sell the whole building to a third party.
 - e. Option (c) followed by option (b).
2.
 - a. Seek, in the first instance, to negotiate an acceptable sale of the PCV's interest to the Scots' Church congregation.
 - b. Reject options 1(a), 1(c), and 1(e).
 - c. Retain the right to pursue option 1(d) should option 1(b) fail to eventuate.
3. Appoint an ad hoc committee of the General Assembly, called the ad hoc Negotiation of Sale of Assembly Hall Committee, to negotiate a proposal for the sale of the interest of the Presbyterian Church of Victoria in the Assembly Hall to the congregation of The Scots' Church Melbourne for consideration by the October 2020 General Assembly.
4. Approve the membership of the committee as follows: the current Moderator (Elder Colin Morrow) (convener), the Clerk, Rev Robert White, and three members of the Board of Investment and Finance appointed by the Board.
5. Thank and discharge the ad hoc Assembly Hall Committee.

The motion was seconded and approved.

It was agreed to resume in public.

19. Dissolution

The business of the Commission of Assembly now being concluded, the Moderator closed the meeting with the benediction.

CLERKS
J P Wilson
P W Phillips
D A Carroll

Certificate

I certify that the minutes of this Commission, having been carefully scrutinised, are hereby confirmed in terms of minute 4.11 thereof.

A handwritten signature in cursive script, appearing to read 'C R Morrow'.

Elder Colin R Morrow

BUSINESS COMMITTEE (Min 4)

The Business Committee has received all papers of a non-judicial nature currently proposed to be submitted to the Commission of Assembly. It has resolved to transmit to the Commission those papers that seem competent and respectful.

Trying circumstances

The Commission has been called to meet in a time of considerable societal disruption and by the novel means of electronic technology. Some discussion was had behind the scenes as to whether a Commission is permitted to meet in this way. The Commission does need to meet but has to do so within Government strictures and in a way that ensures the safety of members. The Code does not envisage the circumstances in which a Government all but prohibits a physical meeting, and does not envisage an electronic meeting (although one could point out that the Code does speak of the Commission being held in various 'places'). The Code does not purport to address every situation. The Church acts upon first principles by going to the Scriptures, in which it is seen that the early Church adapted to new circumstances. The Commission should still follow the Standing Orders to the fullest extent possible.

Be prepared!

The usual encouragements of the Committee for Assembly and Commission meetings become especially relevant now. Commissioners are strongly encouraged:

- to be well prepared before the meeting, having read all the material.
- to advise conveners of questions in advance (which is required as a courtesy by the Standing Orders).
- to curtail unnecessary speeches and questions.
- to omit humorous and other interjections.

E-Commission taskforce

The Business Committee expresses its gratitude to the taskforce that has made arrangements for the electronic meeting of the Commission: Cameron Garrett (convener), Dean Carroll, Brett Cummins, Michael Ellison, Jared Hood, Adam Humphries, Luke Isham, Stephen McDonald, Peter Phillips, and the contribution and assistance of the Moderator and his chaplains, Siew Teng Yap, and those who participated in the practice Commission. The taskforce spent many hours deliberating, testing, and workshopping contingencies. Michael Ellison seems to be especially capable in using the Zoom software, and the committee recommends that he be appointed to be one of the Zoom hosts for the meeting.

Using the technology

A guide has been distributed as to how to use the video conferencing technology for the Commission (*2020 Commission of Assembly Zoom Meeting Guide*). Meeting electronically might not be ideal; on the other hand, the formal procedures of an Assembly should work well in this format. To emphasise some points in the *Guide*:

- Members should keep their microphones muted during the meeting except when permitted to speak. This cuts down on background noise (including the sound of typing).
- The Zoom hosts will actively mute the microphones of those not speaking, so members will need to remember to unmute their microphones when they wish to speak. Pressing and holding the space bar to speak usually works.
- Members may use the 'raise hands' function in Zoom when they want to ask a question and speak to a motion. This creates a queue (ordered according to

when members click the button) from which the Moderator can call speakers. Some members may not be able to find this function, and so should unmute their microphones and inform the Moderator of their desire to speak.

- For points of order and similar, requesting a show of hands and similar, moving amendments without notice, and asking for an extension of time, members should unmute their microphones, switch on their cameras, and speak.
- Video can remain on or off at a member's discretion when not speaking in the Commission, but needs to be on when addressing the Commission. The preference is to leave video on for the entire Commission.
- The chat function should be used only for entering dissent, or in the other ways specified in the *Guide*.
- Some general video-conference courtesies applicable to a business meeting should be followed. For example, Zoom functions should not be used to experiment or in a way that distracts other participants.

It should be understood that whilst the Assembly usually operates according to procedures that have been refined by generations, Zoom meeting processes for this Commission have been developed only over months. Perhaps perfection has been attained, but it would not seem likely. Much care has been taken, but at some point the development has to stop and it simply has to be said that what is proposed will work well enough. The Committee warmly advises members to focus on the business of the Commission and not to be distracted by trying to further refine electronic meeting procedures.

Voting

One difficult aspect of video-conferencing the Commission is the ability to take votes. The *Guide* proposes how this can be done, the procedure has been trialled extensively by the E-Commission taskforce, and the committee will move to suspend standing order to allow for it.

Time limits

The Committee is not suggesting an adjustment to the time limits for speakers. However, it notes that meeting hosts in Zoom have the ability to turn off the microphones of participants, which they will do at the direction of the Moderator.

Security

Security flaws in Zoom have recently been a focus of attention, and the company has taken some steps to overcome these. Zoom is secure enough for the type of business that the Commission is undertaking. There are broadly two kinds of threats. First, a foreign power or a sophisticated hacker might be able to intercept and so spy on proceedings. The Committee does not see this as a likely scenario or a particular problem to the Commission if it were to occur.

Secondly, a person not authorised to be in the Zoom meeting might somehow gain access to the meeting anyway. The registration procedure for the Zoom meeting makes this difficult, but if it did occur, the Zoom hosts can quickly eject that person from the meeting or pause the meeting while dealing with the issue.

Meeting in private

When meeting in private, the Zoom hosts will move any non-members who are not authorised to remain in private to a 'breakout room' and use the 'lock' function to stop new participants joining the main meeting. The live-stream will be stopped. Non-

members will have been grouped together at registration, so this is a quick procedure. They will be moved back to the main meeting when the Commission meets in public.

Once a meeting is locked, a member of the Commission who was not present beforehand will not be able to join the meeting. A member who is present in private and whose connection is momentarily disrupted will automatically be reconnected.

When meeting in private, members should secure the room in which they are using Zoom: require non-members around them to leave, close and lock the door if possible, and ensure that non-members are not able to see or hear the Commission. If a member is unable to accomplish this, they should disconnect from the meeting.

Technology issues

The committee expects that the Moderator will exercise reasonable discretion in allowing speakers to figure out where their microphone and camera buttons are, etc, but the committee does not believe that the Commission should be stalled by waiting for members to configure their computers, overcome technical difficulties, and master the software. Members are responsible for ensuring before the meeting starts that their devices work and they can use the software. If the Moderator's internet connection goes down or his computer crashes, the committee suggests that this be taken as him having left the chair, and the immediate past Moderator should take over.

Projection files

Files for data projection can be dropped into:

<https://tinyurl.com/CommissionSlides2020>.

Outline of business

The committee will present a proposed agenda at the start of the Commission. As a guide, the committee will seek to arrange business according to the following outline.

1. Devotions and Constitution
2. Roll
3. Apologies
4. Associations
5. Business Committee, p7 (del p10, 12 clauses)
6. Ministerial and Elders' Jubilees, NOM A1
7. Nominations for Moderator-Designate, p26, NOM A2
8. Board of Investment and Finance
9. Maintenance of the Ministry Committee, p23 (del p24, 6 clauses)
10. Ad Hoc Future Directions for Presbyterian Church of Victoria Social Services Committee, p18 (no del)
11. Special Judicial Committee, p27 (no del)
12. Petition 1 Presbytery of Ballarat—Scarsdale, p36
13. Petition 2 Presbytery of Ballarat—Smythesdale, p37
14. Petition 3 Presbytery of Melbourne West—sale of Clifton Hill manse, p38
15. Petition 4 Two members—statement on sex, gender and marriage, p39
16. Petition 5 New Life Presbyterian Church—holding property under the Model Trust Deed, p40
17. Communication 1: Presbyterian Women's Missionary Union—Cookbook, p29, NOM A3

18. Ad Hoc Kirkbrae Committee
19. Ad Hoc Assembly Hall Committee, p12 (del p17, 5 clauses), Private Paper 1
20. Dissolution

Jared C Hood
CONVENER

AD HOC ASSEMBLY HALL COMMITTEE (Min 18)

Ad Hoc Assembly Hall Committee Remit

Since last Assembly the ad hoc Assembly Hall Committee has continued to work towards completion of its assigned duties in accordance with the directions given, bearing in mind that the committee was formed 'to identify and evaluate the options relating to the Assembly Hall and the future of the 37% interest held for home mission and church extension of the PCV' (BB 2017 min 28), and instructed 'to report fully to the Commission of Assembly, May 2020 (BB 2019 min 28).

Identified Options

The committee identified five options in its report received by the 2019 Commission of Assembly. These options were:

- A. Retain the 37% for Home Mission and Church Extension with exploration as to how to make the building profitable.
- B. Sale of PCV's 37% interest to Scots' Church congregation.
- C. Sale of PCV's 37% interest to the PCV for its general purposes.
- D. Sale of the whole building to a third party.
- E. Option c followed by option b.

Rationale Used for Evaluation of Options

The committee is aware that the determination of the future of the 37% interest in the Assembly Hall held for the purposes of home mission and church extension of the Presbyterian Church of Victoria is a complex matter with far-reaching financial and pastoral implications for the various stakeholders: the Ministry Development Committee and Church Planting Committee (as the beneficiaries of the Scots Church Property Trust for home mission and church extension) Scots' Church, and the PCV itself. While the committee is aware of the pastoral and denominational considerations involved, it has made the recommendations contained in this report on the basis of what is in the best interests of the Ministry Development Committee and the Church Planting Committee because they are the immediate beneficiaries for which the interest is held. While pastoral concerns are important, the committee is of the opinion that such concerns cannot over-ride the administrative responsibilities under the Trust Deed to ensure that the 37% interest is managed to the benefit of the charitable purpose for which it is held. The committee has primarily focussed on assessing options A to E in terms of the benefit to the charitable purpose of home mission and church extension. The committee believes that keeping the issues clearly demarcated allows clarity and integrity in this important step in the decision making process and that once the administrative responsibilities have been determined and resolved the Assembly might rightly take into consideration pastoral issues pertaining to its final decision.

Assessment of Identified Options

After identifying options a–e, the committee sought answers and information that would enable it to bring a recommendation to this Commission of Assembly, as authorised by the 2019 Assembly.

Note Regarding Building Valuation

While there are several existing Assembly Hall valuations, obtained for various purposes over several years, there is no joint agreement between the committee and Scots' Church concerning the value of the building. In 2016 the PCV Board of Investment and Finance obtained its own evaluation of \$14.4 million, while Scots'

Church Property Trust that same year obtained a valuation of \$28.0 million. Depending on which of these valuations is used, calculations of PCV's 37% interest in the building for Home Mission and Church Extension range from \$5,328,000 to \$10,360,000. The Assembly Hall Joint Management Committee in 2019 informally declined to pursue the request from this committee seeking a sworn valuation of the building based upon full occupation at commercial tenancy rates. In the absence of the requested valuation, the committee has made its assessment of the five listed options using modelling based on the valuation recorded in the Duties Form, signed by all parties and submitted to the State Revenue Office at the time of transfer (April 2017), which recorded the market value of the property at \$28,000,000. This is also the value recorded in the most recent audited accounts of the PCV. However, the committee notes that there is no guarantee that a sale would realise this value.

Evaluation of Each Option

After consideration of the information available to it, the committee has assessed the five options as indicated below.

1. Option A

(Retain the 37% for home mission and church extension with exploration as to how to make the building profitable).

Option A is similar to the status quo, except that it would require Scots' Church and PCV to pay commercial market rental which neither party is currently doing and which Scots' Church has indicated is not its preference; The Assembly Hall Joint Management Committee (AHJMC) estimates that should the building be fully occupied at going commercial rates it would generate a net annual income somewhere in the region of \$510,000, with an estimated annual increase in the order of 2%. However, under the current arrangements, the most recent financial year (2018/2019) yielded a net income of approximately \$60,000 with the GAV's 37% share generating an income of \$22,295. The committee also notes that the appreciation of the building is of no consequence if the property is not sold.

There are building works that will be due in the next 24 months, which the AHJMC estimates will cost in excess of \$4.2M to \$5M. The home mission and church extension share of these works will, therefore, be in the vicinity of \$1.85M. This cost would be a further significant burden on the MDC and CPC, both of which are already under financial stress due to the recoupment of legal fees incurred as a result of the recent court case.

Because (a) the building is not generating sufficient income, and does not appear likely to do so in the foreseeable future; (b) the charitable purpose is not in a position to fund the repair works; and (c) there is no perceivable ongoing benefit to the charitable purpose under the present arrangements, the committee recommends that the Assembly reject Option A as unviable.

2. Option B

(Sale of PCV's 37% interest to Scots' Church congregation).

As can be seen in the Modelling Chart included below, this is the most favourable option relative to the charitable purpose. While there will be a need for negotiation between PCV and Scots' to determine what the appropriate

terms of sale are, and what a reasonable purchase price might be, all things being equal, this seems to be the most beneficial option. The asset would be wholly retained by the PCV as Scots' Church is a congregation like any other and is not independent of the PCV.

Scots' Board of Management has already expressed interest in purchasing the PCV's 37% interest on behalf of the congregation, (which is included as a separate Assembly paper) and the committee strongly recommends the Assembly pursue Option B as the preferred option.

3. Option C

(Sale of PCV's 37% interest to the PCV for its general purposes)

In pursuit of this option, the source of finance open to the Assembly to purchase the 37% interest in the Assembly Hall would be funds held in Sites Reserve accounts. The committee notes several reservations with regards to pursuing such an option:

- First, it is doubtful as to how the Assembly might redirect such a large proportion of Sites Reserve funds to an asset that currently is not financially viable and is facing significant urgent repairs.
- Second, such a purchase would also result in a significant loss of capital and income to the Sites Reserve account holders. The interest in the building would be held on account of the GAV, not the congregations providing the funds.
- Third, while purchase by the PCV of the 37% interest would be beneficial to the charitable purpose, it would also present unknown consequences for the charitable purpose as diminishing Sites Reserve income to parishes could well lead to greater demands on the MDC funds from an increased number of parishes requiring financial grants to continue operating.
- Fourth, purchasing the 37% interest would be a significant reversal of the previous Assembly action in disposing of the asset and the PCV would again bear the costs of maintaining the building, even though at a diminished level of 37%.

The committee came to the conclusion that while option C appears to produce a similar net result for the charitable purpose as does option B, it is only possible as an option if the PCV itself is willing to bear significant cost for the sake of the MDC and CPC. It would also fail to satisfy Scots' who desire complete control and it would continue to present a management challenge as the Assembly Hall would need to continue to be administered by a joint management committee, on which the PCV would continue to have minority membership.

The committee considers Option C to have significant disadvantages for both Scots' and the PCV without providing greater benefit to MDC and CPC over Option B and therefore recommends that it be rejected.

4. Option D

Sale of the whole building to a third party.

As this option involves selling the property to an external entity rather than being an internal transaction, there would be fees and legal costs beyond that of Option B (sale to Scots' congregation). Scots' Church has indicated that it does not support the sale of the whole building to a third party so PCV would require

a VCAT decision, which would incur further costs. Whilst an application may well be successful, it would create further contention with Scots' Church.

Such a sale would also seriously diminish the amenity available to both Scots' and the wider denomination, albeit that Scots' Church has facilities available at no cost on the mezzanine level of the Westpac building and the PCV could rent/use facilities elsewhere. While the diminishing of existing amenity does not impact directly on the charitable purpose, it is a consideration for the wider denomination.

The valuation of the building for sale to an external body would also be significantly impacted by any caveats, lease back agreements, or other conditions which might be applied to the building by either Scots' or the PCV.

As there are additional transaction costs involved in selling to an outside party-this option yields a diminished benefit to the MDC and the CPC compared to Option B. In view of this, having consideration to a likely VCAT dispute and the possibly protracted process of selling a heritage building to a third party, and having regard to the significant impact on Scots' Church, the committee recommends that the Assembly pursue this option only in the event that option B does not eventuate.

5. Option E

Purchase by PCV followed by sale to Scots' Church.

Option E was advanced initially to provide immediate relief to the MDC and CPC, which are under financial pressure. Both committees have since made arrangements with BIF which provide some relief for them, and the committee, therefore, sees little benefit in pursuing this option as a precursor to selling to Scots' Church. Given that this option also does not remove the inherent problems with Option C (purchase of the 37% interest by the PCV), the committee recommends that it be rejected.

Chart A: Simplified Financial Model based on a 37% interest value of \$10.36M

	Option A Retain	Option B Sell to Scots'	Option C Sell to PCV	Option D Sell to 3 rd Party
HM & CE INCOME	22,295			
HM & CH LIABILITY	-1,850,000			
PCV INCOME			22,295	
PCV LIABILITY			- 1,850,000	
SITES RESERVE DRAW DOWN			- 10,360,000	
SITES RESERVE INCOME			- 414,400	
LOSS				
Duties Bench Mark		10,360,000	10,360,000	10,360,000
Legal and Transaction Fees		207,200	207,200	207,200
VCAT legal fees				103,600
Agent's Selling Fees (Estimate)				1,000,000
HM&CE First Year	1,827,705	10,152,800	10,152,800	10,049,200

Options Assessment Summary

- A) Retain the 37% for Home Mission and Church Extension with exploration as to how to make the building profitable. NOT RECOMMENDED
- B) Sale of PCV's 37% interest to Scots' Church congregation. RECOMMENDED

- C) Sale of PCV's 37% interest to the PCV for its general purposes.
NOT RECOMMENDED
- D) Sale of the whole building to a third party. RECOMMENDED ONLY IF OPTION B FAILS.
- E) Option C, followed by Option E. NOT RECOMMENDED.

B. Offer from Scots' Board of Management Limited

As indicated above, Scots' Board submitted the accompanying expression of interest in purchasing the PCV's 37% interest in the Assembly Hall.

In line with the committee's recommendation that the Assembly pursue Option B, it now recommends that the Assembly use the accompanying offer from SCBOML as the starting point for negotiation of the sale of the 37% interest in the Assembly Hall to Scots' Church.

Formation of a New Committee

The current Ad Hoc Assembly Hall Committee was given the specific mandate 'to identify and evaluate the options relating to the Assembly Hall and the future of the 37% interest held for home mission and church extension of the PCV' and 'report to the Assembly...with recommendations on the outcome of its deliberations'. (BB 2017 min 28). The Committee was not charged with negotiating the sale of the PCV's Assembly Hall interest held for the beneficial interest of home mission and church extension and considers its task completed with the submission of this report.

The Committee suggests that it be discharged and recommends the formation of a new ad hoc committee, called the ad hoc Negotiation of Sale of Assembly Hall Committee, to negotiate terms of sale and develop an implementation plan for submission to Assembly. This process would necessarily involve considering and negotiating a number of financial and legal matters as well as taking into consideration the pastoral ramifications any sale will inevitably have for Scots' Church and the wider PCV. The proposed ad hoc committee would need to draw on a range of skills and pastoral experience and this committee, therefore, recommends to the Commission of Assembly that the proposed ad hoc committee consist of:

- Mr Colin Morrow (Convener). As well as being the current Moderator of Assembly, Colin brings a wealth of pastoral care and financial expertise to the process;
- three members from the PCV BIF, thereby giving sufficient breadth of financial and legal expertise;
- the Clerk of Assembly to ensure any issues of polity and procedure are navigated appropriately; and
- Rev Robert White who has wide knowledge of the issues, having served as convener of this ad hoc committee and in the process has established a helpful rapport with Scots' Board of Management.

The Committee is aware that the Law Agent will have a vital role to play in any sale negotiations but has not recommended he be a member of the proposed ad hoc committee because, by very nature of his position, he is available for the committee to call on as needed.

Robert W White
CONVENER

AD HOC COMMITTEE: FUTURE DIRECTIONS FOR PRESBYTERIAN CHURCH OF VICTORIA SOCIAL SERVICES (Min 9)

PART ONE

The 2019 General Assembly resolved to:

- *Appoint an ad hoc committee entitled 'Future Directions for Presbyterian Church of Victoria Social Services', consisting of Rev Philip Court (Convener), Andrew Bray, David Palmer, Elders Iain Bramley, Robert Lowe, Andrew Letcher, Mr James Bligh, Chairman of the Board of Investment and Finance (or another member of the Board), Convener of the Social Services Committee, and the Clerk (or Deputy Clerk) of Assembly.*
- *Empower this ad hoc committee to consider the future of Kirkbrae and whether the Assembly should commit fully to the next phase of Kirkbrae's life, including appropriate structuring and resourcing, or divest the operation and use the funds for alternate community (social services) needs (many of which are not met by Government or business).*
- *Approve a budget of \$20,000 from General Assembly funds for the ad hoc committee to engage professional advice and consultancy, if required, and authorise the Board of Investment and Finance to approve further funding if necessary.*
- *Ask the ad hoc committee to report on its work and make recommendations for the 2020 Commission of Assembly to consider if possible, or if not then at the earliest opportunity.*
(BB 2019 Min. 25)

Progress to date

The committee held its first meeting on 21 November 2019, and, at the time of writing, has met five times, with further meetings anticipated on at least a monthly basis. In addition, the committee visited Kirkbrae on 13 December 2019 to meet informally with the Social Services Committee, to receive a development presentation and an operational presentation from the Kirkbrae management team, and to tour the site and facilities.

The committee reviewed a wealth of historical and contemporary documents and reports, from the 1958 General Assembly's authorisation to establish a centre for aged care in Kilsyth (Minute 87) through to the most recently available financial statements and analyses.

By way of comparison, the committee sought and received information regarding the business models and governance of other Australian Presbyterian aged care facilities, namely; PresCare Queensland, St Andrew's Village Aged Care and Retirement Living ACT, and Braemer WA. At the committee's request, the Group CEO of PresCare Queensland, Mr Greg Skelton, attended its 9 January 2020 meeting and provided a comprehensive briefing.

Through the Social Services Committee, the committee requested and received a breakdown of Kirkbrae's revenue and expenditure over the last three financial years and projections for the first half of the current financial year. (It should be noted that

the Social Services Committee and Kirkbrae senior management have fully and expeditiously cooperated with the work and with all requests of the committee.)

At its 13 February 2020 meeting, the committee resolved to engage the services of a specialist consultancy, Ingrid Williams Advisory, to provide a detailed analysis of Kirkbrae's residential aged care services. This engagement is being undertaken with the cooperation of the Trust Corporation and the Social Services Committee. At the time of writing, the committee expects the consultancy's report to be completed by 9 April 2020. It will provide significant input into the committee's ongoing exploration and assessment of options for Kirkbrae's future direction.

Making recommendations

The committee is not yet in a position to make firm recommendations in time for this Commission of Assembly. It does, however, plan to bring firm recommendations to the 2020 General Assembly.

PART TWO

At the time of the writing of Part One of the committee's report to the Commission, the detailed analysis of Kirkbrae's residential aged care services being undertaken by Ingrid Williams Advisory had not been completed.

Ingrid Williams Advisory has now provided two reports to the committee: the first covering an organisational review of Kirkbrae's residential aged care facility, and the second covering clinical governance. The focus of the reviews on the residential aged care facility was due to this side of the business generating significant budget deficits in the past and forecast to continue to do so into the future unless action is taken to improve its financial situation.

The organisational review report covered a number of issues facing Kirkbrae, such as:

- fixed head office costs;
- administration and nursing staff levels;
- the pain management programme;
- administration of medications;
- personal care night duty shifts;
- inhouse catering;
- the existing maintenance contract; and
- the current physical layout of the residential aged care facility.

In each of these areas, a number of recommendations were provided. The report indicated each of the recommendations would need to be thoroughly costed to determine the exact level of savings that could be achieved. While the report provided an estimate of the possible savings, based on the assumptions used these would only equate to approximately \$500,000 a year, still leaving a substantial budget deficit for Kirkbrae (in the order of \$1,000,000 in the 2020–2021 financial year). In addition, this report stated there is a need to prioritise each recommendation in terms of ease of implementation and the development of an action plan to monitor and report on the progress against each recommendation.

The clinical governance report did not raise any significant issues at Kirkbrae in this regard. The recommendations that were made are either already planned to be implemented or were well underway. As such, no immediate action was identified or considered necessary.

The reports were considered by the committee at its 9 April meeting and forwarded to both the PCV Trusts Corporation and the Social Services Committee (SSC) for comment and, if necessary, to enable a response to be provided on each of the recommendations. The committee considered this important as it felt there should not be any delay in determining the appropriate course of action for each of the recommendations or holding up their implementation. At the time of writing, the Trusts Corporation had not provided any comments on the reports. The SSC, following consultation with Kirkbrae's CEO, provided the committee with comments on each of the recommendations contained in the organisational review report together with, where appropriate, a draft implementation timeline.

In providing its comments, the SSC stated that while it generally supported all the recommendations, it considered that the recommendation covering the administration of medications needed more thought and discussion as implementing this recommendation could have a detrimental impact on the level of care that is provided at Kirkbrae.

Implementation plan

As the committee believes action needs to be taken as soon as practicable in implementing, if appropriate, each of the report's recommendations, it has encouraged the SSC to seek Kirkbrae's CEO and management team to cost each of the recommendations and to develop a full implementation plan that indicates when these recommendations would be fully implemented, and noting that the report from Ingrid Williams Advisory indicated that once these changes had been implemented, a further round of possible cost savings could be recommended for implementation.

In the meantime, the SSC has requested that this committee assist in the assessment of the costings and implementation plans for each of the recommendations, as they have arisen from this Committee's work. The SSC, while recognising that it is responsible for the operation of Kirkbrae, felt that the advice, support and assistance of this committee would be helpful in addressing the recommendations. Therefore, this committee has agreed to work with the SSC in undertaking this work at least until the General Assembly (or until the first meeting of a new incorporated board for Kirkbrae, should Commission agree to move in this direction).

Other issues

The committee is still not yet in a position to make firm recommendations in time for this Commission of Assembly. However, the committee has taken a first step towards improving the financial performance of the residential aged care provided at Kirkbrae and has considered other options that may generate further improvement. While at this stage we have not done any analysis on the viability of the individual living units as a 'stand-alone' business (or in conjunction with an activity other than the residential aged care facility), the committee is determined to continue seeking ways to improve the financial and operational performance of Kirkbrae and to work with the SSC (or its successor) to bring these about.

Another matter that effects the work of this committee and the recommendations it is able to bring the Assembly is the outcome of the work of the Ad Hoc Kirkbrae Committee, established by the same General Assembly that established this committee to 'prepare a report and recommendation for reorganising the oversight and management of Kirkbrae to remove the Trusts Corporation as the approved provider

so that it is not exposed to the legal liabilities and consequences when it is acting with no authority and is unable to take the necessary steps to manage that exposure' and authorised 'to prepare a proposal for the incorporation of Kirkbrae for consideration by the 2020 Commission of Assembly, or, if that is not possible, by the 2020 General Assembly'.

When the relationship of the work of the two committees was first raised in this committee, members expressed the view that the General Assembly is the 'owner' of the work, and that this committee had been charged with the responsibility of advising the 'owner' re the future of the work—and that when this was decided the General Assembly as the owner would set the direction any new incorporated body should take or not take as the case might be.

However, when advice was sought from the General Manager and the Law Agent, they advised that the new incorporated body would relate to the Assembly in a manner similar to the church schools. That is, the schools that present reports to the General Assembly are not subject to the direction of the Assembly. They are managed by the relevant council and administered under secular law. This is how the incorporated Kirkbrae is planned to work. If the new incorporated body is subject to the General Assembly, we will have the same separation of risk and responsibility that currently exists.

The Law Agent's specific advice was that the incorporation being proposed would do away with the separation of risk and responsibility, placing these in one body especially established for that purpose. However, this is not to say that the General Assembly's role would be of no consequence. Rather, its involvement acts as a safeguard to ensure that the right people (i.e. the board) are appointed to be entrusted with the responsibility to steer the work in the right direction.

While this committee is not yet ready to express a view or bring a recommendation to the Commission 'on whether the Assembly should fully commit to the next phase of Kirkbrae's life, including appropriate structuring and resourcing, or divest the operation and use of the funds for alternative community...needs' (2019 BB min 25.10), it supports the incorporation and transfer of the management and assets of Kirkbrae Homes for the Aged to the new company as proposed by the Ad Hoc Kirkbrae Committee.

Should the Commission of Assembly approve the incorporation, this committee will do all that it can to support the Social Services Committee and Kirkbrae management to ensure that the work is transferred to the new management in the best shape possible. The practical outcome of the approval of incorporation and its realisation in the near future is that the future development of the Kirkbrae site along the lines of 2019 BB min 25.19 will become the responsibility of the Board of Directors established by incorporation.

In the event that the Commission of Assembly does not support the proposed incorporation of Kirkbrae, it is quite possible that the committee may recommend that the church divest itself of its aged care ministry at Kilsyth. In addition, if the church were to divest itself of aged care, the committee will present options to a subsequent meeting of the General Assembly dealing with the future use of the site and/or the funds generated from such a divestment.

Philip Court
CONVENER

AD HOC KIRKBRÆ COMMITTEE (Min 17)

The 2019 General Assembly resolved BB 2019 min 26(5) to:

1. Form an ad hoc Kirkbrae Committee to prepare a report and recommendation for reorganising the oversight and management of Kirkbrae to remove the Trusts Corporation as approved provider so that it is not exposed to the legal liabilities and consequences when it is acting with no authority and is unable to take the necessary steps to manage that exposure.
2. Appoint the ad hoc Kirkbrae Committee as follows: the Clerks (Deputy Clerk as convener), the Law Agent, two members of the Trusts Corporation appointed by the Corporation, one member of the Social Services Committee appointed by the committee and authorise this ad hoc committee to prepare a proposal for the incorporation of Kirkbrae for consideration by the 2020 Commission of Assembly, or, if that is not possible, by the 2020 General Assembly.

Report of committee activities

The committee held its first meeting on 12 December 2019 and, at the time of writing, has met five times with correspondence between members on the outputs of the committee regularly occurring between meetings.

The committee initially reviewed the options available to resolve the legal liability and governance issues referred to in the Assembly minute giving rise to the appointment of this ad hoc committee.

The key issue in this regard is the ambiguity which currently surrounds oversight and management of Kirkbrae. The Trusts Corporation, on the one hand, owns the land on which Kirkbrae is situated. The Trusts Corporation is also licenced under the *Aged Care Act 1997* ('the Act') as the approved provider notwithstanding the lack of any clear authority for it to act in that capacity. The Social Services Committee, on the other hand, although not eligible under the Act to be an approved provider, is the committee accountable to the Assembly to oversee the operation and management of Kirkbrae.

The committee considers that this ambiguity is best resolved by the incorporation of a not-for-profit company limited by guarantee able to assume the oversight and management of Kirkbrae.

The advantages of this approach were assessed by the committee as follows:

- The accountability for governance and the associated responsibilities and liabilities would be unambiguously vested in the Board of the new entity.
- The Assembly and the Trusts Corporation would be discharged from direct operational governance of and liability for, Kirkbrae along with the associated implications of being the approved provider.
- The new entity would be clearly identifiable as an institution of the PCV and required to report to the General Assembly. The Assembly already has processes established for the exercise of its powers in respect of such institutions. These are currently utilised in connection with the Presbyterian schools. Acting upon this recommendation would establish the new entity as an additional institution alongside those schools.

- The resulting structure would better align to standards of governance in the provision of aged care under the Act and would be more conducive to the fulfilment of legal compliance obligations.

Facilitating incorporation

To facilitate the incorporation of such an entity, the committee has prepared:

- A proposed constitution for the new entity for consideration by the Assembly. This Constitution is included as Appendix A.
- A proposed Board Charter for the new entity for consideration by the Assembly for ultimate adoption by the Board of Directors of the newly incorporated entity. This Board Charter is included as Appendix B to the proposed deliverance.
- A proposal for a new ad hoc enactment committee to enact incorporation and to carry out all necessary preparations for the new entity to take a transfer of the assets in connection with Kirkbrae including the approved provider licence.
- A proposal for the appointment of appropriate and willing persons to membership of this new ad hoc enactment committee who will also become the initial Board of Directors of the newly incorporated entity.

Overview of the proposed Constitution

The proposed constitution and Board Charter has been developed by the committee to reflect the needs and polity of the PCV and finalised by a lawyer specialising in the drafting of constitutions for companies such as is proposed, Ms Alice Macdougall of Herbert Smith Freehills.

The following key aspects of the Constitution are worthy of specific mention:

- Its provisions are framed so as to confirm and preserve the charitable status of the entity.
- It recites the objects of the new entity in broad terms so that while the work of Kirkbrae falls within their scope, there is allowance for the pursuit of related, complementary, activities.
- It establishes a Board of between 3 and 12 directors – however, the intention, as stated in the Board Charter, is that the Board should comprise between 6 and 9 members with a broad range of skills, expertise and experience from a diverse range of backgrounds.
- New directors would be nominated by the existing Board for appointment by the Assembly or its Commission for Church Institutions.
- It recites a Doctrinal Basis for the new entity similar to and consistent with the statements of belief of the existing church institutions. Acceptance of the Doctrinal Basis is a prerequisite for nomination and appointment as a Director, for appointment as the entity's Chief Executive Officer and for appointment of chaplains where such persons are not ministers of the church. This is intended as a means to ensure the entity may legitimately operate in alignment with the tenets of the Christian faith.
- The prior approval of Assembly is required in the case of any amendment to the Constitution which may be proposed and in the case of a winding-up of the entity.

The Board Charter would operate, as it states in its opening, to more particularly outline the manner in which the Board is to carry out its responsibilities and as a means of ensuring the Company adheres to high standards of governance.

The Board Charter binds the Board, not the Assembly, which, notwithstanding the Board Charter (in particular the Board Composition Policy) retains ultimate authority on appointments to the Board (constitution clauses 12.1(b), 12.1(c), 12.1(e) and 12.2(b)).

Naming the Company

The appointing minute authorises this committee 'to prepare a proposal for the incorporation of Kirkbrae'; however, during the drafting process, it became evident that naming the Company 'Kirkbrae Ltd' could lead to confusion and that it would be wise to use a more generic name.

Having considered the options, the committee decided upon 'Presbyterian Care Victoria Ltd.' as broad enough to encompass the objects as defined in the Constitution; it also identifies the connection between the Company and its charitable works and the church, and it gives a measure of uniformity with other State churches. The Presbyterian Church of Queensland's Aged Care Services operate under *PresCare*, and while the Presbyterian Church of Tasmania sold its Aged Care facilities in 2017, it continues to offer a range of services under its *Presbyterian Care Tasmania*.

Establishing the new Board

As described above the committee recommends that the Commission of Assembly establish a new ad hoc committee entitled the 'Ad hoc Enactment of Presbyterian Care Victoria Ltd. Committee' to enact the incorporation of the new entity under the Constitution as approved by the Commission of Assembly and other associated tasks.

The members of this ad hoc committee would become the first members/Directors of the new entity immediately on its incorporation. This initial Board would facilitate the transition of Kirkbrae into the new legal structure, including the transition of governance responsibilities from the Social Services Committee and Trust Corporation to the new entity.

Nine suitably qualified persons have agreed to serve on this ad hoc committee and as the first Directors of the Company. Brief bios of each person are included in the private paper attached to this report. The committee is grateful to God for his provision in this matter and commends them to the Commission for appointment as provided for in the proposed deliverance.

The committee understands that the process involved in obtaining government approval for a transfer of the approved provider licence from the Trusts Corporation to the new entity may be lengthy and intricate and will not necessarily be achievable immediately upon incorporation.

While the incorporation of 'Kirkbrae' would not necessarily result in a transfer of the ownership of the assets of Kirkbrae Presbyterian Homes to the new Company, the committee believes if the ambiguity in the present division of risk and management between different bodies is to be resolved and the risk and responsibility for the management of the business effectively co-located solely with the Board of the

Company, that the ownership of the assets of Kirkbrae Presbyterian Homes must be vested in the Company.

This is also necessary for the effective management of the business; the directors of the Company will be liable under the Corporations Act for the operation of Kirkbrae. They will be personally at risk and will need to be able to manage their risk-free of undue external influence.

Some might see this as a divesting of Kirkbrae by the church—but while if it is approved the assets of Kirkbrae will no longer appear on the church's books, it is not real divestment, but an in-house transfer or reallocation of assets that will continue to be used (Lord willing) for their present purposes – charitable purposes in connection with the church.

Furthermore, while the directors would be able to act 'free of undue external influence', their powers may only be exercised in furtherance of the objects of the Company as stated in the Constitution. While, with the assets of Kirkbrae vested in the Company, the Company will be entitled to exercise all of the rights as owner of those assets including by way of disposal of those assets, without reference to the General Assembly, such action would always be subject to any trusts which attach to those assets.

It is the committee's assessment that the interests of the General Assembly in Kirkbrae as a work of the church is ensured by this proposal. While operational control of all of the activities of the Company (including Kirkbrae) would sit with the Company through its Board, the church retains the sole power of appointment of the Board of directors, and its approval is a prerequisite to any amendment to the Constitution and to the disbursement of net assets on a winding up of the Company.

Clause 6 of the committee's proposed deliverance opens the way for the transfer from the church to Presbyterian Care Victoria Ltd of all assets held for and in connection with Kirkbrae Presbyterian Homes and the licence to operate as an aged care approved provider and subject to any and all trusts which attach to such assets.

Implications for the Social Services Committee

Subject to it being discharged from its responsibilities in connection with Kirkbrae as a result of this proposal, the role of the Social Services Committee will be otherwise unaffected. It will still exist and function as a committee of the Assembly under its regulations including, among other things, to discharge the administration of the various trusts for which it is responsible.

Conclusion

The ad hoc committee is confident that incorporation of the proposed entity as proposed by this committee will provide the appropriate legal and governance foundation for Kirkbrae.

The committee commends its proposed deliverance to the Commission of Assembly.

Peter W Phillips
CONVENER

Board charter

Presbyterian Care Victoria Ltd

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Schedule 4

Board composition policy

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Board charter

1 Purpose of this charter

The board of Presbyterian Care Victoria Ltd (**PCVL**) has adopted this charter to outline the manner in which it will exercise its powers and responsibilities.

This charter ensures compliance with principles of good governance, the Australian Charities and Not-for-profits Commission (**ACNC**) Governance Standards and applicable laws.

This charter includes an overview of:

- (a) PCVL's entity type, purposes and activities;
- (b) the role, responsibilities and duties of the board;
- (c) accountability to stakeholders; and
- (d) the roles of the chair, secretary and CEO.

This charter and the charters adopted by the board for its committees have been prepared and adopted on the basis that strong corporate governance enhances the performance of the charity and builds confidence in the community.

2 Entity type, charity and tax status

2.1 Entity type and ABN

Presbyterian Care Victoria Ltd (ABN [insert]) is a company limited by guarantee.

2.2 ACNC

PCVL is on the ACNC register as a charity under the following sub-types:

- [insert from the register]

2.3 ATO

PCVL is endorsed by the ATO as:

- income tax exempt;
- entitled to GST concessions;
- entitled to FBT rebate; and
- as a deductible gift recipient (**DGR**) under the category of Public Benevolent Institution (**PBI**).

2.4 Key documents

- Constitution.

- Board policies: Conflict of Interest Policy (Schedule 2), Decision Checklist for material board decisions (Schedule 3), Board Composition Policy (Schedule 4) [Working with Vulnerable People Policy] [director remuneration policy].
- Strategic plan dated [date].
- Annual reports.
- Key funding agreements.

2.5 Committees

- [list of board committees and sub-committees]

3 Purpose and activities of PCVL

3.1 Purpose

The primary role of the board is to ensure PCVL carries out its purposes as expressed in its constitution, which are:

The company's principal purpose is to provide relief of suffering, sickness, poverty, misfortune or helplessness of those in need, in a manner consistent with Reformed and Evangelical Christianity as held and practised by the Presbyterian Church of Victoria, by, without limitation:

- providing residential and home services such as home care, personal care and nursing care;
- providing welfare, health or other community programs, support or services
- working with or supporting the benevolent activities of the Presbyterian Church of Victoria, including its congregations and organisations, and other organisations.

3.2 Background

Presbyterian Church of Victoria and its General Assembly

Presbyterian Church of Victoria (ABN 89 276 382 053) (**PCV**) is an unincorporated association that was formed in 1859. PCV is governed by the Rules of the Church which are published under the title Code Book of the Presbyterian Church of Victoria.

The governing body of PCV is the General Assembly, a group of approximately 200 Presbyterian Ministers and Elders from across Victoria which meets as a General Assembly to make decisions for PCV.

Kirkbrae

Prior to PCVL taking over the operations of Kirkbrae Presbyterian Homes for Aged People (**Kirkbrae**), it was a trading name registered under the ABN of one of the committees of the General Assembly, the Social Services Committee (ABN 88 062 387 499).

Kirkbrae has two operational entities:

- a residential aged care facility; and
- a retirement village.

The two entities are co-located on one site at Kilsyth and share facilities, services, and management.

PCVL has been incorporated primarily to assume responsibility for the Kirkbrae operations.

3.3 Not-for-profit

The board must ensure the not-for-profit nature of PCVL is maintained by not providing any profit, distribution or benefits to members or board members other than in carrying out the purposes.

3.4 Activities

The main activities of PCVL are:

- operating the Kirkbrae residential aged care facility and retirement village; and
- [insert other activities].

3.5 Stakeholders

The key stakeholders are:

- clients;
- donors;
- local community;
- PCV;
- General Assembly;
- Public.

4 Role, responsibilities and duties

4.1 Role

The role of the board is to govern PCVL in such a way that it is able to pursue its purposes successfully and ensure it is compliant with the constitution and relevant law.

The board is responsible for and has the authority to determine all matters relating to the policies, practices, administration and operations of PCVL. This includes ensuring good corporate governance, determining and approving strategies and providing guidance and oversight to management.

4.2 Key responsibilities

- (a) The key responsibilities of the board are to:
- (1) set strategies, plans and policies for PCVL carrying out the purposes;
 - (2) approve operating budgets and sources of funding;
 - (3) implement, monitor and review systems of risk management and ethical and legal compliance;

- (4) monitor and review the performance of the board and the company;
 - (5) ensure that PCVL is accountable to its stakeholders;
 - (6) monitor and evaluate performance or impact against the purposes, strategies and plans;
 - (7) select and appoint a CEO and evaluate the CEO's performance;
 - (8) ensure there are adequate staff and resources within the strategy and budget;
 - (9) approve major capital expenditure, acquisitions and divestitures, and monitor capital management; and
 - (10) monitor and review management processes aimed at ensuring the integrity of financial and other reporting.
- (b) Board members will consider the attached decision checklist for material board decisions.
 - (c) Board members must treat all board meetings, board discussions and information obtained in the course of performing their duties as a board member as confidential, and not disclose information or share board papers outside of the board, without the chair's permission.

4.3 Governance Standards

- (a) Board members will:
 - (1) exercise their powers and discharge their duties with the degree of care and diligence of a reasonable person in their position;
 - (2) act in good faith, in the best interests of PCVL and to further its purposes;
 - (3) not misuse their position e.g. not use the position as board member to gain an advantage for themselves or someone else or to the detriment of PCVL;
 - (4) not misuse information obtained in the performance of being a board member e.g. only use this information to further the charity's purposes in its interests and not for the benefit of the board member or someone else, nor for the detriment of PCVL;
 - (5) disclose perceived, potential and actual conflicts of interest in accordance with the policy and procedures and not vote or participate in board discussions unless permitted;
 - (6) ensure PCVL's financial affairs are managed responsibly; and
 - (7) not allow PCVL to operate while insolvent. The board members must adequately understand the finances and ensure there are sufficient resources to pay debts as and when they are due.

4.4 Reliance on others

Board members may rely on information, in good faith, when making decisions if:

- (a) the board member makes an independent assessment of the information;
- (b) the information is given by:

- (1) an employee that the board member believes on reasonable grounds to be reliable and competent in relation to the matters concerned;
- (2) a professional adviser or expert on matters the board member believes on reasonable grounds to be within their competence;
- (3) another board member or committee in relation to matters within their authority or area of responsibility.

5 Accountability

5.1 Members

The members of PCVL are its board members. The members acknowledge that as board members they have full access to governance information and the opportunity to ask questions at any time.

5.2 The public

The board will ensure PCVL makes available the following documents to the public by lodging them with the ACNC for the ACNC public register:

- (a) constitution;
- (b) annual reports;
- (c) annual financial statements; and
- (d) annual information statements.

6 CEO

6.1 Responsibilities

- (a) The CEO leads PCVL and is ultimately responsible and accountable to the board for its operational management.
- (b) The board sets the role and performance expectations of the CEO and monitors the performance of the CEO.
- (c) The CEO is responsible for:
 - (1) developing strategic and business plans for approval by the board;
 - (2) implementing strategic and business plans;
 - (3) being the public face and speaking for PCVL;
 - (4) maintaining an effective organisational structure that clearly assigns responsibility and reporting relationships;
 - (5) developing and implementing appropriate risk management strategies;
 - (6) development of staff capacity, measurement of performance and setting of other staff remuneration levels; and

- (7) providing regular and reliable reports to the board which allow it to monitor performance and management of PCVL.

6.2 Attendance at meetings

- (a) The CEO will attend all directors' meetings, except meetings that involve consideration of the CEO personally, and may speak at the meetings but may not vote.
- (b) The CEO may attend board committee meetings by invitation and speak at the meetings, but is not entitled to vote at the meetings.

7 Chair

- (a) The board will appoint one of its members to be chair each year or for a set term.
- (b) The chair is responsible for:
 - (1) providing leadership and promoting cohesive, effective teamwork by the board;
 - (2) ensuring the board is meeting its functions, duties and responsibilities;
 - (3) setting the board meeting agendas, with the CEO;
 - (4) leading board meetings;
 - (5) ensuring the minutes correctly reflect the meetings;
 - (6) guiding, supporting and mentoring the CEO;
 - (7) ensuring the board maintains an effective relationship with the CEO.

8 Secretary

- (a) The board must appoint at least one secretary.
- (b) The secretary is accountable to the board.
- (c) The secretary is responsible for:
 - (1) carrying out the administrative functions of PCVL, including coordinating all board business and ensuring compliance with reporting and reporting obligations;
 - (2) preparing, compiling and distributing agendas and board papers;
 - (3) maintaining minutes of board meetings and following up on action items;
 - (4) ensuring the necessary paperwork and resolutions are effective for change in the composition of the board, change to auditors and any changes required to be submitted to the members;
 - (5) maintaining member registers or other registers as required;
 - (6) communication with regulatory bodies and all statutory, financial and other necessary filing;

- (7) ensuring compliance with legislation and reporting requirements, as applicable; and
- (8) undertaking any other roles clearly delegated to the secretary or required by the board.

Schedule 1

Board member's acknowledgment of board charter

I [insert name of board member] board member of PCVL have read the board charter of PCVL, adopted by the board on [date].

I am aware that I am subject to the requirements and duties as a board member at law and those set out in the board charter. I will comply with these requirements and duties.

I will resign as a board member of PCVL if I have been:

- (a) disqualified from managing a corporation, within the meaning of the *Corporations Act 2001*; or
- (b) disqualified by the ACNC Commissioner.

Signed by

sign here



print name

date

Schedule 2

Conflict of interest policy

1 High standards

PCVL wishes to adopt a high standard of conduct to ensure all perceived, actual and potential conflicts of interest are disclosed. This will avoid not only real conflicts of interest affecting the responsible decision making of the board but also avoid any perception of conflicts of interest in relation to the decision making.

2 What is a conflict of interest for this policy?

- (a) A conflict of interest exists where loyalties of board members are divided. This policy covers:
 - (1) if a board member's interests or other duties may affect her or his decision making or may be seen to possibly affect her or his decision making as a board member; or
 - (2) if a board member's interests or other duties may be affected by a decision of PCVL.
- (b) Conflicts of interest cover any real or sensible conflicts the board members may have with other duties owed, such as being a board member or trustee of another company or trust, and conflicts with a personal interest, such as the interests of an associate or relative. For example, offering the services to PCVL of a business the board member or family member is involved in.
- (c) Board members representing a stakeholder group, e.g. users of the services of PCVL, must ensure that they are acting in the interests of the purposes of PCVL and not just in the interests of the stakeholder group.
- (d) The conflicting interest may arise as a result of the board member's employment, consultancy or personal interests, often, but not limited to, financial investment.
- (e) A board member can have a potential conflict of interest if any decision they make as a board member may provide an improper gain or benefit to themselves or an associate.
- (f) Board members perform their functions subject to many influences and loyalties but this conflict of interest code of conduct applies to those types of interests and duties which have the possibility or the perception that they could influence the board members when making judgements relating to PCVL.
- (g) The issue normally arises only in relation to pecuniary interest but it does extend to all influences, loyalties, interest or duties which may affect or be seen as likely to affect the board member in his or her decision making for PCVL.

3 What must a director do?

3.1 Disclosure

- (a) Board members must disclose to the board, through the secretary, their employment, their connection to any stakeholder group and other board memberships, as well as any actual potential or perceived conflict of interest.
- (b) The secretary will keep a list of disclosures to be provided to any board member on request and to new board members for their information.
- (c) Board members must disclose any actual, potential or perceived conflicts of interest to the chair prior to a board meeting where the conflict may be relevant or to the board members at a board meeting prior to discussions.
- (d) Board members must ensure any change in circumstances relevant to the disclosure of interest is advised to the chair, secretary or all board members at a board meeting considering a matter that gives rise to or may give rise to that board member having an actual, potential or perceived conflict of interest.
- (e) If the board member wishes to keep the matter giving rise to the possible conflict confidential he or she may just advise board members that he or she has a conflict with the matter under discussion and that the protocol will apply.

3.2 Protocol

If there is a conflict of interest, or the board members or chair have decided there is sufficient potential for a perceived or actual material conflict to arise so as to apply the protocol, then the board member:

- (a) will not receive the papers on the matter, but will be advised that certain papers have been excluded;
- (b) cannot be present (by phone or in person) when the matter is considered unless permitted by law and the other board members resolve that the board member in question can stay; and
- (c) cannot vote on the matter.

3.3 Open discussion

- (a) When any matter is being discussed at board level, any board member may query another board member as to whether they consider they have a possible conflict of interest with the matter under discussion.
- (b) This matter should then be discussed and considered by the board and if the board (other than the board member who is being queried) considers that there may be a possibility of a perceived or actual material conflict of interest, then disclosure must be made and the protocol must apply.
- (c) If a board member is uncertain as to whether he or she has or may have a perceived or actual material conflict of interest, he or she must disclose this at the board meeting discussing the matter or with the chair.

3.4 Records

Any discussions, disclosures, resolutions and the application of the protocol relating to a conflict of interest should be recorded in the board member's minutes.

3.5 Confidentiality

- (a) Board members must remember that board papers and matters discussed at board meetings are confidential as each board member has a duty to maintain the confidentiality of information he or she learns by virtue of his or her position as board member.
- (b) If there is a need or desire by a board member to disclose or report on resolutions or matters discussed at board meetings, or information gained as a result of the being a board member, to third parties, then the disclosure or reporting can only be made with the consent of the board members at the meeting or by the chair.

3.6 Chair's role

- (a) The chair will be available to discuss with any board member the application of this procedure to particular circumstances and provide guidance as to whether he or she should be making a disclosure or whether the protocol should apply.
- (b) The chair shall also seek to remind the board members from time to time of their obligations and commitments under this policy and this policy will be given to any new board members.

Schedule 3

Decision checklist

- ☐ Is the proposal in furtherance of the PCVL's purposes, or incidental to the PCVL's purposes, and is the reason for the proposal for a proper purpose?
- ☐ Do you or any other board members have a conflict of interest or perceived conflict of interest related to the proposal?
- ☐ Does the proposal comply with the constitution and the not-for-profit nature?
- ☐ Does the proposal comply with the tax status?
- ☐ Is the proposal consistent with the strategic plan and within budget?
- ☐ Does the board have authority to make the decision or should it be referred to the members?
- ☐ Does the decision comply with applicable laws, e.g. fund raising, local government approvals, copyright, privacy, OH&S, etc.?
- ☐ Are the risks adequately identified and considered, e.g. financial, reputational, personal injury, property damage?
- ☐ Have you considered the effect on all the stakeholders e.g. clients, funders, donors, local community, members, employees, volunteers, public?
- ☐ Is the proposal in the best interests of the charity as a whole, i.e. you are not favouring any one group of stakeholders over another?
- ☐ If there is a chance things could go wrong, is there a plan to reduce the effects of things going wrong?
- ☐ Does the board need to amend or develop any budgets or policies with respect to the proposal?
- ☐ Is there a plan to communicate the outcome of this proposal to any stakeholders (members, government agencies, communities, media. etc.)?
- ☐ Does the proposal contain a system for monitoring how the decision will be actioned and/or the impact of the decision?
- ☐ If the proposal is controversial, do you have more than one source of information and/or a source of independent advice?
- ☐ Are you satisfied that you have been fully informed on the topic?
- ☐ Would your common sense lead you to accept or reject this proposal?

Schedule 4

Board composition policy

1 Board composition and size

- (a) The constitution requires that the board comprises a minimum of 3 and maximum of 12 board members. However, it is intended that the board should comprise between 6 and 9 members with a broad range of skills, expertise and experience from a diverse range of backgrounds.
- (b) The board is cognisant of the need for diversity, including a balance of age and sexes.
- (c) The board, as a whole, should ideally have the following skills:
 - (1) experience or knowledge specific to [aged care, health and community services];
 - (2) experience or knowledge in [working with the Presbyterian Church of Victoria];
 - (3) experience on governance issues and practices;
 - (4) accounting or auditing skills;
 - (5) marketing, communications or media experience;
 - (6) strategic planning experience; and
 - (7) legal experience in relevant fields.
- (d) The chair and CEO will annually review the skills represented by the board members and determine whether the composition and mix of those skills remain appropriate for PCVL's strategy, subject to the limits imposed by the constitution and the terms served by existing board members.

2 Suitability of board members

Board members must:

- (a) not be disqualified from acting as a director under the Corporations Act;
- (b) not be disqualified from acting as a responsible entity under the ACNC Act;
- (c) support the purposes of the company;
- (d) agree to regularly attend directors meetings;
- (e) comply with the ACNC governance standards;
- (f) be bound by the terms of the constitution as a director and member;
- (g) agree to comply with all policies and procedures of the company;
- (h) accept the Doctrinal Basis as consistent with his or her religious beliefs;

- (i) not have been convicted of fraud;
- (j) not have been bankrupt.

3 Selection, nomination and appointment of board members

- (a) Board members will be selected for their individual skills, experience and expertise which they can bring to the board, and their suitability.
- (b) The board will review the nomination of a potential board member candidate.
- (c) Factors to be considered when reviewing a potential candidate include, without limitation:
 - (1) the skills, experience, expertise and personal qualities that will best complement board effectiveness;
 - (2) the capability of the candidate to devote necessary time and commitment to the role;
 - (3) potential conflicts of interest; and
 - (4) the suitability requirements in this board charter.
- (d) All board member candidates must sign a consent to act as director, agreeing to:
 - (1) support the purposes of the company;
 - (2) regularly attend directors meetings;
 - (3) comply with the ACNC governance standards;
 - (4) be bound by the terms of the constitution as a director and member;
 - (5) accepting the Doctrinal Basis as consistent with his or her religious beliefs.
- (e) The board will review potential candidates and will recommend candidates for appointment as a director to the General Assembly in the manner required in the constitution.
- (f) The General Assembly has the power to appoint and remove directors.

4 Retirement, term or re-appointment

- (a) Board members should review their appointment after 3 years with the assistance of the chair to ensure they are still adding value to the board, and if not consider resigning to ensure the board remains active and effective in the governance of the company.
- (b) There is a maximum term of 9 years, unless the board otherwise decides for a particular board member, and in each case, this must be reviewed each year.
- (c) The secretary will keep a schedule of appointments and re-appointments and will note the period of service of each board member to determine if any board member is up for review.

5 Board review

The board will annually consider the following to ensure the role of the board can be carried out:

- (a) the size and composition of the board;
- (b) the board succession plan;
- (c) the necessary and desirable competencies and skills of the board members;
- (d) the number and type of sub-committees and their size and composition;
- (e) the appointment of board members and consideration of candidates for appointment to the board;
- (f) the performance evaluation of the board, board committees and individual board members, and the development and implementation of plans for identifying, assessing and enhancing board member competencies;
- (g) the suitability of board members, including satisfying itself that the board members:
 - (1) are not disqualified from managing a corporation, within the meaning of the Corporations Act 2001; and
 - (2) are not disqualified by the ACNC Commissioner nor have been disqualified by the ACNC Commissioner at any time during the preceding 12 months;
- (h) any amendments required to this board charter; and
- (i) any remuneration issues.

Constitution

Constitution

Presbyterian Care Victoria Ltd

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Constitution

Presbyterian Care Victoria Ltd

A company limited by guarantee

Background to the company: *The company has been established to continue the operations of Kirkbrae Presbyterian Homes for Aged People (Kirkbrae), which was a trading name registered under the ABN of one of the committees of the General Assembly, the Social Services Committee (ABN 88 062 387 499).*

1 Company's name

The name of the company is Presbyterian Care Victoria Ltd.

2 Company's purposes

The company's principal purpose is to provide relief of suffering, sickness, poverty, misfortune or helplessness of those in need, in a manner consistent with Reformed and Evangelical Christianity as held and practised by the Presbyterian Church of Victoria, by, without limitation:

- (a) providing residential and home services such as home care, personal care and nursing care;
- (b) providing welfare, health or other community programs, support or services
- (c) working with or supporting the benevolent activities of the Presbyterian Church of Victoria, including its congregations and organisations, and other organisations.

3 Company's powers

Solely for carrying out the company's purposes, the company may exercise all of the powers of a company limited by guarantee under the Corporations Act.

4 Doctrinal basis

- (a) The Doctrinal Basis is derived from the subordinate (or secondary) standard of the Presbyterian Church of Victoria, the Westminster Confession of Faith (1646), as amended from time to time by the General Assembly of Australia, read in the light of the Declaratory Statement contained in the Basis of Union (1901) and is to be interpreted not inconsistently with that standard.
- (b) The Doctrinal Basis consists of the following doctrines:

- (1) The unity of the Father, the Son and the Holy Spirit in the Godhead.
- (2) The sovereignty of God in creation, revelation, redemption and final judgement.
- (3) The divine inspiration and infallibility of Holy Scripture as originally given, and its supreme authority in all matters of faith and conduct.
- (4) The full deity of the Lord Jesus Christ, the incarnate Son of God; his virgin birth and his real and sinless humanity; his death on the cross, his bodily resurrection and his present reign in heaven and earth.
- (5) The creation by God of humankind, male and female, in his image, so that every human being without exception has inherent value and dignity and is worthy of respect irrespective of gender, race, age, nationality or economic status.
- (6) The universal sinfulness and guilt of human nature since the fall, rendering humankind subject to God's wrath and condemnation.
- (7) Redemption from the guilt, penalty and power of sin only through the sacrificial death once and for all time of our representative and substitute, Jesus Christ, the only mediator between God and humankind.
- (8) Justification as God's act of undeserved mercy, in which repentant sinners are pardoned all their sins, and accepted as righteous in God's sight, only because of the righteousness of Christ credited to them, this justification being received by faith alone.
- (9) The need for the Holy Spirit to make the work of Christ effective to the individual, granting repentance toward God and faith in Jesus Christ.
- (10) The indwelling of the Holy Spirit in all those thus regenerated, producing in them an increasing likeness to Christ in character and behaviour, and empowering them for their witness in the world.
- (11) The only holy universal Church, which is the Body of Christ, and to which all true believers belong.
- (12) The future personal return of the Lord Jesus Christ, who will judge all humankind, executing God's just condemnation on the impenitent and receiving the redeemed to eternal glory.

5 Not for profit

5.1 Application of the company's income and property

- (a) The company's income and property must be applied solely towards promoting the company's purposes.
- (b) No part of the income or property may be paid, transferred or distributed, directly or indirectly, by way of dividend, bonus, or other profit distribution, to any member or director in their capacity as member or director.
- (c) This rule 4 does not prohibit:
 - (1) indemnification of, or payment of premiums on contracts of insurance for, any director to the extent permitted by law and this constitution; or

- (2) the payment of fair and reasonable directors fees.

5.2 Payments of directors fees

Directors fees may be paid to the directors provided they are fair and reasonable and approved by the directors.

5.3 Other payments to directors

All other payments to directors must be approved by the directors including, but not limited to:

- (a) out-of-pocket expenses incurred by a director in performing a duty as a director of the company; or
- (b) a service rendered to the company by a director in a professional or technical capacity or as an employee, other than in the capacity as a director of the company, where:
 - (1) the provision of the service has the prior approval of the directors; and
 - (2) the amount payable is not more than an amount that commercially would be reasonable payment for the service.

6 Membership

- (a) The members are the directors.
- (b) Every member agrees to comply with this constitution and supports the purposes of the company set out in rule 2.
- (c) The company must maintain a register of members setting out the name, address, alternate electronic or other address (if any) for receipt of notices and date membership starts and ceases.
- (d) A person immediately ceases to be a member if the person ceases to be a director.

7 Liability and guarantee of member

- (a) The liability of the members is limited to the amount of the guarantee given in rule 7(b).
- (b) Every member must contribute an amount not more than \$10 to the property of the company if it is wound up while the person is a member or within one year after the person ceases to be a member, for:
 - (1) payment of the company's debts and liabilities contracted before the time the individual ceased to be a member; and
 - (2) expenses of winding up.

8 Winding up

- (a) If, on the winding up or dissolution of the company, any property remains after satisfaction of all its debts and liabilities, and after application of rule 9, this property must only be transferred to an entity that is charitable at law;
- (b) The entity referred to in rule 8(a) must be decided by the directors with the prior approval of the General Assembly, or if the directors do not wish to decide or do not decide, it must be decided by the General Assembly.

9 Deductible Gift Recipient status

9.1 Application of this rule

This rule only applies if the company is a deductible gift recipient under the ITAA 97.

9.2 Gift Account

- (a) The company must maintain a management account for its principal purposes (**Gift Account**):
 - (1) to identify and record Gifts and Deductible Contributions;
 - (2) to identify and record any money received by the company because of those Gifts and Deductible Contributions; and
 - (3) that does not record any other money or property.
- (b) Receipts for Gifts or Deductible Contributions must state the:
 - (1) name and ABN of the company;
 - (2) the date and amount (or value, if property) of the Gift or Deductible Contribution;
 - (3) the name of the donor or contributors;
 - (4) the fact that it was a Gift or Deductible Contribution (and if it was a Deductible Contribution, the relevant fundraising event and GST inclusive market value of the event or goods or services purchased).

9.3 Winding up or revocation of deductible gift recipient endorsement

- (a) Upon:
 - (1) the winding up of the company; or
 - (2) the company ceasing to be endorsed as a deductible gift recipient under the ITAA 97,whichever is earlier, any surplus funds in the Gift Account must be transferred to an entity:
 - (3) which is charitable at law; and
 - (4) to which gifts are deductible on the basis that it is characterised as a registered public benevolent institution as described in item 4.1.1 of the table in section 30-45 of the ITAA 97.

- (b) The entity referred to in rule 9.3(a) must be decided by the directors with the prior approval of the General Assembly, or if the directors do not wish to decide or do not decide, it must be decided by the General Assembly.

10 Altering this constitution

- (a) The company must not pass a special resolution altering this rule 10 or the constitution unless:
 - (1) at least three months' notice in writing of the proposed alteration has been given by the directors to the General Assembly or the General Assembly consented to short notice;
 - (2) the proposed alteration has been approved by the General Assembly; and
 - (3) the company continues to be a charity following the proposed alteration.
- (b) A resolution purporting to alter this constitution in breach of rule 10 will have no effect.

11 General meetings

- (a) The directors may convene a general meeting at such time and place as the directors see fit.
- (b) General meetings must be conducted in accordance with rule 13, with the following modifications:
 - (1) A member may appoint a proxy on behalf of the member. The directors may decide the rules relevant to the appointment and powers of the proxy.
 - (2) A members' resolution may be passed in accordance with rule 13.6 unless a meeting is required by the Corporations Act, such as a resolution to remove an auditor or a director, or a resolution that by law requires a special resolution.

12 Directors

12.1 Appointing directors

- (a) The minimum number of directors is 3 and the maximum is 12. The first directors are those named as directors in the application for registration of the company.
- (b) The General Assembly may appoint any individual, recommended by the directors, as a director.
- (c) The directors may nominate by notice in writing to the General Assembly through its Clerk, signed by the chairperson or secretary, any individual who

satisfies the requirements in rule 12.1(d), for appointment as director. If, within thirty days of the nomination being lodged with the Clerk of the General Assembly, the General Assembly has not rejected the appointment, then that individual is deemed to be appointed as a director by the General Assembly on the date thirty days after the date of lodgement of the notice with the General Assembly.

- (d) Before nominating any individual as a director, the directors must ensure:
 - (1) the number of directors does not exceed the maximum number fixed under rule 12.1(a);
 - (2) the individual has signed a consent to act as director, agreeing to:
 - (A) support the purposes of the company;
 - (B) regularly attend general meetings and directors meetings;
 - (C) comply with the ACNC governance standards;
 - (D) be bound by the terms of the constitution as a director and member; and
 - (E) the Doctrinal Basis being consistent with his or her religious beliefs; and
 - (3) the individual is not disqualified from managing a corporation under the Corporations Act nor disqualified from being a responsible entity under the ACNC Act.
- (e) Subject to rule 12.2, a director holds office for a maximum of 9 years from the date of appointment, unless the General Assembly otherwise decides for any particular director.

12.2 Vacation of office

The office of a director becomes vacant:

- (a) if the director resigns by notice to the company;
- (b) if the director is removed from office by written notice by the General Assembly;
- (c) if the director is appointed for a specific term of office and is not reappointed by the General Assembly;
- (d) if the director is disqualified from managing a corporation under the Corporations Act or disqualified from being a responsible entity under the ACNC Act;
- (e) except to the extent of a leave of absence granted by the directors, if the director fails to attend at least three consecutive meetings of the directors or at least four meetings over a period of one year;
- (f) in the circumstances outlined in the Corporations Act; or
- (g) if a person is appointed to make decisions on behalf of the director under a law relating to mental health.

12.3 Powers and duties of directors

- (a) The directors are responsible for managing the company's affairs and carrying out the company's purposes set out in rule 2.

- (b) The directors may exercise all the company's powers which are not required, by the Corporations Act or by this constitution, to be exercised by the members in a general meeting.
- (c) The directors must ensure they are aware of, and comply with their duties as directors, including the ACNC governance standards.
- (d) The directors must ensure the company's financial affairs are managed responsibly, including:
 - (1) maintaining financial records that correctly record and explain its transactions and financial performance, and enable true and fair financial statements to be prepared annually;
 - (2) deciding how payments are to be approved or executed by or on behalf of the company; and
 - (3) ensuring the company does not operate while insolvent.
- (e) The directors may delegate any of their powers or functions to one or more of the directors, a committee, an employee, agent or other person as the directors decide.

12.4 Directors conflict of interest

- (a) A director must disclose a perceived or actual material conflict of interest to the other directors.
- (b) Unless the directors decide otherwise and where permitted by law, a director who has a material personal interest in a matter that is being considered at a directors meeting must not:
 - (1) be present while the matter is being considered; or
 - (2) vote on the matter.
- (c) The directors may make a policy or rules relating to disclosure of interests and subsequent requirements of the directors. Any policy or rules will bind all directors.
- (d) An act, transaction, agreement, instrument, resolution or other thing with a third party is not invalid or voidable only because a director fails to comply with the policy or rules.
- (e) A director is not disqualified from contracting or entering into an arrangement with the company as vendor, purchaser or in another capacity merely because the director holds office as a director or because of the fiduciary obligations arising from that office.
- (f) A contract or arrangement entered into by or on behalf of the company in which a director is in any way interested is not invalid or voidable merely because the director holds office as a director or because of the fiduciary obligations arising from that office.
- (g) A director who has an interest in an arrangement involving the company is not liable to account to the company for any profit realised under the arrangement merely because the director holds office as a director or because of the fiduciary obligations arising from that office, provided that the director complies with applicable disclosure requirements under this constitution, any policy or rules of the company and the law.
- (h) A director may hold any other office or position (except auditor) in the company or a related body corporate in conjunction with their directorship and may be

appointed to that office or position on terms (including remuneration and tenure) that the directors decide.

12.5 Committees

- (a) The directors may delegate their powers to one or more committees consisting of any number of directors and others provided that at least one member of any such committee is a director.
- (b) A committee must exercise its powers within the terms of the delegation.
- (c) The procedures in rule 13 apply as far as possible to the decision-making of any committees.

12.6 Validity of acts

An act done by a person acting as a director, a meeting of directors, or a person exercising a power or function delegated to them by a director is not invalidated merely because of one of the following circumstances, if that circumstance was not known by that person, the directors or the committee (as applicable) when the act was done:

- (a) a defect in the appointment of the person as a director or delegate;
- (b) the person being disqualified as a director or having vacated office; or
- (c) the person not being entitled to vote.

13 Decision-making procedures

13.1 Convening meetings

- (a) A director may call a meeting by giving reasonable notice to the other directors, or by the secretary giving notice of the meeting to all directors.
- (b) A notice of meeting:
 - (1) must specify the time and place of the meeting;
 - (2) need not state the nature of the business to be transacted at the meeting;
 - (3) may be given immediately before the meeting; and
 - (4) must be given in accordance with rule 18.1.
- (c) The non-receipt of notice of a meeting, or a failure to give notice of a meeting, does not invalidate any thing done or resolution passed at the meeting if:
 - (1) the non-receipt or failure occurred by accident or error;
 - (2) the director waives notice of that meeting before or after the meeting;
 - (3) the director notifies the company of their agreement to that thing or resolution personally or by post, telephone, email or other electronic means before or after the meeting; or
 - (4) the director attended the meeting.

13.2 Telephone or video conferences

- (a) A director who takes part in a meeting by telephone or other electronic means is taken to be present in person at the meeting.
- (b) The simultaneous linking together by telephone or other electronic means of a sufficient number of the directors to constitute a quorum constitutes a meeting. All the provisions in this constitution relating to meetings apply, as far as they can and with any necessary changes, to meetings by telephone or other electronic means.
- (c) A meeting by telephone or other electronic means is taken as held at the place decided by the chair of the meeting, as long as at least one person involved was at that place for the duration of the meeting.
- (d) If a technical difficulty occurs which means that one or more directors cannot participate, the chair may adjourn the meeting until the difficulty is remedied or may, if a quorum remains present, continue with the meeting.

13.3 Quorum

- (a) No business may be transacted at a meeting unless a quorum is present at the time the business is dealt with.
- (b) A quorum consists of a majority of directors, or at least 3 directors, whichever is the greater number.
- (c) If the number of directors in office is less than the minimum number of directors fixed under this constitution, the remaining directors must act as soon as possible to appoint additional directors, as required, and, until that has happened, may only act if and to the extent that there is an emergency requiring them to act.

13.4 Chair

- (a) The directors may elect one of the directors as chair and may decide the period for which that person is to be the chair.
- (b) The chair must preside as chair at each meeting if present within 10 minutes after the time appointed for the meeting and willing to act.
- (c) If there is no chair or the conditions in rule 13.4(b) have not been met, the directors present must elect one of the directors as chair of the meeting.

13.5 Decisions at meetings

- (a) Except where by law a resolution requires a special majority, a resolution at a meeting must be decided by a majority of votes cast by the directors present.
- (b) Where the votes on a proposed resolution are equal, the chair of the meeting has a second or casting vote.

13.6 Decisions without a meeting

- (a) A resolution is taken to have been passed if:
 - (1) all of the directors who would be entitled to receive notice of a meeting and to vote on a resolution are given a document setting out that resolution;

- (2) at least 75% of the directors sign or consent to the resolution within the time specified, or if no time is specified, within 14 days of the document being sent to the directors; and
 - (3) the directors who sign or consent to the resolution would have constituted a quorum at a meeting held to consider that resolution.
- (b) A director may consent to a resolution by:
 - (1) signing the document containing the resolution (or a copy of that document);
 - (2) giving the company notice in writing agreeing to the resolution and either setting out its terms or otherwise clearly identifying them; or
 - (3) telephoning the secretary or the chair and signifying assent to the resolution and clearly identifying its terms.
- (c) The resolution is taken as passed when the last director required to constitute at least 75% of the directors signs or consents to that resolution within the time period specified in rule 13.6(a)(2).

13.7 Minutes and records

- (a) The directors must ensure:
 - (1) minutes of general meetings, directors meetings and committee meetings (including all resolutions proposed); and
 - (2) records of resolutions passed by members, directors and committees without a meeting,

are recorded and kept as part of the company's records. The records must be made within one month after the relevant meeting is held or resolution passed.
- (b) The minutes of a meeting must be signed within a reasonable time by the chair of the meeting or the chair of the next meeting.

14 Chief Executive Officer and Secretary

14.1 Chief Executive Officer

- (a) The directors may employ a Chief Executive Officer for a term, at the remuneration and on the conditions the directors see fit.
- (b) The Chief Executive Officer:
 - (1) must not be a director;
 - (2) must be a communicant member of a congregation of the Presbyterian Church of Victoria or a communicant or confirmed member of some other Protestant Church; and
 - (3) agree with the Doctrinal Basis and the company purposes outlined in rule 2.
- (c) Subject to any contract between the company and the Chief Executive Officer, the Chief Executive Officer may be removed or dismissed by the directors at any time, with or without cause.

- (d) The directors may:
 - (1) confer on the Chief Executive Officer such powers, discretions and duties (including any powers, discretions and duties vested in or exercisable by the directors) as they see fit;
 - (2) withdraw, suspend or vary any of the powers, discretions and duties so conferred; and
 - (3) authorise the Chief Executive Officer to delegate all or any of the powers, discretions and duties conferred on the Chief Executive Officer.
- (e) An act done by a person acting as Chief Executive Officer is not invalidated merely because of:
 - (1) a defect in the person's appointment as Chief Executive Officer; or
 - (2) the person being disqualified from being Chief Executive Officer, if that circumstance was not known by the person when the act was done.

14.2 Secretary

- (a) The directors must appoint at least one secretary, who may also be a director.
- (b) The secretary must provide written consent to the appointment.
- (c) The secretary can be removed by the directors, and another person appointed as secretary, at any time.

15 Chaplains

- (a) The directors may appoint chaplains to carry out chaplaincy in support of any service provided by the company.
- (b) Chaplains who are not ministers of the Presbyterian Church of Australia must be able to subscribe to the Doctrinal Basis.
- (c) In the case of any chaplain appointed to carry out chaplaincy services within any aged care facility operated by the company from time to time, such chaplain shall be a minister of the Presbyterian Church of Australia recommended to the directors by the Chief Executive Officer following consultation with the presbytery of the Presbyterian Church of Victoria within whose bounds the facility is located;
- (d) Such chaplaincy may be:
 - (1) full or part time.
 - (2) remunerated or honorary;
- (e) In the case of remunerated chaplains then:
 - (1) if any such chaplain is appointed in the circumstances described in clause 15(c), they shall be appointed on terms not less than the minimum terms of settlement declared from time to time by the General Assembly; and
 - (2) for all other such chaplains, they shall be appointed on the terms as the directors deem fit.

- (f) Honorary chaplains may receive an honorarium at the discretion of the directors and be reimbursed for reasonable costs incurred in connection with the provision of chaplaincy in support of services provided by the company;
- (g) With regard to the provision of chaplaincy services, each chaplain is accountable to the directors through the Chief Executive Officer;
- (h) With regard to a chaplain's responsibilities as a minister of the church, the chaplain is accountable to the courts of the Presbyterian Church of Australia;
- (i) A chaplain shall not be expected in the provision of chaplaincy in support of services provided by the company to compromise the theological or ethical standards required of them as a minister of the Presbyterian Church of Australia;
- (j) Upon request a chaplain shall refer and facilitate access to accredited leaders and pastoral workers of other Christian churches or other faith groups so that they may provide spiritual support to members of their denomination or faith groups receiving services provided by the company.

16 General Assembly

16.1 Company report to General Assembly

The directors will report annually to the General Assembly by a date set by the clerk of the General Assembly on the life and work of the company and will provide a copy of the last financial statements of the company.

16.2 Acts of the General Assembly

In this constitution, if any act is required or permitted to be done by the General Assembly, that means an act which if done at all is to be done either by the General Assembly itself or by any commission appointed by and acting within the authority of the General Assembly— and in either case, by the vote of a simple majority of those members of the General Assembly or the commission (as the case may be) present and voting on the relevant occasion.

17 Indemnity and insurance

17.1 Persons to whom the indemnity and insurance apply

The indemnity and insurance referred to in this rule 17 applies to Indemnified Officers.

17.2 Indemnity

- (a) The company must indemnify, on a full indemnity basis and to the full extent permitted by law, each Indemnified Officer against all losses or liabilities (including costs and expenses) incurred by the person as an officer of the company.
- (b) This indemnity:

- (1) is a continuing obligation and is enforceable by an Indemnified Officer even though that person has ceased to be an officer of the company;
- (2) is enforceable without that person having first to incur any expense or make any payment; and
- (3) operates only to the extent that the loss or liability in question is not covered by insurance.

17.3 Insurance

The company may, to the extent permitted by law:

- (a) purchase and maintain insurance; or
- (b) pay or agree to pay a premium for insurance,

for any Indemnified Officer against any liability incurred by the person as an officer of the company where the directors consider it appropriate to do so.

17.4 Savings

Nothing in this rule 17:

- (a) affects any other right or remedy that an Indemnified Officer may have in respect of any loss or liability referred to in this rule 17; or
- (b) limits the capacity of the company to indemnify or provide or pay for insurance for any person to whom this rule 17 does not apply.

18 Notice

18.1 Notice from the company

The company may give notice and any communication:

- (a) personally;
- (b) by post to the person's nominated address;
- (c) by email or other electronic means; or
- (d) by notifying the person by email or other electronic means, that the notice or communication or publication is available at a specified electronic address.

18.2 Notice to the company

Notice may be given to the company:

- (a) by personal service at its registered address;
- (b) by post to its registered address; or
- (c) by sending it to the company's principal email address, or if there is no principal email address, to the email address of the secretary.

18.3 Time of service

- (a) A notice from the company properly addressed and posted is taken to be served at 10.00am on the day that is five Business Days after the date it was posted.
- (b) Where the company sends a notice by email or other electronic means, the notice is taken as served at the time it is sent.
- (c) If service under rule 18.3(b) is on a day which is not a Business Day or is after 4.00pm (addressee's time), the notice is regarded as having been received at 9.00am on the following Business Day.

18.4 Persons entitled to notice

Notice of every general meeting must be given to:

- (a) directors;
- (b) the General Assembly through its clerk; and
- (c) the company auditor.

18.5 Other communications and documents

Rules 18.1 to 18.3 apply, as far as they can, with any necessary changes, to the service of any communication or document.

19 Definitions and interpretation

19.1 Definitions

Term	Meaning
ACNC Act	<i>Australian Charities and Not-for-profits Commission Act 2012 (Cth).</i>
Business Day	Monday to Friday inclusive, excluding New Years' Day, Australia Day, Good Friday, Easter Monday, ANZAC Day, Christmas Day and Boxing Day.
Corporations Act	<i>Corporations Act 2001 (Cth).</i>
Deductible Contribution	a voluntary transfer of money or property in relation to an eligible fundraising event as described in item 7 or item 8 of the table in section 30-15 of the ITAA 97.
Doctrinal Basis	the statement of doctrinal basis in rule 4.

General Assembly	the General Assembly of the Presbyterian Church of Victoria.
Gift	a voluntary transfer of money or property (including financial assets such as shares) where the donor receives no material benefit or advantage.
Indemnified Officer	<ol style="list-style-type: none"> 1 each person who is or has been a director or executive officer of the company; and 2 any other officers or former officers of the company as the directors in each case decide.
ITAA 97	<i>Income Tax Assessment Act 1997 (Cth).</i>

19.2 Interpretation

In this constitution:

- (a) a reference to any legislation includes all delegated legislation made under it and amendments, consolidations, replacements or re-enactments of any of them;
- (b) a word or expression defined or used in the Corporations Act, covering the same subject, has the same meaning in this constitution;
- (c) a reference to a member present at a general meeting is a reference to a member present in person or by proxy, attorney or representative; and
- (d) the singular includes the plural and the plural includes the singular.

20 Corporations Act and ACNC Act

- (a) The replaceable rules set out in the Corporations Act do not apply to the company.
- (b) If at any time, the company is not a registered charity under the ACNC Act, the Corporations Act applies and (unless it is a replaceable rule) overrides any part of this constitution, or policy of the company, which is inconsistent with the Corporations Act.

Initial members

The initial members of the company (whose consents are set out below) adopt, on registration of the company, the attached constitution as the company's constitution in accordance with section 136(1) of the Corporations Act.

Full name of initial member

Signatures consenting to be a member

Date:

BOARD OF INVESTMENT AND FINANCE (Min 7)

COVID-19

The COVID-19 pandemic has presented the church along with society many circumstances and conditions which we have not faced before in our lifetime. In this context, it is challenging to make plans for the future with any degree of confidence, particularly so in financial matters. This has exercised the BIF over recent weeks and months. In presenting this report and recommendations, the BIF is conscious of the limitations in the various assumptions and expectations that are necessary as we attempt to map out a financial plan for the coming 12 months.

The initial work by committees and the BIF was largely completed prior to the emergence of the pandemic. At the time that the reports were due to be presented to the Business Committee, it became apparent that those figures would need to be reconsidered in the light of the new circumstances.

The Trusts Corporation has considered the likely impact on investment returns of the Common Fund over the coming months and years. While there are many variables and unknowns, it is clear that the decline in income will be considerable. The Trusts Corporation resolved to distribute 1% to committees for the June 2020 quarter, down from 2.5% for the March quarter. This will make a total of 8.5% for the current financial year, down from the 10% anticipated.

Based on the estimated returns projected for the Common Fund, the Board of Investment and Finance reworked the likely distribution rates to committees and requested them to accommodate the anticipated reduction in Common Fund distributions based on the following projected distribution rates 2020–21 7%; 2021–22 6% and 2022–23 6%.

This represents a projected decrease of approximately 2% each year compared to the projections which committees were asked to assume when the budgets were initially framed. The BIF is conscious that this will have a significant impact on most committees, and it will be challenging to adjust to both the current and the post-COVID-19 environments.

Through many years and cycles, the Trusts Corporation has been able to maintain a high distribution rate on funds, including committee funds invested in the Common Fund. There may be a tendency to discount the present circumstances based on previous performance. While the BIF would welcome a more favourable outcome than we currently expect, the present situation is substantially different to the past, and we do not expect that to translate into a substantial increase in the distribution rate for reasons including:

- Leading into the GFC, the Common Fund had \$10 million of undistributed income in reserve. In December 2019, the Common Fund had less than \$3 million of undistributed income.
- In late 2007, prior to the GFC, the RBA rate was 6.75%. Throughout 2008, as the GFC unfolded, the RBA cash rate increased to 7.25% in August when it began a very sharp decline. This year, leading into the COVID-19 crisis, the RBA cash rate was already at an all-time low of 0.25%.

It is very unlikely that the returns will soon bounce back to the pre-COVID-19 levels. The Church will need to adjust and adapt to a lower level of income which is likely to be with us for many years to come.

The BIF is grateful for the way committees have responded to its request to reconsider the budgets in this context.

Impact on Congregations

The BIF has found it difficult to ascertain what financial impact the pandemic is having on congregations. To the extent that BIF is required to recommend various levies and charges which the Commission is to determine, this has been a consideration. On the one hand, it might be expected that charges would experience a reduction in the weekly offerings as a consequence of being unable to congregate together. Anecdotally, it seems that a number of congregations have experienced an increase in their offerings as more people have moved to electronic giving. At the same time, the government has made available assistance through its Cash Flow Boost and Job Keeper assistance programs, which have been beneficial to many congregations.

Unfortunately, due to the way the legislation has been drafted, those charges which have elected to process their payroll through the PCV office, which is the majority, have been unable to access the Cash Flow Boost. PCV is not alone in this situation. Our colleagues in New South Wales and Queensland have been similarly impacted along with most other denominations, including the Anglicans and Uniting Church.

Ultimately the BIF resolved to seek to provide temporary relief within its remit to congregations through the following measures:

- reassessment and reduction of the GMP allocation, especially with respect to funding of outside organisations
- deferral of the reintroduction of an Assembly Rate which had been previously planned by the BIF for this year
- for congregations with Capital Fund loans:
 - Offer to suspend loan repayments for six months
 - Subsidy of the full interest amount charged on loans for six months.

Home Mission and Church Extension funding

The General Assembly in October 2019 approved (BB 2019 min 25.14, 25.15, p154):

14. Note that the decision of the Trusts Corporation that no distributions from the Scots' Church Property Trust for home missions and church extension will be made for 2019-2020 and 2020-2021 will create considerable financial uncertainty for the beneficiaries of home mission and church extension for some years into the future.
15. Direct the Board (after full and thorough consultation with the Ministry Development Committee and the Church Planting Committee) to bring a report and recommendation to the 2020 Commission of Assembly that provides the Ministry Development Committee and the Church Planting Committee with sufficient funds to carry out its ministry work over the next five years.

The BIF has engaged with both committees on this issue, especially in the light of the proposed budgets for the 2020–21 year which are presented in this report. Arising from those discussions, both committees have indicated their support for the proposal which the BIF now brings to the Commission for approval.

The context of this matter is important in coming to any decision about how to manage the ministries of the Church over the coming years. Some of the key issues are:

- Home mission and church extension are generally well funded.
- As a result of the court proceedings, the distributions have increased over the prior levels by an amount in the order \$400,000 to \$500,000 per year.
- Home mission and church extension have a considerable investment in its 37% interest in Assembly Hall.
- In the short term, there will be no distribution to the committees until late 2021.
- The finances of the denomination, in general, are coming under pressure as a result of declining investment returns, and now with the challenges presented by the COVID-19 pandemic.
- There are other ministries which are less well funded than home missions and church extension, and rely on GMP or congregational funded levies or are not funded.
- The General Assembly is dependant on an appropriate investment return on its capital in addition to other measures, to support its budget.

Both the MDC and the CPC are in agreement with the BIF that the way forward is to fund any short term cash flow issues by way of an interest bearing overdraft facility from the General Assembly.

In coming to that conclusion, the BIF acknowledges that funding a charitable purpose with any form of borrowings is a highly unusual situation and one which should not be entered into lightly. The fact that the ongoing income from the SCPT is relatively secure, (though less so now due to COVID-19) and more importantly that the charitable purpose has several million dollars invested in Assembly Hall significantly mitigate this risk. Nevertheless, spending money in the short term (which is not yet received) will impact on future ministry as the loan must be repaid from future income. This may include the realisation of the investment in Assembly Hall.

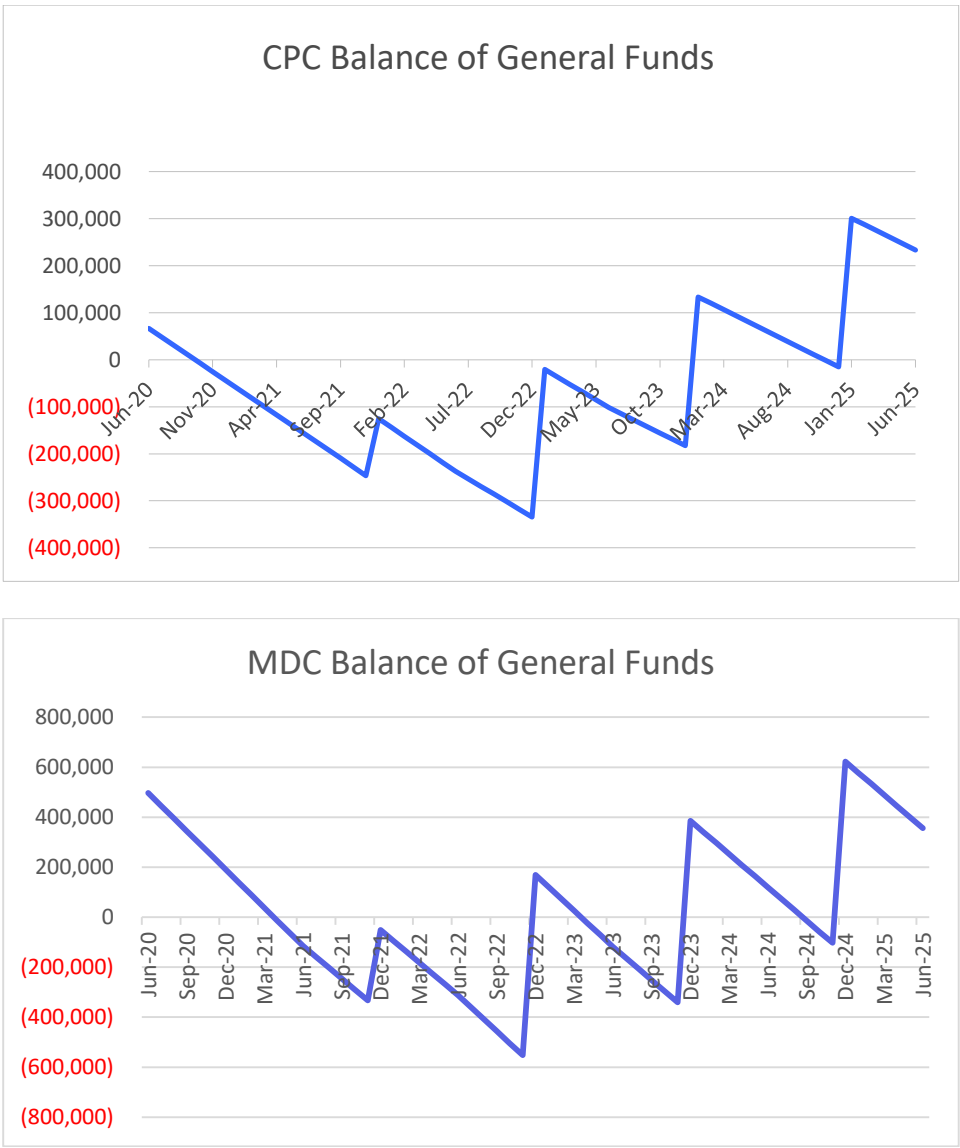
In view of these matters, the BIF with the agreement of MDC and CPC proposes that:

- The General Assembly will advance funds to both MDC and CPC over the next five years to operate as an overdraft whenever the balance of committee funds falls below zero.
- MDC and CPC will reimburse the General Assembly for the interest lost by advancing funds to the committees as an overdraft. Interest will be paid to the General Assembly to match the interest on the advance calculated at the rate earned by the General Assembly on its general funds invested in the Common Fund. This is to ensure that the General Assembly is able to continue to fund its own expenses without greater impost on congregations.
- To offset the interest, and to more adequately acknowledge the trust under which the 37% interest in Assembly Hall is held, and while the General Assembly is not required to pay rent for its occupation of the office on the mezzanine floor of Assembly Hall, the funds that would otherwise be used to pay rent (\$65,405 in 2020–21) will be applied by the General Assembly from July 2020 to CPC and MDC in the same proportions as distributions from the SCPT have been approved (BB 2019 Commission Min. 12, p 19)
- In the event that the 37% interest in Assembly Hall is sold, the net proceeds of sale after the full reimbursement to the General Assembly of legal fees associated with the SCPT court case will be applied to each committee sufficient to eliminate any current and projected overdraft, including funds required to meet cash flow needs up to the next distribution in priority to any other allocation. Both committees would be sufficiently funded so that there is no further need for any overdraft.

The BIF appreciates the cooperation and goodwill of both committees who have worked constructively with the BIF to plan their ministry over the next five years to accommodate this situation. The budget papers, as presented, have incorporated these assumptions in the respective worksheets.

Funding of both committees is almost exclusively from the allocation by the Assembly of the SCPT distributions. As such, the lower projected distribution rates from the Common Fund have had little impact on the committees. However, the SCPT trustees have advised that the head tenant and sub-tenants of the George’s building have sought rent relief as a consequence of the interruptions during the COVID-19 restrictions. Both budgets have been updated to reflect this likely reduction in distributions from SCPT.

The projected balance of funds for each committee is shown in the charts below.



As the committees meet their expenses from year to year, the balance of funds diminishes until the distribution from SCPT is received towards the end of the year (November or December). After increasing in the first two years, the balance of the

overdraft reduces each year until the committees have restored sufficient funding to support their activities from one distribution to the next.

General Mission Program

The BIF has formulated the General Mission Program (GMP) for 2020–21 with reference to its regulation 12. Just one committee submitted a budget requesting an application for GMP in accordance with those regulations – APWM. The BIF notes the decision of the Commission of Assembly in May 2015 directing that GMP be allocated to the TEC Bursary fund according to a pre-determined formula (BB 2015 Min. 11.2 p10) and has made provision for such allocation.

The regulations also provide for GMP to be allocated ‘to any other organisations within or outside the Presbyterian Church of Victoria which the General Assembly has approved for financial support’. While the ad hoc committee established by the General Assembly in October 2019 is considering whether it is appropriate to continue to support these or other organisations, the BIF has continued the allocation of financial support for the four organisations and PIM which were supported last year. Any changes which the General Assembly may approve upon the receipt of the report of the ad hoc committee would be implemented in the GMP for 2021–22.

However, in response to the COVID-19 measures, the BIF subsequently reconsidered those allocations and reduced the allocations to ACCESS ministries and Australian Christian Lobby in order to lessen the burden on congregations.

The BIF also notes the decision of the Commission of Assembly in May 2017 approving the inclusion of \$10,000 per year to fund a faculty chair at the Presbyterian Theological Seminary (PTS), Dehra Dun (BB 2017 Min. 7.1, p22). This amount is to be adjusted according to the annual movement in \$A/IRS exchange rate and Melbourne CPI.

The resulting net total of the GMP for 2020–21 is \$126,960.

At the May 2019 Commission of the General Assembly, the amount of \$242,710 was approved as the total of the GMP allocated to presbyteries for the financial year 2019–20. To the end of April 2020, 85% of the total has been received compared to 97% at the same time for the previous year. A number of presbyteries have already met their allocations in full and are to be commended for doing so.

The proposed distribution for 2020–21 is shown below with the 2019–20 amounts shown for comparison:

	2019–20 \$	2020–21 \$
ASSEMBLY COMMITTEES:		
Australian Presbyterian World Mission (Vic.)	25,000	35,000
State News	4,000	0
Theological Education – for Bursary Fund	54,250	65,520
General Assembly	100,000	0
SUB-TOTAL: ASSEMBLY COMMITTEES	183,250	100,520
INTERDENOMINATIONAL ENTERPRISES:		
Australian Christian Lobby	12,600	2,000
ACCESS Ministries	28,300	5,000
Council for Chaplains in Tertiary Institutions	580	590
Victorian Council of Churches: Displan	690	700
SUB-TOTAL: INTERDENOMINATIONAL	42,170	8,290
OTHER GRANTS:		
Presbyterian Inland Mission	6,900	7,000
Ellis chair in theological studies, PTS Dehra Dun	10,390	11,150
SUB-TOTAL: OTHER GRANTS	17,290	18,150
GRAND TOTAL	242,710	126,960

The 2012 Commission of Assembly approved the formula for the allocation to presbyteries of the total GMP until a further recommendation is brought from the BIF as follows:

The total GMP to be apportioned according to the number of communicant and adherent members in the respective presbyteries as published in the most recent report to the General Assembly after applying an equalisation factor of 0.6 for presbyteries in country areas to take account of the different situation faced in those areas. (BB 2012 Min 10.2 p8)

The BIF does not see any reason to vary the formula.

Based on the approved formula, the recommended allocations to presbyteries for 2020–21 are as follows:

PRESBYTERY	Percentage of LY total	Percentage of total	2020–21 \$
Ballarat	3.69%	3.52%	4,471
Flinders	12.27%	12.34%	15,665
Geelong	2.45%	2.28%	2,889
Gippsland	4.25%	3.97%	5,046
Maroondah	9.42%	9.04%	11,482
Melbourne East	21.27%	20.75%	26,341
Melbourne North	17.36%	18.19%	23,095
Melbourne West	15.69%	17.11%	21,722
North East Victoria	4.42%	4.20%	5,334
North Western Victoria	2.98%	2.88%	3,660
South West Victoria	6.21%	5.71%	7,255
TOTAL	100.00%	100.00%	126,960

The percentage allocations for 2019–20 are shown for comparison purposes. The differences are the result of the relative changes to membership numbers (communicants and adherents) within presbyteries. The overall GMP total has reduced by 48% from last year. The membership numbers increased by almost 5% from the previous year. These relative changes will reflect in the allocations.

Committee Budgets

In accordance with BIF regulation 9, the BIF presents the committee budgets for approval by the Commission. The BIF has reviewed the budgets and sought further explanations or details from committees when appropriate.

As mentioned above, committees were asked to reconsider their budgets in light of the COVID-19 pandemic both from the perspective of the impact this would have on their activities due to the restrictions and more significantly the reduction in expectations of ongoing income. The PCV qualified for funding from the government's Cash Flow Boost initiative. These funds have been allocated to the various committees in proportion to their respective level of wages.

The BIF commends all committees for the way in which they responded to this situation and the priority given to reworking their budget in a very short period of time.

General Assembly

For many years, the General Assembly has been blessed with funds in excess of its requirements. Historically, the BIF from time to time brought a recommendation to the Assembly to allocate funds from the surplus to meet various other ministries within the Church. While the Assembly had surplus funds, it was also able to respond to meet various needs which arose unexpectedly.

There were other sources of funds too, which had funds in excess of requirements (e.g. Deakin trust, Balfour trust). The excess in these trusts has also been applied to meet various needs.

It is now five years since the General Assembly has generated a surplus (after adjusting for the funding of the SCPT legal costs) of more than \$20,000. The General Assembly has been in deficit for the last two years, and the budget prior to the COVID-19 conditions was projected to be at best break even over the next three years. This was after various additional funding has been identified. The situation is, of course, more challenging in the light of COVID-19 implications.

The various sources of available funds which PCV has been blessed with over many years have now been exhausted. Any unforeseen financial needs which may come to light during a meeting of the Commission or Assembly, or at any other time cannot be met from General Assembly funds. The BIF is not able to readily find funds to meet any need which may arise. All new expenditure will need to be carefully examined before any commitment is made, to ensure that the Church is able to afford it. This is a significant change for the Church, which may take some time to adjust to.

In view of this situation, the BIF had concluded in accordance with its regulation 10 that it was appropriate to apply an Assembly Levy for the coming year and most likely into the future. In light of the possible financial hardship which some charges may now be experiencing the BIF subsequently took the view that it was more prudent to postpone this measure for 12 months.

State News

State News has, in the past, relied on GMP funding. The committee has not produced a quarterly newsletter this financial year, and may not do so until the Assembly approves the new operating model. The budget has been prepared on the basis that

two newsletters will be produced in the 2020–21 financial year which would not require any GMP funding.

The BIF reminds committees that having the budget approved is not in itself an approval to expend the funds. Committees are required to appropriately consider each individual expenditure amount and approve it under the terms of Rule 5.29 and other relevant rules and regulations prior to incurring the expenditure. The BIF has published and circulated a document detailing Committee Payment Procedures which is also available for downloading from the PCV website. The BIF reminds committees to follow these procedures when requesting payments from the church office. Given that the budgets were prepared prior to the extent of the COVID-19 consequences becoming clear, and the financial ramifications, in particular, we would expect that a number of committees are unlikely to be able to execute the programs and plans anticipated when the budgets were prepared. As the financial impacts are expected to be significant and extended, committees are encouraged to take extra care and attention to all expenditure.

Social Services Committee

Last year the BIF reported to the Commission of Assembly that

‘On its review of the budget, and in the context of the past two years, the BIF came to the conclusion that it could not support the budget submitted by the committee as it does not address the funding shortfall identified some years ago and is not consistent with the understanding reached during the only meeting of the second review.’

At that time, the Social Services committee budget was projecting a deficit of \$1.24 million.

The budget that is proposed for the coming 12 months is showing a deficit of \$2.2 million for both next year and the year following. After the budget was framed, the current year projection was updated and now shows a deficit of \$2 million for the current year.

The investments of the committee have diminished from \$26 million last June to \$20 million at the end of March. The reduction is a combination of operating losses, unrealised investment losses and repayment of accommodation bonds. The latter is offset by a reduction in liabilities yet at the same time indicates a declining occupancy and income. Consequently, the working capital position has deteriorated by \$4 million in the last nine months so that the current assets are now less than current liabilities by that amount.

Despite the considerable work that has been done over the last 12 months by various committees with a focus on Kirkbrae, the BIF is in no better position to support the budget now than it was last year.

As reported previously, the present governance structure is a hindrance to enabling the underlying challenges to be addressed in a timely and effective manner and leaves the denomination exposed to adverse circumstances. The BIF, along with the Trusts Corporation encourages the Commission to proceed without delay to approve the proposed incorporation of Kirkbrae as a matter of urgency so that the critical issues relating to Kirkbrae can be appropriately addressed.

Governance and legal structure

The General Assembly in October 2019 approved:

6. Request that the Board of Investment and Finance consider the present financial, governance and legal identity structure of the Presbyterian Church of Victoria, suggesting areas which need revision to promote efficiency and responsiveness to present and future changes in state and federal law; and report to the 2020 Commission of Assembly, along with recommendations regarding the best way that such a review can be effected.

(BB 2019 Min. 25.6 p153).

The BIF has not been able to progress this matter sufficiently to present a report to the Commission. It is anticipated that a report and recommendation will be available for the General Assembly in October.

Property matters

Approval was given by the BIF under BIF Reg. 16 (a) for the following urgent property transactions

- lease of the manse at 8 Park Road Cheltenham for up to two years
- lease of the manse at 1 Terang Road Warrnambool for 12 months
- lease of the land comprised in Crown Allotments 23B, 24, 28 and 29 of Section C, Parish of Lexton, County of Talbot for five years

Additional Expenditure

The BIF has approved the following amendments to committee budgets in accordance with BIF regulation 9(b)(ii)(1):

Committee	Amount \$	Purpose
MDC	\$89,000	Capital grants
General Assembly	\$10,000	New phone system offset by reduction in monthly expense
CENC	\$700	Office equipment

Conclusion

The BIF gives thanks to God for his material blessings on our denomination.

We acknowledge the dedicated work of the General Manager and staff in the church office in financial management and church administration generally. We also commend those who work on each of the Assembly committees and thank them for their efforts generally, and specifically for their contribution to the budgetary process.

Barry R Oakes
CHAIRMAN

**General Assembly
General Operations
Income & Expenditure Budget 2020/21**

General Assembly General Operations Income & Expenditure Budget 2020/21									
Projected Common Fund Interest Rates:							Budget for Approval		
8.5%							7.0%	6.0%	6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected	
Income									
	Assembly Levy					-	60,000	80,000	
1359	Balfour - Interest Transfer	-	19,791	26,895	23,991	-	-	-	
1359	C&N funds / Pensioners Reserve - Interest Transfer	-	41,400	31,068	41,424	28,997	24,854	24,854	
1080	General Mission Program	-	100,000	78,542	85,000	-	-	-	
1358	Interest Common Fund General and Assembly Hall	414,354	409,000	358,611	413,000	401,000	373,000	380,000	
1359	Interest Transfer ex Fraser Trust	33,583	25,070	18,213	14,639	25,180	20,925	18,865	
1440	Other investment income (Porter)	26,203	30,000	23,370	30,000	10,500	15,000	21,000	
	Cash Flow Boost				25,500	5,000			
1501	Management Fees	145,526	147,287	111,075	147,287	147,061	148,541	151,531	
1601	Rental Trusts Corporation	1,744	20,833	1,237	2,000	20,415	22,626	23,322	
1640	Trusts Corporation donation (SCPT)	80,681	82,300	81,440	81,440	75,600	83,100	84,800	
1160/1650/	Sundry Income	4,703	5,000	3,742	5,000	5,000	5,000	5,000	
Total Income		706,795	880,680	734,192	869,280	718,753	753,046	789,372	
Expenditure									
Staff Related Expenses									
2810	Salaries & Wages	445,959	455,189	325,717	413,873	453,805	458,850	469,047	
2245	Fringe Benefits (Employee)	31,800	31,800	23,850	31,800	31,800	31,800	31,800	
2550	Long Service Leave accrual	9,215	11,707	8,909	11,707	11,707	11,824	12,060	
2870	Superannuation	45,013	46,189	33,099	46,110	46,172	46,657	47,637	
2830	Staff Amenities	832	1,000	635	1,000	1,000	1,000	1,000	
2220	Education & Training	660	2,000	-	2,000	2,000	2,000	2,000	
2250	Fringe Benefits Tax	14,946	14,946	11,210	14,946	14,946	14,946	14,946	
2140	Other Personnel Costs	6,244	-	-	-	-	-	-	
2930	Temporary Staff	-	4,000	-	-	2,000	4,000	4,000	
2950	WorkCover Levy	4,342	5,308	4,112	4,112	4,460	4,504	4,595	
2920	Travelling Expenses	461	500	-	500	500	500	500	
Total Staff Related Expenses		559,473	572,639	407,531	526,048	568,390	576,082	587,585	
Office Related Expenses									
2010	Accounting & Audit Fees	25,392	25,358	19,219	25,358	26,625	27,957	29,354	
2130	Computer & Software Costs	5,844	6,000	3,896	6,000	6,000	6,000	6,000	
2180	Depreciation - Furniture & Equipment	7,474	5,276	3,809	4,663	6,700	9,700	9,700	
2280	General Expenses	217	500	437	500	500	500	500	
2399	Insurance Public Liability etc	10,147	10,858	9,214	9,214	9,859	10,549	11,287	
2700	Postage Printing & Stationery	1,836	3,500	2,626	3,000	2,500	2,500	2,500	
2760	Maintenance Office Equipment	448	200	-	200	200	200	200	
2910	Telephone & Fax	6,160	6,000	5,293	5,250	3,200	3,200	3,200	
Total Office Related Expenses		57,519	57,691	44,493	54,184	55,584	60,606	62,742	

**General Assembly
General Operations
Income & Expenditure Budget 2020/21**

General Assembly General Operations Income & Expenditure Budget 2020/21							Projected Common Fund Interest Rates:		Budget for Approval	
Account No		Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected	
Property Related Expenses										
2120	New	Cleaning & Rubbish Removal	3,330	3,308	2,290	2,290	1,547	3,153	3,311	
2391		General Maintenance	-	-	-	-	-	2,000	2,000	
2540		Insurance Fire & General	87	100	89	89	100	100	100	
2753		Light Power & Heating	2,397	2,536	1,743	2,536	1,000	2,800	2,940	
		Office Rent General Assembly	-	63,500	-	-	65,405	67,367	69,388	
Total Property Related Expenses			5,813	69,443	4,122	4,915	68,052	75,420	77,739	
Assembly Related Expenses										
2048		Church Architect	1,823	2,206	1,824	1,824	1,915	1,963	2,012	
2285		Committee Expenses - Travel	201	1,800	268	400	600	600	600	
2292		Grants PWMU and Adhoc Committee	13,509	7,200	5,796	9,396	7,416	7,638	7,868	
2293		Grants - Kirkbrae			745	20,000	0	0	0	
2300		General Assembly week - Expenses	9,769	8,615	8,480	8,480	2,000	8,000	8,200	
2300		Ministers Wives Dinner	-	1,800	1,650	1,650	-	1,500	1,500	
2131		Website Hosting & Development	2,077	2,620	3,116	3,116	3,116	3,147	3,210	
2350		Honoraria	5,320	6,095	6,215	6,215	6,215	6,277	6,403	
2270		General Assembly Australia Expenses	30,727	65,000	39,029	98,153	35,000	35,000	60,000	
2705		Printing, Postage & Stationery	16,293	18,865	12,023	16,500	16,000	16,160	16,483	
2921		Travel Expenses - Assessors	-	2,000	-	-	-	-	-	
2925		Clerk's Denominational Travel & Accommodation	1,400	2,500	1,945	2,500	1,000	2,000	2,000	
2510		SUBTOTAL	81,119	118,702	81,090	168,233	73,261	82,285	108,275	
		Legal Expenses	-	20,000	41,000	45,000	65,000	45,000	45,000	
Total Assembly Related Expenses			81,119	138,702	122,090	213,233	138,261	127,285	153,275	
Total Archive Related Expenses			52,704	57,178	39,483	57,402	57,269	57,577	57,947	
Total Expenses			756,629	895,653	617,719	855,783	887,556	896,969	939,288	
Surplus/(Deficit) on Operations			(49,834)	(14,973)	116,473	13,497	(168,803)	(143,922)	(149,916)	

**General Assembly
General Operations
Income & Expenditure Budget 2020/21**

General Assembly General Operations Income & Expenditure Budget 2020/21								Budget for Approval		
Projected Common Fund Interest Rates:								7.0%	6.0%	6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected		
Capital Items										
	Server/ws replacement / Computer equipment		3,000		3,000	9,000	3,000	3,000		
	Office Furn & Equip	892	1,000	310	1,000	1,000	1,000	1,000		
	Phone System			10,000	10,000					
	Photocopier					0	15,000			
	Archives - Laptop computer		1,200	1,090	1,200					
	Archives - A3 scanner		1,700	1,570	1,570					
Balance Sheet Items										
	Increase/(Decrease) in Current Assets	(181,246)		(928,442)						
	(Increase)/Decrease in Current Liabilities	(29,146)		(9,960)	32,550					
	(Increase)/Decrease in Non-Current Liabilities									
	Funding of Legal fees	137,658		0	(975,946)	(800,000)	(498,294)			
	Recoupment of SCPT legal fees	(725,760)								
Total Capital Expenditure & BS items		(797,602)	6,900	(925,432)	(926,626)	(790,000)	(479,294)	4,000		
General Funds										
Perpetual Funds		2,080,975	2,077,837	3,127,265	3,039,131	3,680,178	4,038,447	3,907,271		
		2,286,996	2,286,996	2,286,996	2,286,996	2,286,996	2,286,996	2,286,996		

**General Assembly
General Operations
Income & Expenditure Budget 2020/21**

Account No		Projected Common Fund Interest Rates:					Budget for Approval	
		2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
		8.5%					6.0%	6.0%
ARCHIVES								
Income								
1652	Archival Fees ex Private Researchers	-	-	-	-	-	-	-
Total Archival Income		0	0	0	0	0	0	0
Archive Expenses								
2122	Cleaning & Preservation Costs	-	50	-	50	50	50	50
2132	Computer & Software Costs	330	500	95	500	200	200	200
2182	Depreciation	419	902	577	813	593	523	130
2222	Education & Training	-	100	-	100	100	100	100
2282	General Expenses	383	350	301	350	350	350	350
2552	Long Service Leave	877	850	684	850	850	850	850
2702	Postage, Printing & Stationery	277	400	306	400	500	500	500
2703	Archival Boxes & Wallets	232	350	-	350	350	350	350
2704	Retrieval	1,544	1,500	1,539	1,500	1,500	1,500	1,500
2752	Rent	5,000	5,000	3,750	5,000	5,000	5,000	5,000
2812	Salaries	30,803	34,002	22,646	34,002	34,002	34,342	35,028
2835	Storage	8,614	8,400	6,542	8,800	9,000	9,000	9,000
2852	Subscriptions & Reference Books	40	100	44	100	100	100	100
2872	Superannuation	3,252	3,400	2,265	3,400	3,400	3,434	3,503
2912	Telephone & Internet	633	850	446	850	850	850	850
2922	Travelling Expenses	-	50	-	50	50	50	50
2952	WorkCover Levy	300	374	287	287	374	378	385
Total Archive Related Expenses		52,704	57,178	39,483	57,402	57,269	57,577	57,947
Surplus/(Deficit) on Archival Operations		(52,704)	(57,178)	(39,483)	(57,402)	(57,269)	(57,577)	(57,947)

**General Assembly
Beneficiary Trusts
Income & Expenditure Budget 2020/21**

General Assembly Beneficiary Trusts Income & Expenditure Budget 2020/21								
Account No	Description	Projected Common Fund Interest Rates:				Budget for Approval 7.0%	2021/2022 Projected	2022/2023 Projected
		2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected			
David and Sarah Donaldson Trust								
Income								
1352	Interest Common Fund Specific	743	-	1,774	1,810	-	-	-
1339	Franking Credits	91,507	-	10,846	10,846	-	-	-
1440	Other Income	163,477	82,100	32,763	82,100	28,665	38,650	54,460
1995	Unrealised Gains revaluation	(37,087)	-	29,608	29,608			
	Total Income	218,640	82,100	74,990	124,364	28,665	38,650	54,460
Payments								
2291	Grants Paid	15,380	25,000	12,040	25,000	25,000	25,000	25,000
	Surplus	203,260	57,100	62,950	99,364	3,665	13,650	29,460
	Balance of Specific Funds in Comm Fund	11,953	0	3,587	0	0	0	0
	Perpetual Funds (Separately Invested)	266,913	266,913	271,333	271,333	271,333	271,333	271,333
	Specific Balance (Separately Invested)	1,968,924	2,026,024	2,089,579	2,068,287	2,071,952	2,085,602	2,115,062
Forster Trust								
Income								
1353	Interest Common Fund Specific	3,030	3,100	2,258	2,600	2,100	1,800	1,800
Payments								
2292	Grants Paid	3,000	3,000	3,000	3,000	2,000	2,300	1,800
	Surplus	30	100	(742)	(400)	100	(500)	0
	Balance of Specific Funds	1,679	1,779	937	1,279	1,379	879	879
	Perpetual Funds	29,000	29,000	29,000	29,000	29,000	29,000	29,000
Ministers Retirement Housing								
Income								
1355	Interest Common Fund Specific	472,772	472,000	371,944	398,000	62,706	83,397	108,608
	Total Income	472,772	472,000	371,944	398,000	62,706	83,397	108,608
Payments								
2510	Legal Expenses	2,302	4,000	1,085	2,000	4,000	4,000	4,000
2751&2752	Property Expenses	6,000	12,000	4,500	6,000	12,000	12,000	12,000
	Total Expenditure	8,302	16,000	5,585	8,000	16,000	16,000	16,000
	Surplus	464,470	456,000	366,359	390,000	46,706	67,397	92,608
Capital Items / Balance Sheet Payments								
	Loans Advanced/Repaid	200,000	400,000	100,000	200,000	400,000	400,000	400,000
	Balance Invested in Common Fund	4,928,863	4,984,863	5,195,222	5,118,863	4,765,569	4,432,966	4,125,574
J & E Walters (P Owen Trustee)								
This budget is presented for information purposes only. The approval of the Commission is not required.								
Income								
1356	Interest Common Fund Specific	15,441	15,300	11,915	13,600	10,400	8,300	7,600
Payments								
2293	Grants Paid	18,000	20,000	-	20,000	20,000	20,000	20,000
	Surplus	(2,559)	(4,700)	11,915	(6,400)	(9,600)	(11,700)	(12,400)
	Balance of Specific Funds	31,301	26,601	43,216	24,901	15,301	3,601	(8,799)
	Perpetual Funds	123,658	123,658	123,658	123,658	123,658	123,658	123,658
Surplus/(Deficit) Beneficiary Trusts								
	Balance of Specific Funds in Common Fund	665,201	508,500	440,483	482,564	40,871	68,847	109,668
TOTAL		4,973,795	5,013,243	5,242,962	5,145,043	4,782,249	4,437,446	4,117,654
TOTAL	Perpetual Funds in Common Fund	152,658	152,658	152,658	152,658	152,658	152,658	152,658
TOTAL	Balance of Specific Funds (Separately Invested)	1,968,924	2,026,024	2,089,579	2,068,287	2,071,952	2,085,602	2,115,062
TOTAL	Perpetual Funds (Separately Invested)	266,913	266,913	271,333	271,333	271,333	271,333	271,333

General Assembly

Unallocated Trusts Income and Expenditure

General Assembly									
Unallocated Trusts Income and Expenditure									
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	Budget for Approval		2021/2022 Projected	2022/2023 Projected
Income									
1350	Interest Common Fund - Excess from C&N Funds	23,759	9,700	7,297	9,729	6,810		5,838	5,838
1354	Interest Common Fund - Pensioners Reserve	29,809	31,700	23,771	31,695	22,186		19,017	19,017
Total Income		53,568	41,400	31,068	41,424	28,997		24,854	24,854
Payments									
2400	Interest transfer to GA Operations	-	41,400	31,068	41,424	28,997		24,854	24,854
Total Expenditure		0	41,400	31,068	41,424	28,997		24,854	24,854
Surplus		53,568	0	0	0	0		0	0
Balance of Funds		414,241	414,241	414,241	414,241	414,241		414,241	414,241

**General Assembly
Specific Trusts
Income & Expenditure Budget 2020/21**

Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	Budget for Approval	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Deakin (Moderators) Trust									
Income									
1351	Interest Common Fund Specific	25,341	25,100	19,708	22,300		18,300	15,700	15,700
Payments									
2590	Moderators Expenses	11,749	22,000	19,142	22,000		18,000	16,000	16,000
	Total Expenditure	11,749	22,000	19,142	22,000		18,000	16,000	16,000
	Surplus	13,592	3,100	566	300		300	(300)	(300)
	Balance of Specific Funds	261,441	264,541	262,007	261,741		262,041	261,741	261,441
Fraser Trust									
Income									
1353	Interest Common Fund Specific	90,384	90,400	68,186	77,600		64,100	55,800	56,600
Payments									
2791	Rent Paid Missionaries on Home Assignment	16,701	45,000	10,633	45,000		25,180	20,925	18,865
2400	Interest transfer to General	33,583	25,070	18,213	14,639		25,180	20,925	18,865
2870	Superannuation Missionaries	28,000	-	-	-		-	-	-
	Total Expenditure	78,284	70,070	28,846	59,639		50,360	41,850	37,730
	Surplus (Indexation of Capital)	12,100	20,330	39,340	17,961		13,740	13,950	18,870
	Balance of Funds	897,969	918,299	937,309	915,930		929,670	943,620	962,490
Balfour Memorial Trust									
Income									
1356	Interest Common Fund Specific	97,772	99,600	73,863	83,800		69,300	60,000	60,000
1600	Rentals Received Ministers Holiday Homes	11,752	12,000	9,878	12,000		12,000	12,000	12,000
	Total Income	109,524	111,600	83,741	95,800		81,300	72,000	72,000
Payments									
2790	Rent Paid Ministers' Holiday Home	95,235	90,000	55,945	70,000		70,000	70,000	70,000
2403	Interest transfer to General	0	19,791	26,895	23,991		0	1,828	1,864
2810	Wages - Ministers Holiday Homes	1,664	1,809	901	1,809		1,809	1,828	1,864
	Total Expenditure	96,899	111,600	83,740	95,800		71,809	71,828	71,864
	Surplus	12,624	(0)	0	0		9,491	172	136
	Balance of Funds	990,341	990,341	990,342	990,341		999,832	1,000,004	1,000,140
National Redress Scheme Fund									
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Income									
1359	Interest Common Fund Specific	6,936	-	117,072	134,347		122,132	91,012	42,473
	Total Income	6,936	0	117,072	134,347		122,132	91,012	42,473
Payments: NRS assessed payments									
							350,000	900,000	350,000
	Surplus	6,936	0	117,072	134,347		(227,868)	(808,988)	(307,527)
	NRS Transfers In	832,261	771,196	771,196	771,196		0	0	0
	Balance of Funds	839,197	839,197	1,727,465	1,744,739		1,516,871	707,883	400,356

**General Assembly
Specific Trusts
Income & Expenditure Budget 2020/21**

Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	Budget for Approval	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Insurance									
Income									
1354	Interest Common Fund Specific	15,115	14,500	10,906	12,200		9,400	7,100	6,100
Payments									
2385	Insurance Claims & Risk Management	23,630	25,000	23,630	23,630		24,575	24,575	24,575
	Surplus	(8,515)	(10,500)	(12,724)	(11,430)		(15,175)	(17,475)	(18,475)
	Balance of Funds	145,705	135,205	132,981	134,275		119,100	101,624	83,149
Capital Fund Reserve									
Income									
1340	Interest on Loans to Congregations @ 3% down to 2.5%	81,911	120,000	60,892	60,892		65,625	112,500	112,500
1355	Interest Common Fund Specific	152,382	149,700	113,265	129,000		104,900	93,700	95,500
1440	Other Investment Income	1,180	1,190	341	588		588	588	588
	Total Income	235,473	270,890	174,498	190,480		171,113	206,788	208,588
Payments									
2295	Grant to Property Development Fund	98,281	-	-	-		-	-	-
2401	Interest on Loans from TC @ 4% (from April 2020)	136,520	200,000	101,486	126,520		140,000	180,000	180,000
2402	Interest paid to Depositors	673	680	439	588		588	588	588
	Total Expenditure	235,474	200,680	101,925	127,108		140,588	180,588	180,588
	Surplus	(1)	70,210	72,573	63,372		30,525	26,200	28,000
	Balance of Funds	1,498,429	1,568,639	1,571,001	1,561,801		1,592,326	1,618,526	1,646,526
	Deposits from Congregations, PWMU etc	58,445	68,000	58,804	58,804		58,804	58,804	58,804
	Loans	8,550,000	4,000,000	2,506,775	2,500,000		4,500,000	4,500,000	4,500,000
	Break Even Loan Balance: ie maximum loans available	7,514,061	7,985,198	6,676,756	7,965,198		7,288,404	6,369,303	6,474,103
GAA Funds									
Income									
1357	Common Fund Interest	28,921	16,900	20,793	23,200		17,200	11,700	12,400
	Total Income	28,921	16,900	20,793	23,200		17,200	11,700	12,400
Payments									
2290	Grants Approved - 2016 Commission (minute 11)	-	78,500	85,000	85,000		68,500	0	-
	Total Expenditure	0	78,500	85,000	85,000		68,500	0	0
	Surplus	28,921	(61,600)	(64,207)	(61,800)		(51,300)	11,700	12,400
	Balance of Funds	307,508	245,908	243,301	245,708		194,408	206,108	218,508
Overseas Visitors Fund									
Income									
1350	Common Fund Interest	21,190	21,500	17,074	19,400		16,400	13,700	13,700
	Total Income	21,190	21,500	17,074	19,400		16,400	13,700	13,700
Payments									
2291	Grants Paid - Overseas Visitors Fund	-	10,000	10,000	10,000		22,000	15,000	15,000
	Total Expenditure	0	10,000	10,000	10,000		22,000	15,000	15,000
	Surplus / (Deficit)	21,190	11,500	7,074	9,400		(5,600)	(1,300)	(1,300)
	Balance of Funds - O/S Visitors	225,312	236,812	232,386	234,712		229,112	227,812	226,512
Surplus/(Deficit) Specific Trusts									
		86,847	33,040	159,696	152,150		(245,888)	(776,041)	(268,196)
TOTAL	Balance of Specific Funds	5,165,901	5,198,940	6,096,792	6,089,247		5,843,359	5,067,318	4,799,122

**Australian Presbyterian World Mission Vic
General Operations
Income & Expenditure Budget 2020/21**

Account No		Projected Common Fund Interest Rates:				Budget for Approval	
		2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected
		8.5%				7.0%	6.0%
Income							
1089.19	General Mission Programme	24,877	25,000	19,636	22,500	35,000	35,000
1162.19	Mission Lunch Income	1,909	2,000	1,825	1,825	2,000	2,000
1359.19	Interest Common Fund	56,746	55,900	41,562	47,200	38,400	32,300
1440.19	Other Investment Income	162	-	164	164	-	-
1990.19	Profit (Loss) on Sale of Asset	-	-	-	-	-	-
Total Income		83,693	82,900	63,187	71,689	75,400	69,300
Expenditure							
Grants							
2296.19	Grants - Mission Expenses	6,000	6,000	2,000	2,000	5,000	6,000
2297.19	Grants - General - detail below	22,750	26,500	14,717	20,850	29,000	29,000
2298.19	Grants - Christmas Gifts	9,920	10,000	9,570	9,570	8,000	10,000
2299.19	Grants - Re-entry Expenses	3,983	2,000	-	-	1,000	2,000
2870.19	Superannuation - Missionaries	15,000	15,000	-	15,000	15,000	15,000
Total Grant Payments		57,653	59,500	26,287	47,420	58,000	61,000
Committee							
2130.19	Computer & Website Expenses	175	200	-	200	200	200
2183.19	Depreciation Motor Vehicles	7,718	4,278	5,454	7,156	6,850	6,850
2280.19	Mission Lunch Expenses	2,255	2,000	2,050	2,050	2,000	2,000
2289.19	General Expenses-Committee	-	500	114	500	500	500
2550.19	LSL Levy	350	350	1,050	1,050	350	350
2600.19	Motor Vehicle Expenses	10,039	10,000	11,264	13,000	13,000	13,000
2705.19	Promotion - New Poster	-	1,000	1,100	1,100	-	-
2709.19	Postage & Stationery	20	250	5	250	250	250
2929.19	Travelling Expenses	-	1,500	-	-	500	1,500
2950.19	WorkCover Levy	123	200	115	115	200	200
Total Committee Expenses		20,679	20,278	21,151	25,421	23,850	24,850
Total Expenses		78,332	79,778	47,438	72,841	81,850	85,850
Surplus/(Deficit) on Operations		5,361	3,122	15,749	(1,152)	(6,450)	(16,550)
Capital Items							
	Motor Vehicle	19,062	25,000	-	-	-	-
Total Capital Expenditure		19,062	25,000	0	0	0	0
General Funds (exc balance of Appeal Funds)		234,832	217,232	256,035	240,836	241,236	220,436
Perpetual Funds		307,671	307,671	307,671	307,671	307,671	307,671

**Australian Presbyterian World Mission Vic
Specific Trusts
Income & Expenditure Budget 2020/21**

Australian Presbyterian World Mission Vic Specific Trusts Income & Expenditure Budget 2020/21									
Projected Common Fund Interest Rates:						8.5%		Budget for Approval	
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected	
Vanuatu Trusts									
Income									
1352	Interest Common Fund	13,818	13,300	9,783	11,000	8,900	7,500	7,400	
Expenditure									
2292	Grants (Dekker)	20,000	18,000	13,500	13,500	8,600	8,150	7,700	
2295	Blackwell Scholarship Grant	3,000	2,900	2,175	2,900	2,000	1,700	1,600	
Total Expenditure		23,000	20,900	15,675	16,400	10,600	9,850	9,300	
Surplus/(Deficit)		(9,182)	(7,600)	(5,892)	(5,400)	(1,700)	(2,350)	(1,900)	
Specific Funds		90,917	83,317	85,024	85,517	83,817	81,467	79,567	
Perpetual Funds		41,451	41,451	41,451	41,451	41,451	41,451	41,451	
Beatty Trust									
Income									
1353	Interest Common Fund	12,016	11,800	8,867	10,000	8,100	6,900	6,700	
Expenditure									
2293	Grants - APWM National Office	15,000	12,000	9,000	12,000	10,000	10,000	10,000	
Surplus/(Deficit)		(2,984)	(200)	(133)	(2,000)	(1,900)	(3,100)	(3,300)	
Specific Funds		118,272	118,072	118,139	116,272	114,372	111,272	107,972	
Bone MA Trust									
Income									
1351.19	Interest Common Fund	2,097	450	465	450	-	-	-	
Expenditure									
2290.19	Grants - Aboriginal (Manton)	8,500	4,250	6,058	6,043	-	-	-	
2291.19	Grants - Mt Magnet	10,000	6,796	5,000	5,000	-	-	-	
Total Expenditure		18,500	11,046	11,058	11,043	0	0	0	
Surplus/(Deficit)		(16,403)	(10,596)	(10,593)	(10,593)	0	0	0	
Specific Funds		10,593	(3)	0	0	0	0	0	

**Australian Presbyterian World Mission Vic
Specific Trusts
Income & Expenditure Budget 2020/21**

Account No	Description	Projected Common Fund Interest Rates:				Budget for Approval	
		2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected
						7.0%	6.0%
							6.0%
Dehra Dun							
Income							
1356	Interest Common Fund	3,102	3,200	2,152	2,400	1,900	1,500
Expenditure							
2294	Grants	6,691	6,600	7,017	7,017	4,100	1,500
	Surplus/(Deficit)	(3,589)	(3,400)	(4,866)	(4,617)	(2,200)	0
	Specific Funds	6,824	3,424	1,958	2,206	6	6
	Perpetual Funds	25,000	25,000	25,000	25,000	25,000	25,000
	Surplus/(Deficit) on Operations	5,361	3,122	15,749	(1,152)	(6,450)	(16,550)
	Surplus/(Deficit) Specific Trusts	(32,158)	(21,796)	(21,484)	(22,610)	(5,800)	(5,200)
	Total Surplus/(Deficit)	(26,797)	(18,674)	(5,736)	(23,762)	(12,250)	(21,750)
TOTAL Specific Funds							
		226,605	204,809	205,121	203,995	198,195	187,545
TOTAL Perpetual Funds							
		66,451	66,451	66,451	66,451	66,451	66,451

**Church & Nation Committee
General Operations
Income & Expenditure Budget 2020/21**

Church & Nation Committee General Operations Income & Expenditure Budget 2020/21							Budget for Approval	
Projected Common Fund Interest Rates:							6.0%	6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Income								
1030	Colloquium Registration Fees	-	15,455	17,705	17,705	2,000	15,500	2,000
1060	Colloquium Product Sales	-	1,000	317	317	-	400	-
1241	Overseas Speakers Grants	-	10,000	10,000	10,000	5,000	-	5,000
1061	Sponsors	-	5,000	3,000	5,000	5,000	5,000	5,000
1068	Sales Booklets	9	-	25	25	-	500	-
1359	Cash Flow Boost				1,100	230		
1359	Interest Common Fund	35,727	35,800	26,383	30,000	25,100	21,500	21,400
Total Income		35,736	67,255	57,430	64,147	37,330	42,900	33,400
General Expenditure								
2130	Computer & Software Costs	1,565	-	-	164	250	250	250
2180	Depreciation	55	-	502	668	668	668	-
2289	General Expenses	-	200	-	200	200	200	200
2392	Insurance Professional Indemnity	420	441	450	450	473	496	521
2580	Conference & Travel	300	500	-	-	500	500	500
2709	Postage Printing & Stationery	-	200	-	-			
2810	Researcher Wages	14,391	25,584	18,605	25,459	25,459	25,714	25,968
2870	Researcher Superannuation	1,186	2,558	1,767	2,546	2,546	2,571	2,597
2850	Journal Subscriptions (& Books)	-	600	-	-	200	200	200
2911	Researcher - internet, phone, office supplies	-	360	-	40	100	100	100
2920	Travelling Expenses	681	1,000	-	250	-	-	-
2922	Committee travel expenses					200	200	200
2950	Insurance W/Cover Premiums	184	200	216	216	225	230	235
Total General Expenditure		18,781	31,643	21,540	29,993	30,821	31,129	30,771

**Church & Nation Committee
General Operations
Income & Expenditure Budget 2020/21**

		Projected Common Fund Interest Rates:				Budget for Approval	
		8.5%				7.0%	6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected
Colloquium							
2030	Colloquium Advertising & Brochures	-	2,500	904	904	1,500	-
2281	Colloquium Miscellaneous	-	1,200	2,277	2,277	-	2,000
2285	Colloquium Meals	-	8,000	5,482	5,482	2,500	5,500
2350	Colloquium Honoraria	-	6,080	5,375	5,500	-	2,250
2708	Colloquium Printing and Stationery	-	2,000	-	-	-	-
2921	Colloquium Travel	-	15,000	24,871	24,871	2,500	2,500
2922	Colloquium Accommodation	-	5,000	1,220	1,220	-	1,750
Total Colloquium Expenditure		0	39,780	40,128	40,253	6,500	14,000
Total Committee Expenditure		18,781	71,423	61,669	70,247	37,321	45,129
Surplus/(Deficit) on Operations		16,956	(4,169)	(4,239)	(6,100)	9	(2,229)
General Funds		363,566	359,397	359,829	358,134	358,811	357,250
Capital Items / Prepayments							
	Computer	1,999					
Total Capital Expenditure		1,999	0	0	0	0	0

**Christian Education & Nurture
General Operations
Income & Expenditure Budget 2020/21**

Christian Education & Nurture General Operations Income & Expenditure Budget 2020/21							
Projected Common Fund Interest Rates:						Budget for Approval	
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected
Income							6.0%
1359	Interest Common Fund General	76,099	75,900	57,906	65,600	52,900	44,300
1242	LSL Grant received	9,606	-	-	-	-	-
1032	18/30 Camp Income	-	5,000	-	-	-	5,000
1065	WM Bookstall	-	1,000	-	1,000	2,000	1,000
1066	Bookstall costs	-	(1,000)	-	(1,000)	(2,000)	(1,000)
1662	Women's Ministry Income	5,714	4,600	500	4,600	2,000	2,600
Total Income		91,419	85,500	58,406	70,200	54,900	51,900
Expenditure							
Seminars							
2582	Women's Ministry	7,190	11,000	1,833	3,500	5,000	6,000
2584	18/30 Camp Expenditure	500	5,000	-	-	-	5,000
Total Seminar Expenses		7,690	16,000	1,833	3,500	5,000	11,000
Committee							
2133	Website	495	1,000	485	500	800	800
2180	Depreciation	301	262	327	400	2,325	75
2222	Education & training	-	1,000	260	300	300	500
2280	General Expenses	100	740	250	1,000	1,000	200
2392	Insurances Professional Indemnity	420	440	450	450	460	460
2700	Postage Printing & Stationery	24	-	-	-	-	-
2920	Travel Expenses	4,075	3,000	2,485	2,500	900	1,500
Total Committee Expenses		5,415	6,442	4,258	5,150	5,785	3,535
Grants to PYV							
2295	PYV Youth Worker Subsidy	54,345	55,975	41,981	55,975	57,094	58,236
2292	PYV Camp Fees	15,389	4,500	-	5,500	2,450	2,499
2292	PYV Camp Leader Subsidies	-	18,000	13,675	12,000	5,000	5,100
Total Grants to PYV		69,734	78,475	55,656	73,475	64,544	65,835
Total Expenses		82,839	100,917	61,747	82,125	75,329	80,370
Surplus/(Deficit) on Operations		8,580	(15,417)	(3,341)	(11,925)	(20,429)	(28,470)
General Funds		506,473	484,568	501,641	488,131	470,026	441,631
Perpetual Funds		268,250	268,250	268,250	268,250	268,250	268,250
Capital Items							
	PYV Office Equipment inc laptop		2,000		2,000		
	YMD Office Equipment inc laptop		1,750	1,817	1,817		
	Video Broadcast System		3,000		3,000		
Total Capital Expenditure		0	6,750	1,817	6,817	0	0
							0

**Christian Education & Nurture
Specific Trusts - Allan Trust
Income & Expenditure Budget 2020/21**

Christian Education & Nurture Specific Trusts - Allan Trust Income & Expenditure Budget 2020/21										Budget for Approval	
Projected Common Fund Interest Rates:						8.5%		7.0%		6.0%	
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected			
Income											
1351	Interest Common Fund Specific	70,588	70,600	52,873	60,000	48,800	39,900				
Total Income		70,588	70,600	52,873	60,000	48,800	39,900	38,900			
Expenditure											
2071	Bursaries & Prizes	4,630	7,500	5,330	5,330	7,500	7,500				
2281	General Expenses	-	350	24	350	350	350	350			
2293	Contribution to Youth Worker	43,258	44,556	33,417	44,556	45,893	47,269	48,687			
2350	Consultants Fees - Primary version of SFY	23,100	30,900	18,900	26,000	27,216	-	-			
Total Expenses		70,988	83,306	57,671	76,236	80,959	55,119	56,537			
Surplus/(Deficit) on Specific Trusts		(400)	(12,706)	(4,797)	(16,236)	(32,159)	(15,219)	(17,637)			
Specific Funds		684,857	672,151	680,060	668,621	636,463	621,243	603,606			
Perpetual Funds		27,852	27,852	27,852	27,852	27,852	27,852	27,852			

**Presbyterian Youth in Victoria
General Operations
Income & Expenditure Budget 2020/21**

Projected Common Fund Interest Rates:						Budget for Approval		
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Social (June 2021)								
1039	Income	873	1,326	-	1,326	1,300	1,313	1,339
2729	Expenses	635	1,040	-	1,040	1,300	1,313	1,339
	Surplus/(Deficit) on Social	238	286	0	286	0	0	0
Ministers Family Camp (~Sep 2020)								
1029	Income	-	408	-	-		-	-
2731	Expenses	-	408	-	-		-	-
	Surplus/(Deficit) on Ministers Family Camp	0	0	0	0	0	0	0
Summer Camp (Dec 2020 - Jan 2021)								
1025	Income	60,250	57,222	46,853	46,853	60,000	60,600	61,812
2725	Expenses	55,987	57,222	57,072	57,072	58,653	59,239	60,424
	Surplus/(Deficit) on Summer Camp	4,263	0	(10,219)	(10,219)	1,347	1,361	1,388
West State Camp (~Apr 2021)								
1033	Income	7,827	14,000	1,218	14,000	12,000	12,120	12,362
2736	Expenses	10,070	14,000	236	14,000	12,000	12,120	12,362
	Surplus/(Deficit) on West State Camp	(2,243)	0	982	0	0	0	0
East State Camp (~June 2021)								
1034	Income	8,652	9,500	9,509	9,509	10,000	10,100	10,302
2737	Expenses	8,135	9,500	9,070	9,500	10,000	10,100	10,302
	Surplus/(Deficit) on East State Camp	518	0	439	9	0	0	0
North State Camp (~Sep 2020)								
1042	Income	9,527	11,000	10,648	10,648	12,000	12,120	12,362
2740	Expenses	10,421	11,000	10,478	10,478	12,000	12,120	12,362
	Surplus/(Deficit) on North State Camp	(894)	0	170	170	0	0	0
Bookstall & Tuckshop								
1021	Income	824	743	203	743	1,000	1,010	1,030
2724	Expenditure	832	743	222	743	1,000	1,010	1,030
	Surplus/(Deficit) on Bookstall & Tuckshop	(8)	0	(19)	0	0	0	0
Merchandising								
1022	Income	1,223	2,550	818	2,550	2,000	2,020	2,060
2722	Expenses	1,805	2,653	1,014	2,653	2,000	2,020	2,060
	Surplus/(Deficit) on Merchandising	(582)	(103)	(196)	(103)	0	0	0
	Net Surplus/(Deficit) on all Events	1,291	183	(8,844)	(9,858)	1,347	1,361	1,388

Presbyterian Youth in Victoria General Operations Income & Expenditure Budget 2020/21							Budget for Approval	
Projected Common Fund Interest Rates:								
8.5%							7.0%	
6.0%							6.0%	
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Income								
1169	Donations Miscellaneous	4,925	1,061	1,802	1,802	4,500	4,545	4,636
1170	Fundraising Campers	-	1,273	-	1,273	1,305	1,318	1,345
1060	PA Equipment Hire	-	212	-	212	218	220	224
1065	Training Events	-	150	-	150	150	150	150
1241	Grants from CENC (Youth Worker)	54,345	55,975	41,981	55,975	57,094	58,236	59,401
1248	CENC Youth Worker Funding (Allan Trust)	43,258	44,556	33,417	44,556	45,893	46,810	47,747
1359	Interest Common Fund - General	46,448	46,200	35,123	39,800	32,800	28,500	28,600
	Cash Flow Boost	-	-	-	3,800	700	-	-
Total Income (excl Camps & Events)		148,976	149,428	112,323	147,569	142,660	139,780	142,102
General Expenses								
2150	Council expenses	455	255	-	255	-	-	-
2055	Bad Debts	300	-	-	-	-	-	-
2130	Computer / Website / Software	2,659	2,754	1,884	2,754	2,823	2,851	2,908
2180	Depreciation - Furniture/Equip	5,913	6,777	5,602	6,777	6,536	6,536	6,536
2296	Donation to Engage	1,000	1,000	-	1,000	-	-	-
2220	Leadership Training & Support	2,128	2,550	1,200	2,550	-	-	-
2275	First Aid Expenses	407	816	-	816	250	253	258
2278	General Printing & Publicity	2,289	1,400	419	1,400	500	505	515
2279	Music Expenses	498	612	505	612	600	606	618
2280	General Expenses	96	306	56	306	300	303	309
2392	Insurance - Professional Indemnity	2,570	2,699	2,570	2,570	2,699	2,833	2,975
2281	PVY Mission Trip/ Donations	-	1,000	-	1,000	-	1,000	1,000
2769	Equipment Repairs & Maintenance	-	700	-	700	-	-	-
Total General Expenses		18,316	20,869	12,236	20,740	13,708	14,887	15,119
Office								
2910	Telephone	230	204	650	204	600	606	618
2911	Internet costs	500	-	80	-	-	-	-
2752	Rental - PVY	4,550	3,900	2,970	3,900	4,080	4,121	4,203
2705	Office & Stationery	(641)	2,500	802	2,500	1,500	1,515	1,545
Total Office Expenses		4,639	6,604	4,502	6,604	6,180	6,242	6,367

**Presbyterian Youth in Victoria
General Operations
Income & Expenditure Budget 2020/21**

Projected Common Fund Interest Rates:					Budget for Approval		
					7.0%	6.0%	6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected
Staff Related Expenses							
2812	Administration Officer	25,214	28,834	18,976	26,198	26,198	26,989
2872	Superannuation PYV Admin Officer	2,579	2,823	1,898	2,620	2,823	2,825
2811	Stipend - Youth Worker	40,959	37,232	30,323	36,984	36,984	38,101
2640	NCB Youth Worker	19,176	19,655	16,008	19,524	19,524	20,114
2790	Manse Allowance - Youth Worker	24,768	24,768	20,307	24,768	24,768	24,768
2550	Long Service Leave	350	350	350	350	350	350
2870	Superannuation - Youth Worker	8,325	8,533	6,950	8,476	8,476	8,732
2221	Training - YMD (Youth Worker)	180	408	347	408	418	431
2282	Hospitality/books - Youth Worker	809	714	522	714	732	754
2955	Disability Insurance PYV	2,250	2,403	2,079	2,079	2,463	2,538
2950	Workcover Premium	839	866	785	785	888	914
2920	Travel Expenses	-	250	237	250	256	264
Total Staff Related Expenses		125,450	126,837	98,781	123,156	123,880	126,779
Net Surplus/(Deficit) for the Year		1,862	(4,699)	(12,040)	(12,789)	240	(4,774)
Deposits in Common Fund		205,709	207,842	201,024	199,752	206,528	209,997
Paypal		54	-	51	-	-	-
Total General Funds		205,764	207,842	201,076	199,752	206,528	209,997
Perpetual Funds		268,250	268,250	268,250	268,250	268,250	268,250
Summary							
Camp Fees & Events		89,176	96,749	69,249	85,629	98,300	101,269
Income		148,976	149,428	112,323	147,569	142,660	142,102
Total Income		238,152	246,177	181,572	233,198	240,960	243,371
Camp & Event Costs		87,885	96,566	78,093	95,487	96,953	99,881
Other Costs		148,405	154,309	115,519	150,500	143,767	148,265
Total Expenses		236,290	250,876	193,612	245,987	240,720	248,146
Net Surplus/(Deficit) for the Year		1,862	(4,699)	(12,040)	(12,789)	240	(4,774)
Capital Items / Prepayments							
Camp Deposits		(4,550)		(1,750)			
Sound equipment (insurance claim)		43,573					
Total Capital Expenditure		39,023	0	(1,750)	0	0	0

Church Planting Committee
General Operations
Income & Expenditure Budget - 2020/21

Church Planting Committee										
General Operations										
Income & Expenditure Budget - 2020/21										
Projected Common Fund Interest Rates: 8.5%										
Acct No.		Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	7.0% Proposed		6.0% Projected	
Income										
1359		Interest Common Fund	26,593	22,600	13,780	15,000	4,700	-	-	-
		Cash Flow Boost				2,800	500			
		Interest paid to GA on overraft					-			
		Income from GA re PCV rent					16,127			
1640		Scots Church Distribution	148,373	135,000	-	-	-	139,800	330,000	330,000
Total Income			174,965	157,600	13,780	17,800	21,327	150,810	336,616	345,341
Expenditure										
Committee operations										
2220		Training & Conferences	2,936	3,000	-	3,000	3,000	3,000	3,000	3,000
2130		Media	-	6,000	-	6,000	6,000	6,000	6,000	6,000
		Supervised Field Experience					15,000	15,000	16,000	16,000
2285		Geneva Push	16,000	16,000	16,000	16,000	1,000	1,000	16,000	16,000
2510		Legal Fees	-	-	2,248	2,248	-	-	-	-
2560		Meeting Room Hire (Assembly Hall)	-	1,080	-	1,080	1,080	1,080	1,080	1,080
2920		Travel	886	3,000	181	3,000	3,000	3,000	3,000	3,000
Total Committee Operations			19,822	29,080	18,429	31,328	29,080	29,080	29,080	29,080
Church Planter Evangelist										
2810		Church planter evangelist - Stipend	33,871	37,232	27,738	36,984	36,984	37,354	38,101	38,863
2640		Non-Cash Benefit	19,173	19,466	14,558	19,524	19,466	19,661	20,054	20,455
2640		Childrens' Education NCB	3,000	1,500	2,250	3,000	750	-	-	-
2870		Superannuation	8,325	8,505	6,357	8,476	8,468	8,552	8,723	8,898
2752		Rental/Manse Allowance	23,400	24,960	17,550	23,400	25,480	25,735	26,249	26,774
2541		Manse Energy Expenses	4,128	4,800	4,171	4,800	4,900	5,000	5,000	5,000
2550		LSL Levy	350	350	350	350	350	350	350	350
2955		Disability Insurance/Workcover	2,799	2,799	2,622	2,622	3,172	3,172	3,490	3,838
2910		Telephone/Fax	1,010	1,450	896	1,450	1,450	1,450	1,450	1,450
Total Church Planter Evangelist			96,056	101,062	76,492	100,606	101,020	101,274	103,417	105,629
Committee Grants										
		Startup Grants	-	-	-	-	20,000			
		Operating Grants	77,052	60,720	42,000	60,720	91,520	103,840	68,640	43,120
Total Committee Grants			77,052	60,720	42,000	60,720	111,520	103,840	68,640	43,120
TOTAL Expenses			192,930	190,862	136,921	192,655	241,620	234,194	201,137	177,829
Surplus/(Deficit) on Operations			(17,965)	(33,262)	(123,141)	(174,855)	(220,293)	(83,384)	135,479	167,512
Balance of General Funds			241,479	208,216	118,338	66,624	(153,669)	(237,053)	(101,574)	65,939
Overdraft prior to receipt of distribution								(270,766)	(337,621)	(190,488)

Church Planting Committee
Specific - Property Development Fund
Income & Expenditure Budget - 2020/21

Church Planting Committee Specific - Property Development Fund Income & Expenditure Budget - 2020/21										Budget for Approval	
8.5%					7.0%		6.0%		6.0%		
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected			
Income											
1162	Donations Property Development	13,638	4,250	-	4,250	16,750	29,250	29,250			
1240	Grant from Capital Fund	98,281	-	-	-	-	-	-			
1350	Interest Property Development Fund	42,345	35,300	36,013	41,100	34,600	31,500	33,900			
Total Income		154,264	39,550	36,013	45,350	51,350	60,750	63,150			
Expenditure											
2140	Consultancy	-	20,000	-	20,000	20,000	20,000	20,000			
2292	Grants Property Development	975,000	-	-	-	-	-	-			
Total Expenses		975,000	20,000	0	20,000	20,000	20,000	20,000			
Surplus/(Deficit)		(820,736)	19,550	36,013	25,350	31,350	40,750	43,150			
Property Development Fund		468,366	487,916	504,379	493,716	525,066	565,816	608,966			

Health & Community Chaplaincy Committee
General Operations
Income & Expenditure Budget 2020/2021

Account No		Description	Projected Common Fund Interest Rates:					6.0%		6.0%	
			2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected		
Income											
1040	Family Camp Income		23,294	25,000	16,905	16,905	-	39,000	39,000		
1160	Donations and Gifts		22,891	1,000	405	405	1,000	750	750		
	Tir to Hughes Trust re Paediatric Chaplains		-	-	-	-	-	-	-		
1161	Good Friday Appeal		20,000	-	-	-	-	-	-		
1249	Grant : Spiritual Health Victoria		22,101	18,000	1,288	9,000	18,000	18,000	18,000		
	Grant : Spiritual Health Victoria		22,124	22,580	17,448	-	-	-	-		
1359	Cash Flow Boost					845	170				
1990	Interest Common Fund General		106,613	106,000	80,528	91,400	74,400	63,500	63,500		
	Profit on sale of asset				67	67					
Total Income			177,023	172,580	116,640	118,621	93,570	121,250	121,250		
Expenditure											
2030	Advertising (inc Good Friday Appeal)		551	750	310	750	750	750	750	750	
2114	Tertiary Chaplains (AFES Workers)		27,441	25,000	12,500	25,000	25,000	20,000	20,000	20,000	
2180	Depreciation Furniture/Equipment		886	1,285	695	1,073	770	450	135		
2226	Pastors Renewal Retreats		770	3,000	491	491	-	-	-		
2227	Chaplaincy Resources(Tracts,books,DVDs)		782	1,000	40	40	500	500	500	500	
2116	Deaf Chaplaincy		20,000	20,000	15,000	20,000	20,000	20,000	20,000	20,000	
2228	Education & Training (Conferences/Seminars)		500	1,500	694	694	1,000	1,000	1,000	1,000	
2229	Ministers & Family Support		5,281	6,000	2,704	6,000	6,000	6,000	6,000	6,000	
2280	General Expenses		478	1,000	283	500	500	500	500	500	
2282	Chaplains' Appreciation Luncheon		91	250	69	69	150	150	150	150	
2283	Chaplains Commissioning Service		2	500	158	158	6,000	200	200	200	
2110	Chaplaincy Fees : Healthcare		6,203	7,500	4,425	5,000	-	-	-	-	
	Chaplaincy Co-ordinator		41,825	20,471	18,805	18,805	-	-	-	-	
	MFC Administrator		18,755	12,088	11,089	11,089	-	-	-	-	
	Chaplaincy Support Worker										
2818	Salary		-	18,193	7,191	12,224	18,884	19,073	19,454	19,454	
2879	Superannuation		-	1,819	719	1,222	1,888	1,907	1,945	1,945	
2954	Workcover Levy - General		-	220	-	-	345	354	354	354	
2911	Telephone		-	320	-	160	240	240	240	240	
	Ministry Family Camp Co-ordinator- Casual										
	Telephone		-	20,552	7,910	13,607	21,357	21,574	21,993	21,993	
	Other wage costs		-	-	-	-	-	4,000	4,000	4,000	
2650	Long Service Leave General		-	-	-	-	-	120	120	120	
2551	Insurance Professional Indemnity		1,122	1,134	546	546	11,535	-	-	-	
2392	Heathmont House office rental		1,050	1,070	1,125	1,125	1,180	-	-	-	
2752	Ministry Family Camp		3,200	2,760	2,100	2,760	2,898	3,043	3,195	3,195	
2580	Postage Printing & Stationery & Secretarial Fees		34,514	37,000	33,394	33,394	-	35,000	35,000	35,000	
2700	Professional Supervision(Development)		574	1,200	274	400	400	400	400	400	
2800	Travelling Expenses - Committee		109	1,000	-	-	-	-	-	-	
2922			-	500	-	-	500	550	550	550	
Total Committee Expenditure			164,131	165,560	112,613	141,501	98,541	121,416	121,713		
Surplus/(Deficit) on Operations			12,892	7,020	4,028	(22,880)	(4,971)	(166)	(463)		
General Funds			1,085,720	1,092,825	1,084,200	1,062,949	1,058,748	1,059,032	1,058,704		
Capital Items											
Laptop/Software - Chaplaincy Support Worker			71	1,200	964	964					
Total Capital Expenditure			71	1,200	964	964	0	0	0	0	
Balance Sheet Movements											
Accrued Leave			14,973		5,279						

**Health & Community Chaplaincy Committee
Specific Trusts
Income & Expenditure Budget 2020/2021**

P Burnett Trust

Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Income								
	Cash Flow Boost				1,850	370		
1351	Interest Common Fund Specific	58,900	59,200	44,655	50,700	41,800	35,100	33,900
Total Income		58,900	59,200	44,655	52,550	42,170	35,100	33,900
Expenditure								
Pastoral Support Worker								
2142	Professional Supervision	-	750	-	-	750	750	750
2221	Professional Development - Pastoral Support Worker	-	500	-	-	500	500	500
2812	Pastoral Support Worker (Ministers' Wives) (Salary)	35,968	36,280	26,255	36,280	36,291	37,199	38,129
2872	Super PSW	3,287	3,628	2,626	3,628	3,629	3,720	3,813
2912	Pastoral Support Worker - Phone	421	480	-	480	480	480	480
2923	Pastoral Support Worker - Travel	5,000	5,000	3,654	5,000	5,000	5,000	5,000
2924	Pastoral Support Worker - Accommodation	334	1,600	-	-	800	800	800
2952	Workcover	888	494	859	859	900	900	900
	Total Pastoral Support Worker	45,897	48,732	33,393	46,247	48,350	49,348	50,371
2112	Chaplaincy Fees - Police	2,075	4,800	2,075	3,500	4,000	4,000	4,000
2921	Travel - Corrections	2,000	2,000	-	2,000	2,000	2,000	2,000
Total Expenses		49,972	55,532	35,468	51,747	54,350	55,348	56,371
Surplus/(Deficit)		8,928	3,668	9,187	803	(12,180)	(20,248)	(22,471)
Specific Funds - Burnett								
		596,733	600,401	605,920	597,536	585,356	565,107	542,636

**Health & Community Chaplaincy Committee
Specific Trusts
Income & Expenditure Budget 2020/2021**

Harold Hughes Trust

Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Income								
	Donation	20,000	-	-	-	-	-	-
	Cash Flow Boost				4,000	800		
	Spiritual Health				22,580	22,500		
1339	Franking Credits	29,848	-	5,881	5,881	-	-	-
1350	Interest Common Fund Specific	2,697	1,000	1,154	1,200	1,000	600	600
1440	Other Investment Income	48,479	52,000	17,893	28,000	16,415	22,150	29,820
1440	Management Fee - Separate Investments	-	(9,900)	-	(1,855)	(2,778)	(2,795)	(3,026)
1995	Unrealised Gain on Investments	5,560	-	-	-	-	-	-
Total Income		106,584	43,100	24,927	59,806	37,937	19,955	27,394
Expenditure								
	Chaplaincy wages	104,907	87,704	63,964	87,704	89,896	52,654	53,970
	Superannuation	10,242	8,770	6,396	7,517	8,990	5,265	5,397
	Long Service Leave	7,413	-	3,060	4,080	4,284	3,599	3,778
	Workcover	980	1,061	741	741	1,088	637	653
	Professional Development & Supervision	2,950	3,600	1,365	2,600	3,600	1,800	3,600
Total Expenses		126,492	101,135	75,526	102,643	107,858	63,955	67,398
Surplus/(Deficit)		(19,908)	(58,035)	(50,599)	(42,837)	(69,921)	(44,000)	(40,005)
Common Fund - Hughes		19,632	10,000	12,422	10,000	10,000	10,000	10,000
Separately Invested Funds - Hughes		218,327	169,923	192,144	185,122	115,201	71,201	31,196
1995	Gain / (Loss) on Investments	5,560	-	21,104	21,104	-	-	-
Perpetual Funds (Separately Invested) - Hughes		1,028,457	1,028,457	1,044,409	1,049,562	1,049,562	1,049,562	1,049,562
Total Hughes Funds		1,266,416	1,208,380	1,248,974	1,244,683	1,174,762	1,130,762	1,090,758
Surplus/(Deficit) on Operations								
Surplus/(Deficit) Specific Trusts		12,892	7,020	4,028	(22,880)	(4,971)	(166)	(463)
Total Surplus/(Deficit)		1,913	(47,347)	(37,384)	(64,914)	(87,072)	(64,415)	(62,939)

Ministry Development Committee
General Operations
Income & Expenditure Budget 2020/21

General Operations Income & Expenditure Budget 2020/21										
Projected Common Fund Interest Rates:						Budget for Approval				
		8.5%				6.0%		6.0%		6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	10 Months to Apr-20	2019/2020 Projected	2020/2021 Budget	2021/2022 Projected	2022/2023 Projected	2023/2024 Projected	
Income										
1359	Interest Common Fund	171,128	122,000	85,748	90,000	35,000	-	-	-	-
	Interest paid on overdraft									
1640	Scots Church Property Trust distribution	593,490	541,000	-	-	-	(7,000)	(19,000)	(7,000)	
	Share of General Assembly Rental					48,382	326,200	770,000	770,000	
1650	Sundry Income		-	-	-	-	46,511	47,906	49,344	
Total Income		764,618	663,000	85,748	90,000	83,382	365,711	798,906	812,344	
Expenditure										
1. Grants										
2860	Subsidies to Congregations	347,325	349,154	286,642	336,074	230,000	230,000	230,000	235,000	
2864	Second Ministry Workers	42,381	52,500	40,938	52,500	78,188	67,500	67,500	67,500	
2867	Gross Cultural Subsidies	92,500	81,000	64,417	81,000	51,500	50,000	50,000	50,000	
2290	Grants Paid - Capital	86,853	150,000	122,023	237,154	101,634	-	-	-	
Total Grants		569,059	632,654	514,020	706,728	461,321	347,500	347,500	352,500	
2. Ministry Development Officer										
2181	Depreciation - Motor Vehicle	5,997	6,048	5,011	6,048	6,048	6,048	6,048	6,048	
2280	General Expenses	838	-	139	139	-	-	-	-	
2790	Manse Allowance	28,000	30,000	25,000	30,000	30,000	30,000	30,000	30,000	
	Relocation expenses		5,000	4,710	4,710	-	-	-	-	
2831	HM Director's Discretionary	702	2,000	1,346	2,000	2,000	2,000	2,000	2,000	
2955	Disability Insurance	2,250	2,250	2,495	2,495	2,340	2,434	2,531	2,632	
2540	Light Power & Heating	2,100	2,500	1,750	2,500	2,500	2,500	2,500	2,500	
2550	Long Service Leave Levy	350	350	350	350	350	350	350	350	
2600	Motor Vehicle Running Costs	6,619	7,000	5,580	7,000	7,100	7,200	7,300	7,400	
2640	Non Cash Benefits	23,011	23,586	19,524	23,429	23,897	24,375	24,863	25,360	
2810	Salary	51,216	44,679	36,984	44,381	45,268	46,174	47,097	48,039	
2870	Superannuation	9,990	10,240	8,476	10,171	10,375	10,582	10,794	11,010	
2141	Professional Supervision	-	600	94	-	600	600	600	600	
2910	Telephone & Fax	2,400	2,400	2,000	2,400	2,400	2,400	2,400	2,400	
2920	Travelling Expenses	5,467	6,000	4,317	6,000	6,100	6,200	6,300	6,400	
2950	WorkCover	475	1,011	458	1,007	1,020	1,034	1,047	1,061	
Total Ministry Development Officer Expenses		139,416	143,664	118,234	142,630	139,999	141,897	143,830	145,800	

**Ministry Development Committee
General Operations
Income & Expenditure Budget 2020/21**

		Projected Common Fund Interest Rates:					Budget for Approval			
		8.5%					7.0%			
Account No	Description	2018/2019 Actual	2019/2020 Budget	10 Months to Apr-20	2019/2020 Projected	2020/2021 Budget	2021/2022 Projected	2022/2023 Projected	2023/2024 Projected	
3. Office										
2030	Advertising	-	500	-	500	500	500	500	500	
	Website development	-	2,000	-	-	2,000	-	-	-	
2180	Depreciation Office Equipment	1,104	1,300	1,358	1,300	1,300	1,300	1,300	1,300	
2282	General Expenses	1,027	1,000	383	1,000	1,000	1,000	1,000	1,000	
2551	Long Service Leave Accrual	1,645	1,305	1,140	1,305	1,392	1,420	1,448	1,477	
2752	Office Rental	19,739	20,528	17,107	20,528	21,350	-	-	-	
2912	Telephone & Fax	1,100	1,400	909	1,400	1,400	1,400	1,400	1,400	
2130	Computer & Software Costs	511	1,000	797	1,000	1,000	1,000	1,000	1,000	
2700	Postage Printing & Stationery	1,862	2,500	1,749	2,500	2,500	2,500	2,500	2,500	
2812	Salaries	54,678	54,167	47,383	54,167	55,250	56,355	57,482	58,632	
2850	Subscriptions	79	200	343	200	200	200	200	200	
2872	Superannuation	5,580	5,417	4,828	5,417	5,525	5,636	5,748	5,863	
2952	WorkCover Levy	699	536	691	691	549	560	571	582	
	Total Office Expenses	88,023	91,853	76,689	90,008	93,966	71,870	73,150	74,455	
4. Committee										
2830	Staff Amenities	1,877	1,200	938	1,200	1,200	1,200	1,200	1,200	
2510	Legal Fees	-	-	8,993	8,993	1,000	1,000	1,000	1,000	
2922	Travelling Expenses	1,177	1,200	510	1,200	1,200	1,200	1,200	1,200	
	Total Committee Expenses	3,053	2,400	10,441	11,393	3,400	3,400	3,400	3,400	
5. District Interim Moderator Expenses										
		-	20,000	-	-	-	-	-	-	
6. Miscellaneous										
2220	Education & Training	1,993	2,000	2,000	2,000	2,500	2,500	2,500	2,500	
2581	Training inc. Embers to Flame, ESL, Peacewise	1,519	2,000	1,771	2,000	2,000	2,000	2,000	2,000	
1990	Loss on sale of Asset	906	-	-	-	-	-	-	-	
	Total Miscellaneous Expenses	4,419	4,000	3,772	4,000	4,500	4,500	4,500	4,500	
	Total Expenses	803,971	894,571	723,157	954,759	703,186	569,167	572,380	580,655	
	Surplus/(Deficit) Operations	(39,353)	(231,571)	(637,408)	(864,759)	(619,804)	(203,456)	226,526	231,689	
Balance of General Funds										
	Overdraft prior to receipt of distribution	1,357,159	1,129,941	723,704	497,100	(115,764)	(312,252)	(118,929)	119,585	
	Capital Items					187,198	(400,347)	(598,442)	(409,257)	
3290	Computer	1,625	1,800	1,453	1,453	1,800	1,800	2,000	2,000	
	Bond on MDO manse	-	2,500	2,500	2,500	-	-	-	-	
	Motor Vehicle (less trade in)	-	-	-	-	-	-	40,000	-	
	Contribution to legal expenses/Advance repayment	725,760	-	-	-	-	-	-	-	
	Total Capital Expenditure	727,385	4,300	3,953	3,953	1,800	1,800	42,000	2,000	

**Ministry Development Committee
Specific Trusts
Income & Expenditure Budget 2020/21**

Ministry Development Committee Specific Trusts Income & Expenditure Budget 2020/21											
Projected Common Fund Interest Rates:											
		8.5%			7.0%		6.0%		6.0%		
Account No	Description	2018/2019 Actual	2019/2020 Budget	10 Months to	2019-20 Projected	2020/2021 Projected	2021/2022 Projected	2022/2023 Projected	2023/2024 Projected		
Church Extension - Victoria											
Income											
1351	Common Fund Interest Specific	4,991	0	2,303	2,600	2,200	2,000	2,100	2,300		
Total Income		4,991	0	2,303	2,600	2,200	2,000	2,100	2,300		
Expenditure											
2291	Grants Paid	63,325	-	-	-	-	-	-	-		
Total Expenses		63,325	0	0	0	0	0	0	0		
Surplus/(Deficit)		(58,334)	0	2,303	2,600	2,200	2,000	2,100	2,300		
Specific Funds		1,735	1,735	4,038	4,335	6,535	8,535	10,635	12,935		
Perpetual Funds		26,913	26,913	26,913	26,913	26,913	26,913	26,913	26,913		
Church Extension - Other States											
Income											
1352	Common Fund Interest Specific	691	0	518	600	500	400	400	400		
Total Income		691	0	518	600	500	400	400	400		
Expenditure											
2292	Grants Paid	691	0	518	700	500	400	400	400		
Total Expenses		691	0	518	700	500	400	400	400		
Surplus/(Deficit)		-	-	-	100	-	-	-	-		
Specific Funds		-	-	-	100	-	-	-	-		
Perpetual Funds		6,913	6,913	6,913	6,913	6,913	6,913	6,913	6,913		
Evangelism											
Income											
1353	Common Fund Interest Specific	148,491	148,000	114,058	128,700	100,400	81,500	75,800	69,800		
Total Income		148,491	148,000	114,058	128,700	100,400	81,500	75,800	69,800		
Expenditure											
2293	Grants Paid Evangelism	39,736	40,000	29,585	35,000	40,000	40,000	40,000	40,000		
2861	Second Ministry Workers	33,331	17,500	20,646	17,500	26,063	22,500	22,500	22,500		
2294	Ashburton	-	12,500	-	-	10,000	13,500	13,500	13,500		
2294	Daylesford	32,300	13,300	-	25,800	25,000	25,000	25,000	25,000		
2294	Bundoora	20,000	20,000	-	20,000	15,000	15,000	15,000	15,000		
2294	West Footscray	-	-	833	2,500	5,000	5,000	5,000	5,000		
2297	TEC grant	23,668	25,000	-	25,000	25,000	25,000	25,000	25,000		
2863	AFES Workers	30,000	30,000	15,000	30,000	30,000	30,000	30,000	30,000		
Total Expenses		179,035	158,300	66,064	155,800	176,063	176,000	176,000	176,000		
Surplus/(Deficit)		(30,544)	(10,300)	47,994	(27,100)	(75,663)	(94,500)	(100,200)	(106,200)		
Specific Funds		1,421,423	1,411,123	1,469,417	1,394,323	1,318,660	1,224,160	1,123,960	1,017,760		
Perpetual Funds		39,992	39,992	39,992	39,992	39,992	39,992	39,992	39,992		

**Ministry Development Committee
Specific Trusts
Income & Expenditure Budget 2020/21**

Ministry Development Committee Specific Trusts Income & Expenditure Budget 2020/21											
		Projected Common Fund Interest Rates:					Budget for Approval				
Account No	Description	2018/2019 Actual	2019/2020 Budget	10 Months to	2019-20 Projected	2020/2021 Projected	6.0%	6.0%	6.0%	2023/2024 Projected	
Noble Trust											
Income											
1355	Common Fund Interest Specific	40,776	39,900	31,566	35,600	28,200	21,100	18,100		14,700	
Total Income		40,776	39,900	31,566	35,600	28,200	21,100	18,100		14,700	
Expenditure											
2813	Salaries (NCB)	32,764	12,285	8,135	12,285	34,850	26,000	28,000		30,000	
2281	General Expenses	161	1,000	-	1,000	1,000	1,000	1,000		1,000	
2873	Superannuation	18,769	21,333	15,925	21,210	38,906	39,684	40,478		41,287	
2953	Workcover Levy	164	192	164	192	350	357	364		372	
2586	Ministers Conference	150	1,000	600	1,000	1,000	1,000	1,000		1,000	
2295	Grants Paid	-	2,000	-	2,000	2,000	2,000	2,000		2,000	
2923	Travelling / Training Expenses	121	1,000	-	1,000	1,000	1,000	1,000		1,000	
Total Expenses		52,129	38,810	24,824	38,687	79,106	71,041	73,842		76,659	
Surplus/(Deficit)		(11,353)	1,090	6,742	(3,087)	(50,906)	(49,941)	(55,742)		(61,959)	
Specific Funds		280,482	281,572	287,224	277,395	226,488	176,547	120,806		58,847	
Perpetual Funds		125,000	125,000	125,000	125,000	125,000	125,000	125,000		125,000	
HMWA											
Income											
1165	Transfer from HMWA	280	-	-	-	-	-	-		-	
1356	Common Fund Interest Specific	3,193	4,100	2,670	3,000	2,400	2,000	1,900		1,900	
Total Income		3,473	4,100	2,670	3,000	2,400	2,000	1,900		1,900	
Expenditure											
2298	Home Missionary Costs	500	3,000	500	3,000	3,000	3,000	3,000		3,000	
Total Expenses		500	3,000	500	3,000	3,000	3,000	3,000		3,000	
Surplus/(Deficit)		2,973	1,100	2,170	0	(600)	(1,000)	(1,100)		(1,100)	
Specific Funds		33,758	34,858	35,928	33,758	33,158	32,158	31,058		29,958	
TOTAL											
Surplus/(Deficit) Specific Trusts		(97,258)	(8,110)	59,209	(27,687)	(124,969)	(143,441)	(154,942)		(166,959)	
Surplus/(Deficit) on Operations		(39,353)	(231,571)	(637,408)	(864,759)	(619,804)	(203,456)	226,526		231,689	
Total Surplus/(Deficit)		(136,611)	(239,681)	(578,199)	(892,446)	(744,773)	(346,897)	71,585		64,730	
Total Specific Trusts		1,737,397	1,729,287	1,796,607	1,709,710	1,584,842	1,441,401	1,286,459		1,119,500	
Total Perpetual Funds		198,818	198,818	198,818	198,818	198,818	198,818	198,818		198,818	

**METRO Committee
General Operations
Income & Expenditure Budget 2020/21**

		Projected Common Fund Interest Rates:					Budget for Approval	
		8.5%					7.0%	6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/23 Projected
Income								
1359	Interest Common Fund General		80,300	59,715	67,700	53,800	42,000	39,400
1160	Donations	-	-	5,790	5,790	-	-	-
1650	Youth Metro Income	3,400	2,500	3,950	3,950	2,500	2,500	2,500
1040	Events Income	605	600	819	819	600	600	600
Total Income		84,748	83,400	70,275	78,259	56,900	45,100	42,500
Expenditure								
2030	Advertising & Website	-	500	230	500	500	500	500
2221	Youth Metro Expenses	10,193	10,000	2,880	10,000	10,000	10,000	10,000
2222	Adult Metro Expenses	1,605	2,000	1,682	2,000	3,000	3,000	3,000
2223	Equip Metro Expenses	245	2,000	596	2,000	2,000	2,000	2,000
2250	Events	1,426	2,000	1,150	2,000	2,000	2,000	2,000
2290	Grants paid	83,804	120,000	75,727	99,750	101,500	64,500	30,000
2709	Postage, Printing & Stationery	257	350	172	350	350	350	350
	Wages (Administration)					6,000	6,000	6,000
2920	Travel	679	500	-	500	500	500	500
Total Committee Expenditure		98,208	137,350	82,438	117,100	125,850	88,850	54,350
Surplus/(Deficit) on Operations		(13,461)	(53,950)	(12,163)	(38,841)	(68,950)	(43,750)	(11,850)
General Funds		807,827	753,877	795,664	768,987	700,037	656,287	644,437
Capital Items								
	Enter Details Here							
	Enter Details Here							
Total Capital Expenditure		0	0	0	0	0	0	0

**Maintenance of the Ministry Committee
General Operations
Income & Expenditure Budget 2020/21**

Maintenance of the Ministry Committee General Operations Income & Expenditure Budget 2020/21									
		Projected Common Fund Interest Rates:					Budget for Approval		
		8.5%					7.0%	6.0%	6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected	
Income									
1440	Other Investment Income	5,990	-	-	-	-	-	-	
1359	Interest Common Fund	94,920	94,600	72,100	82,000	67,700	58,000	58,000	
Total Income		100,910	94,600	72,100	82,000	67,700	58,000	58,000	
Expenditure									
2130	Computer & Software Expenses	-	100	-	100	100	100	100	
2140	Consultancy	340	-	-	-	-	-	-	
2401	Interest Subsidy Ministers Car Loans	5,244	6,100	3,313	4,000	3,100	3,100	3,100	
2700	Postage, Printing & Stationery	-	400	86	100	200	200	200	
2889	Sustentation Grants	85,400	85,500	43,268	64,838	63,500	54,000	54,000	
2910	Telephone & Fax	-	600	-	0	200	200	200	
2920	Travelling Expenses	1,098	1,500	365	450	500	500	600	
Total Expenses		92,082	94,200	47,032	69,488	67,600	58,100	58,200	
Surplus/(Deficit) on Operations		8,828	400	25,069	12,512	100	(100)	(200)	
General Funds		911,955	912,355	937,023	924,467	924,567	924,467	924,267	
Perpetual Funds		42,466	42,466	42,466	42,466	42,466	42,466	42,466	
Capital Items									
Enter Details Here									
Enter Details Here									
Total Capital Expenditure		0	0	0	0	0	0	0	

**Maintenance of the Ministry Committee
Long Service Leave Funds
Income & Expenditure Budget 2018/19**

		Projected Common Fund Interest Rates:				Budget for Approval	
		8.5%				7.0%	6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected
Income							
1130	LSL Levy	40,600	40,600	42,700	42,700	40,600	40,600
1135	LSL Transfers in			16,693	16,693	-	-
1358	Interest Common Fund	135,643	131,700	107,957	122,000	96,800	76,900
Total Income		176,243	172,300	167,350	181,393	137,400	117,500
Expenditure							
2550	Accrue Ministers Entitlements	151,304	164,126	97,838	164,126	138,750	148,515
Total Expenses		151,304	164,126	97,838	164,126	138,750	159,065
Surplus/(Deficit) on Operations		24,939	8,174	69,512	17,267	(1,350)	(27,515)
	Long Service Taken - cash	114,611	180,000	114,073	180,000	180,000	180,000
Provision for Long Service Leave		894,831	860,418	878,596	878,957	837,707	785,286
General Funds		1,381,579	1,373,879	1,434,856	1,382,973	1,340,373	1,218,873

Safe Church Unit
General Operations
Income & Expenditure Budget 2020/21

Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	8.5%			Budget for Approval		
					2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected	7.0%	6.0%
Income										
1120	Safe Church levy	120,825	112,449	90,375	90,375	97,872	142,683	142,763		
	Cash Flow Boost					500				
1359	Common Fund Interest	4,884	2,000	6,513	7,300	2,000	2,000	2,000		
Total Income		125,709	114,449	96,888	100,375	100,372	144,683	144,763		
Safe Church Expenses										
2811	Salaries & Wages	56,762	59,747	45,709	62,549	69,203	69,895	71,293		
2871	Superannuation	5,485	5,975	4,571	6,255	6,920	6,990	7,129		
2701	Office expenses	4,049	4,228	4,044	4,228	4,334	4,442	4,553		
2221	Professional Development	1,369	2,551	600	2,551	1,600	2,679	1,680		
2923	Travel	3,945	5,285	1,571	5,285	4,050	5,549	4,253		
2911	Phone/Internet	1,174	1,230	789	1,230	1,261	1,292	1,325		
2147	Investigator	5,020	45,000	-	15,000	45,000	45,000	45,000		
2148	Counselling Assistance	665	1,200	109	1,200	1,200	1,200	1,200		
2751	Office Rent	4,550	3,900	2,970	3,900	3,998	4,097	4,200		
2184	Depreciation	339	131	458	131	131	131	131		
2141	Professional Services	991	2,101	573	2,101	2,154	2,208	2,263		
2851	Professional Ass'n, Journals	615	820	-	820	841	862	883		
2951	Workcover	493	657	505	505	761	769	784		
2830	Staff Amenities					200	200	200		
Total Safe Church Expenses		85,458	132,825	61,899	105,755	141,652	145,314	144,894		
Surplus/(Deficit)		40,251	(18,376)	34,989	(5,380)	(41,281)	(631)	(131)		
Capital Items										
	Office Furniture & Equipment		3,370	2,090	2,090	1,200				
	Increase in Levies receivable			2,508						
		0	3,370	4,598	2,090	1,200	0	0		
Balance of funds carried forward		52,189	30,574	83,038	44,850	2,500	2,000	2,000		

General Operations

Income & Expenditure Budget 2020/21

Social Services - Kirkbrae Presbyterian Homes General Operations Income & Expenditure Budget 2020/21							Budget for Approval
Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Income							
Commonwealth Funding	6,442,962	6,475,758	4,454,027	5,855,142	6,167,095	6,572,894	6,671,488
Resident Fees	2,299,963	2,348,932	1,616,219	2,151,628	2,162,942	2,439,853	2,602,744
Interest Received	3,680	1,900	430	580	1,200	2,000	2,000
Catering Income	2,500	1,900	2,895	4,138	2,800	2,000	2,000
Other Operating Income	120,227	15,800	63,077	93,356	65,492	6,500	7,000
Accommodation Charge	600,850	606,000	445,972	564,561	598,380	615,090	624,316
Retentions on Bonds	593,712	480,050	377,765	500,765	484,960	556,923	911,256
Interest Received on Investments	1,298,949	1,148,000	755,840	956,840	245,000	350,000	490,000
Dividends & Franking Credits - Buybacks	623,502	-	-	-	-	-	-
Other Income	102,469	50,000	(30)	99,970	50,000	50,000	50,000
Total Operating Income	12,088,814	11,128,340	7,716,195	10,226,980	9,777,869	10,595,260	11,360,804
Expenditure							
Catering Costs	401,032	406,200	310,666	414,432	427,700	418,386	430,938
Administration Expenses	255,672	444,943	224,160	299,603	343,883	500,000	450,000
Motor Vehicle & Transport Expenses	12,711	13,330	4,316	5,492	12,300	13,730	14,142
Maintenance - Hand Tools & Equipment	1,095	2,000	72	72	2,000	2,000	2,000
Committee Expenses	10,436	250	-	2,219	10,250	250	250
Chemist & Medical	59,077	87,200	39,874	49,625	76,400	89,816	92,510
Continence Costs	82,677	85,000	58,297	77,227	85,000	87,550	90,177
Cleaning, Laundry, House & Infection Control	384,661	405,000	307,037	409,324	412,771	417,150	429,665
Consultants Fees	300,638	134,037	134,707	162,773	131,840	140,000	145,000
Contract Therapy	457,430	486,200	328,574	437,324	473,600	500,786	515,810
Insurance	104,705	108,000	83,296	103,796	113,405	113,400	119,070
Rates, Taxes & Utilities	370,495	377,525	267,643	368,173	354,950	396,401	416,221
Occupational Health & Safety	1,018	1,000	-	-	1,000	1,000	1,000
Maintenance Costs	340,156	379,620	282,969	355,102	382,050	398,601	418,531
Total Security Costs	39,560	19,956	16,932	22,032	19,157	20,555	21,171
Staff Costs	7,923,706	8,390,940	6,145,792	8,383,037	8,113,398	8,539,668	8,795,858

Social Services - Kirkbrae Presbyterian Homes
General Operations
Income & Expenditure Budget 2020/21

Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	Budget for Approval		
					2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Depreciation	993,612	1,040,000	707,698	947,698	999,018	1,165,000	1,300,000
Total Operating Expenses	11,738,681	12,381,201	8,912,033	12,037,929	11,958,722	12,804,293	13,242,342
Commonwealth Subsidy - Capital	13,933	13,500	9,794	12,594	12,000	13,703	13,908
Net Gain/(Loss) on sale of Investments	(465,356)	-	-	-	-	-	-
Net Unrealised Gain on Investments	1,364,536	-	(2,108,115)	(2,134,729)	-	-	-
Total Non-Operating Income	913,112	13,500	(2,098,321)	(2,122,135)	12,000	13,703	13,908
SSC Non Operating Costs	-	-	719	-	-	-	-
Total Non-Operating Expenses	-	-	719	-	0	0	0
Total Operating Result	350,133	(1,252,861)	(1,195,838)	(1,810,949)	(2,180,853)	(2,209,033)	(1,881,538)
Total Non Operating Result	913,112	13,500	(2,099,040)	(2,122,135)	12,000	13,703	13,908
Surplus/(Deficit) on Operations	1,263,245	(1,239,361)	(3,294,878)	(3,933,084)	(2,168,853)	(2,195,331)	(1,867,630)
General Funds - Common Fund	674	0	(7,192)	0	0	0	0
General Funds - Separately Invested	26,039,405	24,800,044	20,431,290	19,431,290	17,262,437	15,067,106	13,199,475
Perpetual Funds	39,150	39,150	39,150	39,150	39,150	39,150	39,150
Capital Items							
Total Capital Expenditure		2,059,225			617,254		
Total Capital Expenditure		2,059,225	0	0	617,254		

**State News Committee
General Operations
Income & Expenditure Budget 2020/21**

State News Committee General Operations Income & Expenditure Budget 2020/21								
Projected Common Fund Interest Rates:						Budget for Approval		
8.5%						7.0%		
6.0%						6.0%		
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Income								
1080	General Mission Programme	3,980	4,000	3,142	3,920	-	34,000	35,000
1062	Advertising Revenue	-	750	-	-	-	-	-
1359	Interest Common Fund	5,562	5,400	4,512	5,200	4,600	3,900	3,900
Total Income		9,542	10,150	7,654	9,120	4,600	37,900	38,900
Expenditure								
2130	Computer & Website Costs	312	200	-	-	-	200	200
2180	Depreciation	591	148	148	148	-	-	600
2810	Salaries & Wages - Editor	750	2,060	-	-	-	7,219	7,435
2870	Superannuation	75	196	-	-	-	722	744
	Sub-editing, writing, design & photography						3,600	3,600
	Professional development						500	500
2950	WorkCover Levy	18	20	17	17	-	115	118
2851	Books	-	400	-	-	-	600	600
	Committee travel expenses						80	80
2630	Magazine Production Costs	10,452	14,280	-	-	8,000	30,000	30,000
1064	Less Contribution recouped	(4,307)	(7,140)	-	-	(2,000)	(5,000)	(5,000)
Total Expenses		7,892	10,164	165	165	6,000	38,036	38,877
Surplus/(Deficit) on Operations		1,651	(14)	7,489	8,955	(1,400)	(136)	23
General Funds		56,634	56,769	64,271	65,737	64,337	64,201	62,424
Capital Items								
	Computer							2,400
	Enter Details Here							
	Enter Details Here							
Total Capital Expenditure		0	0	0	0	0	0	2,400

**Theological Education Committee
General Operations
Income & Expenditure Budget 2020/21**

Theological Education Committee General Operations Income & Expenditure Budget 2020/21									
Projected Common Fund Interest Rates:						Budget for Approval			
		8.5%				7.0%		6.0%	
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected	
Income									
1702	Tuition Fees (non-candidates)	227,670	200,000	230,080	230,080	200,000	200,000	200,000	
1700	Tuition Fees ex Bursary Candidates	201,860	155,457	205,890	205,890	184,162	170,825	143,607	
1704	Tuition Fees ex Bursary - other (Cat 2-5)	49,080	68,623	43,260	43,260	56,041	47,742	49,749	
1704	Tuition Fees ex Bursary - other (Diaconal)	-	9,255	7,980	7,980	21,294	11,179	6,000	
	Tuition Fees - Chinese Course					38,400	39,552	40,739	
1703	Tuition Fees Short Courses	17,751	15,000	19,520	19,520	20,000	15,000	15,000	
1700	Israel Study Tour	-	-	-	-	-	-	-	
1705	Study Tour expenses	-	-	-	-	-	-	-	
	TOTAL Tuition Fees	496,361	448,335	506,730	506,730	519,896	484,298	455,095	
1709	Ministers Conference Income	7,100	6,000	9,070	9,070	6,000	6,000	6,000	
2586	Ministers' Conference Expenses	(5,668)	(4,000)	(3,767)	(3,767)	(7,000)	(7,000)	(7,000)	
1168	Donations and Gifts - General	12,420	-	18,588	18,588	-	-	-	
1244	MDC Evangelism grant	23,668	10,000	-	10,000	10,000	10,000	10,000	
	Cash Flow Boost				27,000	5,500			
1359	Interest Common Fund - General	309,667	299,000	237,785	270,000	221,000	185,000	174,000	
1440	Other Investment Income (Porter trust)	33,840	30,000	33,656	35,000	35,000	35,000	35,000	
1241	Funding for ministry conference in WA (ex GAA fund)	-	3,500	-	3,500	3,500	-	-	
	Overseas Visitors Fund					12,000	-	-	
1600	Rental of TEC Manse	15,597	16,397	11,097	15,600	15,912	15,912	15,912	
1601	Rental Income - Accommm Units	71,177	66,950	47,002	55,000	72,000	74,160	76,385	
1650	Sundry Income	200	-	1,244	-	-	-	-	
Total Income		964,362	876,181	861,405	946,721	893,808	803,370	765,392	
Expenditure									
Australian College of Theology Affiliation and Admin Fees									
2045	ACT Admin Fees	52,453	43,333	25,720	52,453	57,687	53,718	49,920	
2050	ACT Affiliation Fees	8,525	9,544	9,465	9,544	10,296	10,838	11,163	
Total ACT Affiliation and Admin Fees		60,978	52,877	35,185	61,997	67,983	64,557	61,083	

**Theological Education Committee
General Operations
Income & Expenditure Budget 2020/21**

Projected Common Fund Interest Rates:						Budget for Approval	
						7.0%	6.0%
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected
Staff Related							
2810	Salaries & Wages	247,167	255,219	193,635	251,187	255,752	240,798
2840	Non Cash Benefits	73,923	74,003	60,086	74,003	74,168	65,665
2600	Motor Vehicle Running Expenses	6,616	8,000	6,194	8,000	8,000	8,000
2830	Staff Amenities	291	800	199	800	800	800
2870	Superannuation	52,588	48,679	40,656	48,679	43,740	40,048
2950	WorkCover Levy	5,766	5,939	5,313	5,313	5,472	5,636
2955	Disability Insurance	7,088	7,265	6,548	6,548	6,614	6,680
2550	Long Service Leave Levy	3,215	1,400	1,400	1,400	1,400	1,400
2550	Long Service Leave accrual (non cash)	-	1,181	5,004	1,181	1,240	1,302
2840	Study Leave accrual (non cash)	27,126	42,291	28,044	42,291	46,830	36,978
2848	Study Leave Travel Expenses (non cash)	3,670	7,000	-	7,000	7,000	7,000
2541	Lighting & Heating - Manses	11,560	12,000	10,776	12,000	12,000	12,000
2911	Telephone - Manses	6,112	7,000	4,476	7,000	7,000	7,000
2490	Lecturers' Fees	69,655	99,064	60,906	104,515	107,194	107,194
2240	Lecturers' Fees - Exam Marking	7,173	13,461	5,696	12,629	14,282	14,282
2920	Travelling Expenses	18,864	15,360	12,774	15,360	16,000	16,000
2920	Travel - John Currid (from OVF)				6,000	2,000	6,000
2229	Education & Training	784	6,000	940			
Total Staff Related Expenses		541,597	604,661	442,645	609,904	615,490	576,784
Total Staff Related CASH Expenses		510,801	589,176	438,735	588,393	593,264	591,430
2520	Total Library Related Expenses	76,539	98,284	57,579	102,864	88,768	91,511
Chinese Program Expenses					0	19,200	19,944
Office Related							
2910	Telephone & Fax - College	4,559	4,000	3,474	4,000	4,000	4,000
2060	Bank Charges	1,575	2,025	1,230	1,600	1,664	1,731
2180	Depreciation - Furniture and Equipment	10,118	13,300	7,282	9,521	4,972	3,294
2700	Postage Printing & Stationery	2,933	6,000	4,824	6,000	6,000	6,000
2540	Light Power & Heating - College	10,850	15,142	8,372	10,000	10,400	10,816
2760	Equipment Repairs & Maintenance	205	500	2,140	2,140	500	500
	Logos Software					10,000	
2130	Computer & Software Costs	5,385	6,000	5,818	6,000	4,000	6,000
2850	CCLI, Copyright, Subscriptions	1,800	1,800	2,525	2,525	1,850	1,850
2392	Insurance Professional Indemnity	5,328	5,594	5,263	5,263	5,526	5,803
Total Office Related Expenses		42,754	54,362	40,929	47,049	48,912	39,993
Total		615,490	678,750	591,430	620,800	620,800	620,800

Theological Education Committee General Operations Income & Expenditure Budget 2020/21							Budget for Approval		
Projected Common Fund Interest Rates:							7.0%	6.0%	6.0%
							2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected				
Property Related									
2183	Depreciation Plant & Equipment	2,261	2,261	1,703	2,267	2,267	1,999	503	
2186	Depreciation Buildings	33,333	33,600	25,114	33,600	33,600	33,600	33,600	
2120	Cleaning & Rubbish Removal	15,331	15,000	12,331	15,000	15,000	15,000	15,000	
2711	Outdoor Property Maintenance	2,676	6,500	1,219	2,000	2,000	2,000	6,500	
2750	Rates & Taxes - College	10,645	11,500	15,643	18,500	11,500	11,500	11,500	
2820	Security Costs	2,038	4,000	1,112	4,000	2,000	4,000	4,000	
Total Property Related Expenses		66,283	72,861	57,123	75,367	66,367	68,099	71,103	
Miscellaneous Expenses									
2010	Audit Fees	6,120	6,000	4,299	6,000	6,000	6,000	6,000	
2030	Advertising / Student Prospectus	3,722	10,000	2,692	10,000	4,000	4,000	4,000	
2032	Marketing	3,741	15,000	7,820	10,000	8,000	8,000	8,000	
2927	College Mission Support - Travel Exp	969	6,000	-	-	2,000	6,000	6,000	
2928	College Mission Support	315	-	-	-	-	-	-	
2290	Graduation Ceremony	4,913	5,000	476	5,000	5,000	5,000	5,000	
2921	Hospitality	3,953	6,000	1,621	6,000	3,000	6,000	6,000	
2831	Student Expenses	1,221	2,000	1,177	2,000	2,000	2,000	2,000	
2587	Ministry conference in WA	-	3,500	-	3,500	3,500	-	-	
2284	Contingencies - TEC	-	4,000	-	4,000	2,000	4,000	4,000	
2280	General Expenses	3,830	6,000	3,870	6,000	2,000	6,000	6,000	
2225	Post Grad Co-Ord Prof Devt (HDR)	-	-	771	4,000	6,000	6,000	6,000	
2281	General Expenses Short Courses	671	4,000	-	2,000	1,000	2,000	2,000	
Total Miscellaneous Expenses		29,455	67,500	22,726	58,500	44,500	55,000	55,000	
Residential Units									
2185	Depreciation - Units	27,657	27,730	20,837	27,730	28,030	28,330	28,630	
2391	Insurance - Units	1,157	1,074	1,181	1,181	1,240	1,302	1,367	
2712	Maintenance - Units	5,264	6,000	7,200	15,000	4,000	4,000	4,000	
2713	Cleaning & Rubbish Removal	-	-	679	1,000	1,000	1,000	1,000	
2751	Rates - Units	-	246	-	246	253	261	269	
Total Residential Units		34,078	35,050	29,897	45,157	34,523	34,893	35,266	

**Theological Education Committee
General Operations
Income & Expenditure Budget 2020/21**

Theological Education Committee General Operations Income & Expenditure Budget 2020/21							
Projected Common Fund Interest Rates:						Budget for Approval	
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected
8.5%							
6.0%							
6.0%							
PTC Media Income							
1065	Book Shop Sales						
1066	Less: Purchases (enter as negative)	10,312	20,000	4,482	8,000	8,000	8,000
1067	Add: Stocktake variance	(6,402)	(16,000)	(3,115)	(6,400)	(6,400)	(6,400)
		(1,030)	-	-	-	-	-
Total PTC Media Income		2,880	4,000	1,367	1,600	1,600	1,600
PTC Media Expenses							
2708	Printing & Stationery - PTC Media	38	200	34	200	200	200
2918	Office Expenses - PTC Media	14	200	-	200	200	200
2924	Travel Expenses - PTC Media	1,887	2,500	1,977	2,500	500	2,500
Total PTC Media Expenses		1,939	2,900	2,011	2,900	900	2,900
PTC Media Surplus(Deficit)		941	1,100	(644)	(1,300)	700	(1,300)
Total Expenses		850,743	984,495	686,728	1,002,138	985,044	1,058,698
Surplus/(Deficit) on Operations		113,619	(108,314)	174,677	(55,417)	(91,236)	(293,306)
Capital Items / Balance Sheet Payments							
	Study Leave Payments		40,232		40,232	26,000	
	Tables and Chairs			1,995	1,995		
	Defibrillator						
	Carpet replacement					100,000	
	Computer Equipment & IT		5,000	2,208	3,005	5,000	5,000
	Capital items - units		3,000		3,000	3,000	3,000
	Increase (decrease) in debtors			181,776	-		
Total Capital Expenditure			48,232	185,979	48,232	34,000	8,000
Non-Cash Items							
	Depreciation						
	Long Service Leave Accrual		76,891	54,936	73,118	68,869	63,939
	Study Leave Accrual		1,181	3,504	1,181	1,240	1,367
			42,291	14,722	42,291	46,830	49,584
Total Non-Cash Items			120,363	73,162	116,590	116,938	114,889
Cash Movement		113,619	(36,183)	61,860	12,941	(8,297)	(186,416)
General Funds		2,181,811	2,145,628	2,243,671	2,194,752	2,186,454	1,848,830
Perpetual Funds		965,159	965,159	965,159	965,159	965,159	965,159

**Theological Education Committee
Specific Trusts
Income & Expenditure Budget 2020/21**

Account No	Description	Projected Common Fund Interest Rates:				Budget for Approval		
		2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
						7.0%	6.0%	6.0%
Building Fund								
Income								
1160	Donations & Gifts - Building	8,111	20,000	10,816	20,000	20,000	20,000	20,000
1165	Library Building Appeal - DGR	4,823	1,000,000	7,857	100,000	1,900,000	-	-
1350	Interest Common Fund - Building	27,184	32,200	21,659	24,600	26,400	135,800	21,700
	Total Income	40,119	1,052,200	40,332	144,600	1,946,400	155,800	41,700
Expenditure								
2061	Bank Charges Building Fund	-	270	-	270	270	270	270
2390	Insurance Fire/General - College	5,185	5,444	5,294	5,294	5,558	5,836	6,128
2140	Library appeal - fundraising	-	10,000	-	5,000	5,000	-	-
2714	Library Upgrade - Capital Costs	-	30,000	-	-	-	2,000,000	-
2710	Property Maintenance - College	19,697	46,305	32,992	46,305	48,620	51,051	53,604
	Total Expenses	24,881	92,019	38,285	56,869	59,449	2,057,158	60,002
	Surplus/(Deficit) Building Fund	15,237	960,181	2,047	87,731	1,886,951	(1,901,356)	(18,302)
	Movement in bank account			975				
	Specific Funds	289,071	1,249,252	292,093	376,803	2,263,754	362,397	344,095
	including Library Building Appeal funds	158,444	1,158,444	166,301	258,444	2,158,444	2,158,444	2,158,444
Library Fund								
Income								
1161	Donations & Gifts - Library	19,820	15,000	11,000	11,000	15,000	15,000	10,000
1351	Interest Common Fund - Library	12,995	9,900	16,676	18,900	15,600	13,300	13,300
1651	Sundry Income - Library	200	-	-	-	-	-	-
	Total Income	33,015	24,900	27,676	29,900	30,600	28,300	23,300
Expenditure								
2062	Bank Charges Library Fund	-	240	-	240	240	240	240
2182	Depreciation Library Equipment	735	450	431	450	400	400	400
2521	Library Books	32,062	30,000	17,574	30,000	30,000	30,000	30,000
2523	Higher Degree by Research books	-	8,774	3,384	8,774	8,800	8,800	8,800
2522	Chinese Books	6,228	-	10,279	8,772	-	-	-
2529	Library Magazines & Journals	23,947	34,650	18,691	34,650	30,000	30,000	30,000
2709	Postage Printing & Stationery Library	5,108	6,000	934	6,000	6,000	6,000	6,000
2814	Library Wages	38,599	39,564	31,449	40,298	40,298	40,701	41,515
2871	Superannuation Library	3,860	3,956	2,945	4,030	4,030	4,070	4,152
	Total Expenses	110,540	123,634	85,685	133,214	119,768	120,211	121,107
	Surplus/(Deficit) Library Fund	(77,525)	(98,734)	(58,009)	(103,314)	(89,168)	(91,911)	(97,807)
2535	Library Expenses paid from General Budget	76,539	98,284	57,579	102,864	88,768	91,511	97,407
	Specific Funds	0	0	0	0	0	0	0
	Perpetual Funds	98,964	98,964	98,964	98,964	98,964	98,964	98,964
	H Swanton Bequest - Perpetual	123,377	123,377	123,377	123,377	123,377	123,377	123,377

**Theological Education Committee
Specific Trusts
Income & Expenditure Budget 2020/21**

Theological Education Committee Specific Trusts Income & Expenditure Budget 2020/21									
Projected Common Fund Interest Rates:						8.5%		Budget for Approval	
						7.0%		6.0%	
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected	
Chinese Program - Specific Donations									
Income									
	Donations			0	5,000	10,000	10,000	10,000	
Total Income		0	0	0	5,000	10,000	10,000	10,000	
Expenditure									
	ACT affiliation fees			0	0	6,600	6,744	6,892	
	Chinese Books			0	0	10,000	10,000	10,000	
	Library assistant - Casual			0	4,400	13,200	13,200	13,200	
Total Expenses		0	0	0	4,400	29,800	29,944	30,092	
Surplus/(Deficit) Chinese Program		0	0	0	600	(19,800)	(19,944)	(20,092)	
2535	Chinese Program expenses paid from General Budget			6,836	0	19,200	19,944	20,092	
Specific Funds		0	0	(6,836)	600	0	0	0	
Fernside Trust									
Income									
1353	Interest Common Fund - Fernside	139,707	137,000	107,649	121,000	98,000	84,000	85,000	
Total Income		139,707	137,000	107,649	121,000	98,000	84,000	85,000	
Expenditure									
2793	Manse Allowance-Specific	97,240	97,236	72,930	97,236	97,236	97,236	97,236	
Total Expenses		97,240	97,236	72,930	97,236	97,236	97,236	97,236	
Surplus/(Deficit) Fernside Trust		42,467	39,764	34,719	23,764	764	(13,236)	(12,236)	
Specific Funds		179,309	194,073	190,972	177,073	151,837	112,601	73,365	
Indexation of Capital		-	25,000	23,056	26,000	26,000	26,000	27,000	
Perpetual Funds		1,252,730	1,277,730	1,275,786	1,278,730	1,304,730	1,330,730	1,357,730	
Bursary Trusts									
Income									
1162	Donations & Gifts - Bursaries	59,200	20,000	6,200	6,200	20,000	20,000	20,000	
1169	Geneva Trust Donation	7,273	7,000	-	7,000	7,000	7,000	7,000	
1081	GMP Funding - Bursaries	61,602	54,264	42,609	52,636	65,520	65,409	54,168	
1352	Interest Common Fund - Bursaries	108,671	109,400	86,650	98,700	80,600	71,400	73,400	
Total Income		236,746	190,664	135,459	164,536	173,120	163,809	154,568	
Expenditure									
2071	Geneva Trust Bursaries	-	7,000	-	7,000	7,000	7,000	7,000	
2072	Bursaries - Specific	20,100	25,000	28,500	28,500	-	-	-	
2073	Scholarships - Candidates	95,510	68,474	42,750	100,470	92,081	85,412	71,804	
2074	Scholarships - Other (Categories 2 to 5)	25,210	48,623	12,000	29,520	35,566	36,993	38,463	
Total Expenses		140,820	149,096	83,250	165,490	134,646	129,405	117,266	
Surplus/(Deficit) Bursaries		95,926	41,568	52,209	(954)	38,474	34,404	37,302	
Specific Funds		394,135	435,703	446,344	393,181	431,655	466,059	503,360	
Perpetual Funds		757,682	757,682	757,682	757,682	757,682	757,682	757,682	

**Theological Education Committee
Specific Trusts
Income & Expenditure Budget 2020/21**

		Projected Common Fund Interest Rates:					Budget for Approval	
Account No		2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected
							6.0%	6.0%
Whyte Scholarship								
Income								
1167	Distributions from GAA	-	25,000	20,292	20,292	18,000	15,000	12,000
1355	Interest Common Fund	9,016	11,800	7,722	8,800	7,300	6,300	6,100
Total Income		9,016	36,800	28,014	29,092	25,300	21,300	18,100
Expenditure								
2078	Bursaries	-	5,000	20,292	20,292	25,000	25,000	20,000
Total Expenses		0	5,000	20,292	20,292	25,000	25,000	20,000
Surplus/(Deficit) Whyte		9,016	31,800	7,722	8,800	300	(3,700)	(1,900)
Specific Funds		95,869	127,669	103,591	104,669	104,969	101,269	99,369
Prizes Trusts								
Income								
1354	Interest Common Fund - Prizes	16,384	16,400	12,869	14,600	12,100	10,400	10,300
Total Income		16,384	16,400	12,869	14,600	12,100	10,400	10,300
Expenditure								
2084	Prizes Specific	8,540	12,000	6,836	8,540	12,000	12,000	12,000
Total Expenses		8,540	12,000	6,836	8,540	12,000	12,000	12,000
Surplus/(Deficit) Prizes		7,844	4,400	6,033	6,060	100	(1,600)	(1,700)
Specific Funds		136,879	141,279	142,912	142,939	143,039	141,439	139,739
Perpetual Funds		30,515	30,515	30,515	30,515	30,515	30,515	30,515
Diaconal Fund								
Income								
1357	Interest Common Fund - Diaconal	22,201	23,000	17,680	20,100	16,500	13,800	14,000
Total Income		22,201	23,000	17,680	20,100	16,500	13,800	14,000
2075	Scholarships - Diaconals Funds	1,140	9,255	7,980	20,280	21,294	11,179	6,000
Total Expenses		1,140	9,255	7,980	20,280	21,294	11,179	6,000
Surplus/(Deficit) Diaconal Fund		21,061	13,745	9,700	(180)	(4,794)	2,621	8,000
Specific Funds		235,196	248,941	244,896	235,016	230,222	232,843	240,843

**Theological Education Committee
Specific Trusts
Income & Expenditure Budget 2020/21**

Theological Education Committee Specific Trusts Income & Expenditure Budget 2020/21									
Projected Common Fund Interest Rates:						8.5%		Budget for Approval	
						7.0%		6.0%	
Account No	Description	2018/2019 Actual	2019/2020 Budget	9 Months to Mar-20	2019/2020 Projected	2020/2021 Proposed	2021/2022 Projected	2022/2023 Projected	
Miscellaneous Trusts - Hopkins, Oliver, Overseas Students									
Income									
1356	Interest C Fund - Hopkins	3,894	3,189	3,091	3,439	2,696	2,280	2,224	
1358	Interest O/S Student Fund	9,453	6,758	6,507	7,239	4,484	2,884	2,412	
1360	Interest - Oliver Trust	21,726	18,405	17,762	19,772	12,813	10,252	9,367	
Total Income		35,072	28,352	27,359	30,450	19,994	15,416	14,003	
Expenditure									
2076	Bursaries (Oliver) - Miscellaneous	-	20,000	-	20,000	25,000	25,000	25,000	
2077	Scholarships (Overseas Students)	18,400	20,000	9,600	19,500	20,475	10,749	11,287	
2813	Salaries - Preaching Lecturer (Hopkins)	1,432	5,000	3,352	-	3,218	3,218	3,218	
Total Expenses		19,832	45,000	12,952	39,500	48,693	38,967	39,505	
Surplus/(Deficit) Miscellaneous		15,240	(16,648)	14,407	(9,050)	(28,699)	(23,552)	(25,502)	
Specific Funds		309,917	293,269	324,324	300,867	272,168	248,616	223,114	
Perpetual Funds		52,225	52,225	52,225	52,225	52,225	52,225	52,225	
Surplus/(Deficit) on Operations									
Surplus/(Deficit) Specific Trusts		113,619	(108,314)	174,677	(55,417)	(91,236)	(148,710)	(293,306)	
Total Surplus/(Deficit)		205,807	1,074,360	133,244	116,322	1,892,096	(1,906,821)	(14,738)	
		319,426	966,046	307,920	60,905	1,800,860	(2,055,531)	(308,044)	
Total Specific Funds									
Total Specific Funds		1,640,375	2,690,185	1,738,296	1,731,147	3,597,643	1,665,222	1,623,884	
Total Perpetual Funds									
Total Perpetual Funds		2,315,493	2,340,493	2,338,548	2,341,492	2,367,493	2,393,493	2,420,493	

MAINTENANCE OF THE MINISTRY COMMITTEE (Min 8)

1. Committee

The committee continues to meet in Melton and notes that:

- Annual Charge Report (ACR) forms should be transmitted to Mr Dennis Wright in the first instance;
- Continuing members are Rev Mark Crabb, Mr Reg Butcher and Dennis Wright (Convener); and
- The committee has met regularly throughout the year, up until March 2020.

2. Declaration of Terms of Settlement

The committee again notes that there are many charges that are yet to submit Annual Charge Report forms as at 31 March 2020. In order to have Terms of Settlement declared, charges are reminded that the last date for lodgment is 28 February. The committee reminds presbyteries to be more vigilant in following up outstanding Annual Charge Reports and in checking their accuracy.

3. Annual Charge Reports

Charges and presbyteries should be aware that approval of grants and subsidies is dependent upon the lodgment of the Annual Charge Report, which is a requirement for all charges, appointment charges, and home mission stations. The overall quality of figures presented is improving slowly, though some confusion still occurs with federal charges. There is still some difficulty in the presentation and verification of budget figures. All presbyteries are urged to be more pro-active and rigorous in the collection and assessment of Annual Charge Reports, and the committee asks that presbyteries appoint a registrar or committee with the task of facilitating this. The committee recognises that many charges do not have suitably qualified treasurers and administrators and require assistance from the presbytery and this committee. Our convener or registrar is available to assist charges. The committee endeavours to produce a more user-friendly Annual Charge Report in paper and electronic form.

4. Long Service Leave

The committee, in concert with the Code Committee, is working to bring to the next Assembly a more refined regulation 21 that would spell out clearly the persons eligible for long service leave under the regulations. The committee is especially looking at the definitions of the current regulation as to whether a person is 'engaged by the presbytery', 'appointed', or 'assigned'.

Notwithstanding the above, the committee is still seeking compliance to the PCV's current rules and regulations regarding the taking of long service leave. Some problems continue to exist, thus exerting the same pressures on the Long Service Leave Fund as previously reported.

The committee recommends the continuance of the Long Service Levy at \$350 per charge per minister per annum, but see the comments above, and it may be, that as the regulations are refined and the calculations are reworked to ascertain the total LSL Fund liability, because of claims made on the LSL Fund for persons not previously advised to the committee, the committee may have to ask the Assembly to approve that the LSL Levy be increased sooner than later, and to a figure approximating what is actually accrued each year by each minister per charge (\$1,000+).

5. Non-Cash Benefits and reporting to the ACNC

The committee reminds Assembly that, even though the current Federal Government is taking no action on the Non-Cash Benefits exemption and the charitable definition of churches, the church should appreciate these benefits and adhere to the spirit of the laws of the land that allows us these concessions. In particular, each congregation must ensure that it has lodged its Annual Information Statement (AIS) to the Australian Charities and Not-for-Profits Commission (ACNC) to maintain the tax exemption on the minister's NCBs. The committee again asks that each presbytery make this a reporting point on its agenda each year, for each of its constituent charges.

6. Superannuation

The committee recommends the rate of each charge's contribution to the PCV Superannuation Fund remains at 15% of actual remuneration (\$8,484, 2020–2021).

7. Minister's remuneration

In view of the COVID-19 situation, the committee recommends that there be no increase in minimum remuneration of \$56,508.00:

Stipend: \$36,984.00 NCB: \$19,524.00 Total: \$56,508.00.

8. Fuel Prices

The committee believes that there are continuing positive effects of oil prices in Australia. It is noted that fuel costs have held steady over the past six months. There is no recommendation to increase excess travel—the rate remaining at 50 cents per kilometre.

9. Supply Preaching Fees

In accordance with the above, it is recommended that:

- Supply preaching fees do not increase;
- Travel reimbursement for supply preachers remain at 50 cents per kilometre.

Thanks go to the PCV General Manager and the office staff for all their assistance given to the convener and the committee.

Dennis K Wright
CONVENER

NOMINATION FOR MODERATOR-DESIGNATE (Min 6)

The following nomination for the position of Moderator-Designate 2020 has been received:

Rev Philip D Mercer, (minister, Camberwell), for the position of Moderator Designate: Presbytery of Melbourne East.

Peter W Phillips
ACTING CLERK OF ASSEMBLY

SPECIAL JUDICIAL COMMITTEE (Min 10)

The Special Judicial Committee reports as authorised by Code rule 5.55(c) that at the time of writing five petitions have been submitted for the 2020 Commission of Assembly to consider.

PETITION 1

From: Presbytery of Ballarat

Re: Dissolution of the Scarsdale congregation and the sale of its properties

This matter was referred to this Commission by the 2019 General Assembly (min 107). The Commission is therefore empowered to consider and determine it.

Although the Assembly authorised the Commission to deal with the application of the proceeds of the sale, the presbytery has not made any submission regarding this aspect of the matter; BIF regulation 17(c) and (d) will therefore apply.

The committee is ready to provide a properly worded motion to give relief to the petitioner if that is the mind of the Commission.

PETITION 2

From: Presbytery of Ballarat

Re: Proceeds of the sale of the Smythesdale properties

This matter has emerged since the last meeting of the Assembly. The committee is persuaded that the matter is urgent and that it is in the best interests of the church that it be determined by the Commission.

The purpose of the petition is to ensure that the presbytery's intention in its petition to the 2019 General Assembly is fulfilled, that is, that the residue of the net proceeds of the sale of the properties not be confined to the St John's Ebenezer (Ballarat South) Charge (as is the case with the resolution of the 2019 GAV) but be available for presbytery-approved church extension and revitalisation work in all the charges in the presbytery.

The committee is ready to provide a properly worded motion to give relief to the petitioner if that is the mind of the Commission.

PETITION 3

From: Presbytery of Melbourne West

Re: Sale of the 103 Rowe Street, Fitzroy North, Clifton Hill – Essendon Pastoral Charge

This matter has emerged since the last meeting of the Assembly. The committee is persuaded that the matter is urgent and that it is in the best interests of the church that it be determined by the Commission.

Further to the information provided in the recitals of the petition, the minister of the charge has stated that the meeting was attended by all communicant members and adherents on the Clifton Hill Presbyterian Congregational Rolls and the motion to approve the sale of the property was carried unanimously.

The committee is ready to provide a properly worded motion to give relief to the petitioner if that is the mind of the Commission.

PETITION 4**From: Rev Graham Nicholson and Rev John Wilson****Re: Distribution of the General Assembly's declaration on sex, gender and marriage**

This matter has emerged since the last meeting of the Assembly. The committee is persuaded that the matter is urgent and that it is in the best interests of the church that it be determined by the Commission.

The petition is in order, and the committee is ready to provide a properly worded motion to give relief to the petitioners if that is the mind of the Commission.

PETITION 5**From: The Congregation of New Life Presbyterian Church, Officer****Re: Holding the property at 104 Tivendale Road, Officer under the Model Trust Deed.**

This matter has emerged since the last meeting of the Assembly. The committee is persuaded that the matter is urgent and that it is in the best interests of the church that it be determined by the Commission.

The petition is in order, and the committee is ready to provide a properly worded motion to give relief to the petitioners if that is the mind of the Commission.

Peter W Phillips
ACTING CLERK

COMMUNICATION 1 (Min 16)

PWMU COOKBOOK COMMITTEE

5 March 2020

Terms of Reference and Membership

The Cookbook Committee met earlier this week, when Rosemary Zurrer updated us on several matters regarding PCV in relation to the cookbook, following her conversation with you. It was thought it could be helpful if I resent you the documents.

1. Amendment of Terms of Reference – Proposal and Terms of Reference attached. This file shows the approval of the Mission and Ministry Committee of the UCA, which is the body the Cookbook Committee now report through.
2. As a result of the change to the membership clause, we are seeking the appointment of an additional PCV member to the Cookbook Committee

If you are able to process these two matters that would be much appreciated.

Bush Fire Response

You will probably recall the response by the Cookbook committee to the 2009 Black Saturday fires, where we were able to distribute 2000 copies of the cookbook through Victoria to those families who had lost their primary place of residence, with the assistance of both PCV and UCA through their respective bush fire appeals.

The committee would like to be able to do this again this year, on the same basis, but as we don't have funds available to cover such cost we are wondering if the Presbyterian Church is holding a bush fire appeal, and would some funds be available to assist with the cost of the cookbook. We will also be approaching the Uniting Church to see if they have funds that we might be able to access.

At this stage we do not have a cost for the project as we are still to determine the exact number of primary residences that were lost.

If you wish to speak with me about any of these matters, please do not hesitate to get in touch. I look forward to hearing from you.

Warm regards,

Pam Grant
Secretary

COMMUNICATION 1 ATTACHMENT 1

Proposal to amend Terms of Reference

It is proposed by the PWMU Cookbook Committee that the Presbyterian Church in Victoria resolve to:

1. Note the following:

- a) The Presbyterian Missionary Women's Union has advised the Committee that they have changed the name or identification of this group. Based on this advice, wherever Presbyterian Missionary Women's Union appears in the Terms of Reference, it has been amended to read PWMU, apart from where it appears on p. 1, which is a historical reference.
- b) Where UCA Funds appears in the Terms of Reference, this has been changed to UEthical to reflect the change in the operating name of this organisation.

2. Agree to the proposed amendment to Clause 4 Membership.

There have been occasions when the committee has not had a quorum present for its meetings. With the current membership being seven, the chairperson and secretary believe it would be beneficial to increase the committee's membership to nine members. This increase would be through increasing the numbers representing the two churches to three from each denomination.

In seeking the increase to the membership, the Committee is hopeful of attracting younger members of the churches, i.e. under 50. This would provide a better age mix and enable the committee to establish some succession planning and also provide some new input to the committee.

The appointment of the new members would be by the processes of the respective churches.

Other sections of the Terms of Reference that are affected by the change in membership have been amended.

The PWMU Cookbook Committee resolved by consensus at its meeting on 29 August 2019 to recommend to the Uniting Church in Australia, Synod of Victoria and Tasmania and the Presbyterian Church in Victoria that Clause 4 Membership be amended, as shown in the attached Terms of Reference.

Pam Grant
SECRETARY

PWMU Cookbook Committee

Terms of Reference

1. Background

The PWMU Cookbook has existed since 1904, when it was established by the Presbyterian Women's Missionary Union as a means of providing funds that could support missionaries in the field. Since that time the book has become an institution both in the church and the wider community and continues to sell well. When the Uniting Church in Australia was established in 1977 it was agreed by the Presbyterian Church of Australia Property Commission (1974-1994)

- 1. That there be a committee of seven to arrange for the production and distribution of the books, consisting of three members from each of the continuing Presbyterian and Uniting Churches together with the chairman of the Bookroom Directors as Convener.*
- 2. That distribution of the books be arranged through the Bookroom which will pay the net proceeds of the sales to the Committee for equal division between the continuing Presbyterian and Uniting Churches.*
- 3. That should there be losses on the production and distribution of the books these shall be borne by the continuing Presbyterian and Uniting Churches in equal proportion.*

The Committee established in accordance with the above agreement is the only joint work by the Uniting Church in Australia, Synod of Victoria and Tasmania and The Presbyterian Church in Victoria.

Originally the Committee was charged with editing, publishing and selling the cookbook. In 1989 the Committee entered into a Publishing Agreement with Lothian Publishing Company Pty Ltd to take over the publishing role of the cookbook, while the Committee retained the editorial rights. This Publishing Agreement is now held between the Committee and Hachette Australia.

2. Authority

The Committee is to be known as the PWMU Cookbook Committee and is established by agreement of the Uniting Church in Australia (Synod of Victoria and Tasmania) and the Presbyterian Church of Victoria, to carry out the responsibilities and functions described in Clause 3 of these Terms of Reference.

3 Responsibilities and Functions

The PWMU Cookbook Committee will

- 3.1 In consultation with and by agreement with the publisher for the time being of the cookbook ensure that reprints and/or new editions reflect current trends in cooking within Australia, but not so as to detract from the history of the cookbook. (For more detailed information relating to the relationship between the current publisher and the author, refer to the Contract.)
- 3.2 Ensure that the cookbook manuscript is kept up to date, through a process of continual review and liaison with the Publisher to bring about a new edition and/or reprint from time to time.
- 3.3 Take all necessary steps to maintain the ongoing publication of the cookbook on such terms as it sees fit and to ensure that the publishing agreement is current and is on terms which best serves the purpose for which the cookbook exists.
- 3.4 Ensure that any Royalties received are distributed, using the following formula, at such time as when the account held with UEthical (refer to Clause 6.1. 1, 6.2 and 6.4) holds a balance of at least \$2000:
 - i) 50% thereof to the Uniting Church Adult Fellowship (UCAF) for the Uniting Church in Australia, Synod of Victoria and Tasmania; and
 - ii) 50% thereof to the PWMU for the Presbyterian Church of Victoria.
- 3.5 Report annually, in October, to the Uniting Church in Australia, Synod of Victoria and Tasmania, Ministry and Mission Committee and the Presbyterian Church of Victoria General Assembly.

4 Membership

- 4.1 The PWMU Cookbook Committee will comprise of nine members, being;
 - i) a Convenor, who will alternate between the Uniting Church in Australia (Synod of Victoria and Tasmania) and The Presbyterian Church of Victoria.
 - ii) one member representing the Uniting Church Adult Fellowship (UCAF),
 - iii) one member representing the PWMU,
 - iv) three members representing the Uniting Church in Australia, Synod of Victoria and Tasmania, and
 - v) three members representing The Presbyterian Church of Victoria.
- 4.2 The members representing the various groups in 4.1 above will be appointed by the following process:
 - i) The Convenor will be appointed for a three year term and be eligible for reappointment, by either the Uniting Church in Australia, Synod of Victoria and Tasmania, Ministry and Mission Committee or The Presbyterian Church of Victoria, General Assembly, dependent upon which church the incoming convenor is a member, according to the accepted practice of that church.
Depending upon which church the convenor will represent, such appointment will be notified to the other church.
 - ii) Members representing the Uniting Church in Australia, Synod of Victoria and Tasmania will be appointed by the Ministry and Mission Committee.
 - iii) Members representing The Presbyterian Church of Victoria will be appointed by the General Assembly.
 - iv) Members representing either the UCAF or the PWMU will be appointed by that body's relevant State Council.

4.3 Terms of appointment for each category shall be governed by the terms of appointment in place for the relevant Church, at the time of appointment.

- i) Committee members representing the Uniting Church in Australia, Synod of Victoria and Tasmania are appointed for a term of three years and are eligible for reappointment.
- ii) Committee members representing The Presbyterian Church of Victoria are appointed for a term of one year and are eligible for reappointment.
- iii) Committee members representing the UCAF will be appointed for a term of three years and be eligible for reappointment.
- iv) Committee members representing the PWMU will be appointed for a term of one year and be eligible for reappointment.

4.4. Co-Options

From time to time, when specific skills are required, the Committee may co-opt up to two members for such period identified as appropriate for the specific task.

5 Office Bearers

- 5.1 Noting that the appointment of the Convenor is approved by the two churches, the Committee will appoint a Secretary and a Treasurer from within its membership. The terms of these appointments can be ongoing, but only for so long as the person is a member of the Committee.

6 Finance

- 6.1 The PWMU Cookbook Committee will operate two accounts:

- 1. One being a UEthical Enhanced Cash Portfolio Account with UEthical, and
- 2. The other a Community Saver account with the Bendigo Bank.

- 6.2 The purpose of the UEthical Enhanced Cash Portfolio Account (refer to 1 above) will be to:

- 1. receive the payment of Royalties from the Publisher; and
- 2. distribute Royalties received, to the UCAF and PWMU as outlined in Clause 3.4

- 6.3 The purpose of the Bendigo Bank Community Saver account (refer to 2 above) will be the 'Operational Account' for the committee, to

- i) Receive income generated through sales of the cookbook, and any other income associated with the work of the committee,
- ii) Receive reimbursement of GST, when appropriate,
- iii) Reimburse committee members' expenses associated with the work of the committee, such as postage, travel. Note: Any committee expenses are required to be approved at a meeting of the committee, before they are expended.
- iv) Pay any costs associated with the sales of the cookbook at any event promoted and held by the committee.

- 6.4 From time to time the committee will review the balance of the Bendigo Bank account and if appropriate transfer such sum as agreed at a meeting of the committee to the UEthical account, ensuring that a working balance is retained in the Bendigo Bank account.
- 6.5 The Convenor, the Treasurer and the Secretary will be the approved signatories for the accounts. No funds may be withdrawn from the accounts unless authorised by any two of the agreed signatories.
- 6.6 A record of all authorisations to withdraw from the Accounts will be maintained by the Treasurer, for a period of 1 year.
- 6.7 The Treasurer will arrange for the Books of the Committee to be audited annually on a financial year basis and present the auditor's report to the next meeting of the Committee, immediately following the audit.

7 Meetings

- 7.1 The PWMU Cookbook Committee will meet at least twice per year, but may meet more often as required by the business of the Committee, especially when a reprint or new edition is being planned.
- 7.2 If appropriate, meetings of the Committee may be held electronically, i.e. via email or telephone.
- 7.3 Procedures of all meetings will be recorded, and minutes of all meetings will be maintained by the Secretary of the Committee.

8 Quorum

- 8.1 A quorum will consist of five members, being four of the Committee as defined in Clause 4.1 above and the Convenor.
- 8.2 In the case where, for any reason, the convenor is not able to attend a meeting, those present will appoint a convenor pro-tem.
- 8.3 No business shall be transacted at any meeting of the Committee unless a quorum of members is present at the time when the meeting proceeds to business.

9 Decision-making

- 9.1 Decisions by the Committee will be made by consensus.
- 9.2 Should consensus not be reached, a decision may be made by a formal majority vote. Each member of the Committee (including the Convenor) will have one (1) vote.

10 Disbanding

10.1 The Committee may be disbanded:

- i) notwithstanding clause 8, by a two-thirds vote of all members of the Committee and the Convenor; or
- ii) by 6 months written notice signed by an authorised representative of the Uniting Church in Australia, Synod of Victoria and Tasmania Ministry and Mission Committee and given to the Presbyterian Church of Victoria General Assembly; or
- iii) by 6 months written notice signed by an authorised representative of the Presbyterian Church of Victoria General Assembly and given to the Uniting Church in Australia, Synod of Victoria and Tasmania Ministry and Mission Committee.

10.2 If the Committee is disbanded:

- i) Any records held by the office bearers (including without limitation copies of all minutes of meetings of the Committee and the record of authorisations of withdrawals on the account) must be collected together and copies forwarded to the Uniting Church in Australia, Synod of Victoria and Tasmania **and** the Presbyterian Church of Victoria Archives.
- ii) Any funds held in the accounts of the Committee at this time, must be distributed to the UCAF and PWMU on a 50/50 basis.

11 Amendments to the Terms of Reference

Provisions of the Terms of Reference may only be altered, added to or deleted from time to time by the PWMU Cookbook Committee, the Uniting Church in Australia, Synod of Victoria and Tasmania, Ministry and Mission Committee and The Presbyterian Church of Victoria General Assembly after consultation and agreement with all parties.

All amendments to these Terms of Reference must be approved by the Uniting Church in Australia, Synod of Victoria and Tasmania, Ministry and Mission Committee **and** The Presbyterian Church of Victoria, General Assembly.

Revised by PWMU Cookbook Committee 23 August 2018
Approved by the Ministry and Mission Committee 17 October 2018 (18.76.3)
Approved by the Ministry and Mission Committee 18 September 2019 (19.77.1)
Approved by the Presbyterian Church of Victoria (insert date)

Originally Approved

Commission for Mission Board
4 February 2016
Minute No: 16.11

Presbyterian Church of Victoria
October 2016

PETITION 1 (Min 11)
From: Presbytery of Ballarat
Re: Dissolving Scarsdale congregation and selling its properties

To the Commission of Assembly of the Presbyterian Church of Victoria.

This petition shows that:

- a) the 2019 General Assembly (min 107) authorised the 2020 Commission of Assembly to receive and deal with any petition from the Presbytery of Ballarat regarding:
 - 1. the dissolution of the Scarsdale congregation;
 - 2. the sale of the Scarsdale property and the application of the proceeds;
- b) the congregation of Scarsdale which is part of the Ballarat South charge ceased to meet more than three years ago;
- c) the Presbytery of Ballarat wishes to dissolve the Scarsdale congregation;
- d) the Board of Management of Ballarat South has maintained the property at 10 Church Street, Scarsdale and building over the years but they are slowly degrading with time;
- e) the 2019 Assembly agreed (min106(2)) to the provision of funds to secure a clear title for the land at 10 Church Street, Scarsdale;
- f) the dissolved and a clear title obtained.

Now, therefore, the Presbytery of Ballarat humbly petitions the Assembly to take these premises into consideration and agree to the dissolution of the Scarsdale congregation and the sale of the Scarsdale property once a clear title has been obtained;

or to do otherwise as in their wisdom they may consider appropriate.

Signed:

Keith D. Allen

CLERK OF PRESBYTERY

The petition will be presented on behalf of the presbytery by the Rev Toby McIntosh.

PETITION 2 (Min 12)
From: Presbytery of Ballarat
Re: Proceeds of Sale of Smythesdale properties

To the Commission of the General Assembly of the Presbyterian Church of Victoria.

This petition shows that:

- a) a petition was presented to the 2019 meeting of the General Assembly regarding the sale of land at Smythesdale the prayer of which was granted;
- b) the sale of the land was approved, but the use of the proceeds was indicated as follows 'firstly to reimburse St John's Ebenezer (Ballarat South Charge) for the costs and expenses incurred in preparation for the sale and secondly the residue of such net proceeds to presbytery approved church extension and revitalisation work of that charge' (min 104(2));
- c) the Presbytery indicated in its petition that, while the charge of Ballarat South had incurred previous expenses on the land (i.e. rates), it had never been given into its care and remained in the care of the Presbytery;
- d) it had therefore been the intention of the Presbytery that the proceeds from the sale, after the refunding of expenses incurred by the charge of Ballarat South, be used by the Presbytery for the purposes set out in the petition, i.e. church planting and church revitalisation within the Ballarat Presbytery;
- e) the Presbytery desires clarity as to how it ought to proceed in this matter and would ask the Commission to consider adding the words 'and of other charges in the presbytery' to the original Assembly resolution;
- f) the Presbytery considers this matter to be emergent and urgent insofar as the funds from the sale have become available, and the Presbytery desires a clear indication that its original intention can be carried out.

Now, therefore, the Presbytery of Ballarat humbly petitions the Commission of the General Assembly to take these premises into consideration and add the words 'and of other charges in the presbytery' to the original Assembly resolution so that the proceeds from the sale of the Smythesdale properties can be used for church extension and revitalisation in the whole Presbytery

or to do otherwise as in its wisdom it may consider appropriate.

Signed:



CLERK OF PRESBYTERY

The petition will be presented on behalf of the Presbytery by Rev Toby McIntosh and elder Paul Denness.

PETITION 3 (Min 13)
From: Presbytery of Melbourne West
**Re: Sale of the 103 Rowe Street, Fitzroy North, Clifton Hill-
Essendon Pastoral Charge**

To the Commission of Assembly of the Presbyterian Church of Victoria

This petition shows that:

- a) In 2003 Clifton Hill Presbyterian Church was combined with Essendon Presbyterian Church into one new pastoral charge with two preaching places. At the time the minister relocated to the newly built manse in Moonee Ponds next to the Essendon Church. The Rowe Street Manse has been let out to tenants since then.
- b) The Rent has become a major source of income for the Clifton Hill congregation and a significant proportion of its contribution to the Clifton Hill-Essendon Federal Board.
- c) In 2019 it was realized that the property was subject to Land Tax and this is now being paid. The Land Tax is roughly what the net rental income received. As a result, we expect to receive no net income from the property.
- d) The expected market value of the property is expected to be about \$2,500,000.
- e) A congregational meeting was held on 15th March and approved the Boards plans to sell the Clifton Hill manse and the proceeds to be used as stated in f).
- f) The Clifton Hill-Essendon Charge has two primary purposes for the proceeds of the sale of the Rowe Street Manse:
 - a. To upgrade the section of the Church building between the worship area and the church hall. This section needs a new roof and now that the Kindergarten has closed this section can be reconfigured to make it a much more useful area for ministry. This would include a modern kitchen that would meet current health and community standards and inside modern toilets. The expected cost is \$500,000.
 - b. To also provide for existing and additional ministry and revitalization to the joint Pastoral Charge with financing a second minister in the Clifton Hill area.

Now therefore, the Presbytery of Melbourne West humbly petitions the Assembly to take these premises into consideration, by granting its consent to the sale of the Clifton Hill manse at Rowe Street Clifton Hill, Vol No: 6485, Folio No: 937 of the Parish Jika Jika and County Bourke and that the proceeds from the sale be used for the upgrade of the Clifton Hill Church and for existing and further ministry for the revitalization of the Pastoral Charge;

or do otherwise, as in its wisdom it considers appropriate.

Rev John Ellis

Clerk of Melbourne West Presbytery

Extracted from the minutes of the meeting of the Presbytery of Melbourne West on 18 March 2020

The petition will be presented on behalf of Presbytery by Rev Chris Duke and elder Geoff Cox.

PETITION 4 (Min 14)
From: Rev Graham Nicholson and Rev John Wilson
Re: General Assembly 2019 statement on sex, gender and marriage

To the Commission of the General Assembly of the Presbyterian Church of Victoria.

This petition shows that:


- a) The General Assembly adopted a position statement on sex, gender and marriage in 2019 (see min 67.2) that is a declaration of what the church has always held on these subjects, but with fresh expression and application to respond to emerging trends in today's culture.
- b) This declaration on sex, gender and marriage is exactly that of the Presbyterian Church of Australia, except for the title of the national church being substituted for that of our state church,
- c) The General Assembly, when it adopted the statement in October 2019, did not proceed further by way of any direction for distribution or notification.
- d) Recital 3 of Overture 8 from the Church and Nation Committee made it clear that it was the intention of the overturists to have the statement distributed to schools and institutions of the church, but the resolutions put to the Assembly failed to include such instruction.
- e) There is an urgent need that the declaration does not just remain within the pages of the PCV Blue Book (to be discovered only after a search) so that the position of the church is made clear in advance of any particular challenge or threat of challenge.

Now therefore we, members of Assembly signed below, humbly petition the Commission of Assembly to take these premises into consideration and distribute the General Assembly's declaration on sex, gender and marriage (pp. 437–442 of the 2019 PCV Blue Book) together with an explanatory note in the name of the Clerk of Assembly to all ministers and session clerks of the church, presbytery clerks, together with the senior office bearers of all church connected institutions, organisations and schools;

or do otherwise as in their wisdom they may consider appropriate.

Signed: 

Rev Graham Nicholson



Rev Dr John Wilson

PETITION 5 (Min 15)
From: New Life Presbyterian Church
Re: Holding the property at 104 Tivendale Road, Officer under the
Model Trust Deed.

To the Commission of the General Assembly of the Presbyterian Church of Victoria.

This petition shows that:

- a) There existed some doubt over how the property at 104 Tivendale Rd, Officer, was held. The Presbyterian Church of Victoria Trusts Corporation (the 'Trusts Corporation') suggested that this be clarified by a decision of the congregation to hold the property under the Model Trust Deed.
- b) At a congregational meeting on 27 October 2019, the members and adherents present resolved unanimously that the property at 104 Tivendale Rd, Officer, is to be held under the Model Trust Deed. The Trusts Corporation was subsequently notified.
- c) The Trusts Corporation has approved under S19 of the *Presbyterian Trusts Act 1890* (the 'Act'), but subject to the consent of the General Assembly, that the property at 104 Tivendale Road, Officer (Vol 09085, Folio 738) be held under the Model Trust Deed for a church site.
- d) The Trusts Corporation has advised the New Life Presbyterian Church congregation to seek the consent of the General Assembly in accordance with s19 of the Act.
- e) There is an immediate opportunity for the congregation to make decisions regarding the property at 104 Tivendale Road, Officer, that will enable the site to be appropriately developed and to position the future ministry to grow on the site that requires the congregation to make significant decisions in the coming months. By way of explanation, the neighbouring property (128 Tivendale Rd) has been placed on the market for sale in January 2020, and we have often thought that whoever buys that block may also be interested in our surplus land above the gas easement because of the economies of scale in developing larger parcels of land. Furthermore, the agent has contacted us, and their leading potential buyer is indeed interested in our surplus 1.47 hectares to the extent that they have made a concrete offer. This constitutes an immediate opportunity, and while the Board has decided not to accept the offer on this occasion, we envisage other opportunities arising quickly because the overall development of the suburb continues to move towards our block.
- f) To enable the congregation to make any determinations on the use of the land at 104 Tivendale Road, Officer, in accordance with the rules of the Presbyterian Church of Victoria and to deal with the urgent and emerging matters regarding its future use there is a need to seek the Commission's consent to hold the property under the Model Trust Deed. The matter is deemed urgent and emergent because the congregation is in limbo at the moment, not being able to do anything with regard to the sale of surplus land until it has the Assembly's consent to hold the land under the Model Trust Deed. We, therefore, would not be able to take advantage of any opportunities to sell the land if a buyer came

along with an attractive offer. The request has properly emerged out of requests and advice from the PCV General Manager and the Trusts Corporation to hold the land under the Model Trust Deed. The initial request dates back to prior to last year's assembly as one of the supporting documents shows.

Now, therefore, New Life Presbyterian Church, Officer, humbly petitions the Commission of Assembly to take these premises into consideration and to consent to the holding of the property at 104 Tivendale Road, Officer under the Model Trust Deed

or do otherwise as in their wisdom they may consider appropriate.

Signed:



Dated: 27 April 2020

Extracted from the minutes of the meeting of the New Life Presbyterian Church congregational meeting held on Sunday, 19 April 2020 by me: Iain Bramley, a/g Session Clerk.

The petition is to be presented by Rev David Martin and Geoff Grace on behalf of the Congregation.

PETITION 5
ATTACHMENT 1

5(d)

THE PRESBYTERIAN CHURCH OF
VICTORIA TRUSTS CORPORATION



Chairman:
Rev S Deroon

Secretary:
Rev A Venn

ABN 89 276 382 053

156 Collins Street
MELBOURNE 3000
Phone: 9650 9311
Fax: 9654 5018
Email: tcsec@pcv.org.au

Our Ref: 399/19

Rev D Martin
Minister, New Life Presbyterian Church
dave@newlifeofficer.org.au

29 August 2019

Dear David

Re: Officer Property

We refer to your inquiry in 2018 about the possible use of the property at Officer. We have now received the attached advice from the Law Agent which sets out the way forward. The recommendation is that the congregation initiate the process to declare that the property is held under the terms of the Model Trusts Deed.

Yours faithfully

A handwritten signature in black ink, appearing to be "A J Venn".

A J Venn
Secretary

PETITION 5 ATTACHMENT 2

THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION



Chairman:
Rev B Oakes

Secretary:
Rev A Venn

ABN 89 276 382 053

156 Collins Street
MELBOURNE 3000

Phone: 9650 9311

Fax: 9654 5018

Email: tcsec@pcv.org.au

Ref: T062/20

Mr I Bramley
Session Clerk, New Life Presbyterian Church
ian.bramley@bigpond.com

24 March 2020

Dear Iain

Re: Model Trust Deed

The Trusts Corporation received your correspondence dated 29 February 2020 at its meeting on 17 March 2020, and resolved the following:

062/20

Item 5 – Officer property. It was agreed:

1. to approve under the terms of s19 of the *Presbyterian trusts Act 1890*, but subject to the consent of the General Assembly as mentioned therein, that the property at 104 Tivendale Road Officer (Vol 09085 Fol 738) be held under the Model Trust Deed for a church site;
2. to advise the congregation of this approval;
3. to advise the congregation to seek the consent of the General Assembly in accordance with s19 of the above-mentioned Act.

Yours faithfully

A J Venn
Secretary

PROCEEDINGS OF THE
SPECIAL COMMISSION OF ASSEMBLY
PRESBYTERIAN CHURCH OF VICTORIA
AUGUST 2020

**PROCEEDINGS OF THE COMMISSION
OF THE GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH OF VICTORIA**

By Zoom, an electronic means of meeting, on Tuesday 4 August 2020 at 9:30am.

1. Constitution

The Commission of the General Assembly of the Presbyterian Church of Victoria met as determined by the Moderator (BB 2019 min 120.7). The Moderator, Elder Colin Morrow, read Romans 8:18-30 and constituted the Commission of Assembly with prayer.

2. Roll

The Clerk intimated that the Roll of the Commission of Assembly consisted of those members whose names are on the Roll of the General Assembly, October 2019 and who remain qualified to be members of the Assembly, with the addition of the name of Adam Foster, whose name, in accord with notification from the Presbytery of Melbourne West, had been accidentally omitted from the Roll of the 2019 General Assembly.

3. Apologies

The Clerk intimated that the following apologies for non-attendance had been received:
Ministers: Keith Allen, Keith Bell, Andrew Bray, Trevor Cox, Heath Easton, Miles Fagan, Ian Hutton, Stephen Jones, Richard O'Brien, Bob Thomas, Andrew Vines, Jesse Walz, Rod Waterhouse.

Elders: John Angelico, Robert Baldock, Philip Barton, Drew Chittenden, Elizabeth Cutler, Bob Farquharson, Barbara Firth, Adam Foster, Ben Palmer, Endre Papajcsik, David Selman.

The Clerk moved:

That the Commission of Assembly:

Sustain the apologies.

The motion was seconded and approved.

4. Business Committee

The report of the Business Committee was received.

The Convener, Rev Jared Hood, moved the deliverance:

That the Commission of Assembly:

1. Determine the hours of meeting to be 9:30am to the finish of business.

2. Determine the time for speakers to be as follows:

20 minutes in total for:

Conveners and seconders moving deliverances (as a whole and total of clause-by-clause)

Question time (including 20 mins for total deliverance questions)

The Clerk moving NOM A1

5 minutes for:

Appellants in reply

Movers of substantive motions and amendments

All other speakers.

3. Appoint a Ballot Committee for the Commission of Assembly consisting of:

Rev Adam Humphries (Convener), Stephen McDonald, Brett Cummins and determine that this committee be held to be thanked and discharged at the dissolution of this Commission.

4. Appoint the Zoom meeting hosts as follows:

Rev Adam Humphries, Stephen McDonald, Dean Carroll, Brett Cummins and thank them for their service.

5. Permit the General Manager to be present in the Commission of Assembly including when meeting in private, and to answer any financial management questions.
 6. Permit the Privacy Officer to be present in the Commission of Assembly including when meeting in private, and to give advice as requested or required during any privacy-related matters.
 7. Permit the Law Agent to be present in the Commission of Assembly including when meeting in private, and to give advice as requested or required during all matters.
 8. Suspend sufficient of standing orders to enable the Commission to meet by Zoom in accordance with the meeting procedures in the 2020 Commission of Assembly Zoom Meeting Guide (v. 2).
 9. Authorise the live-streaming of the public sessions of this Commission on YouTube.
 10. Authorise the Moderator and the Clerks of Assembly to scrutinise the minutes of this Commission, to make any necessary corrections, to confirm them, but only after circulating the corrected minutes among the members of the Commission for comment or further correction, and to send or make available a copy of the confirmed minutes to the members of the Commission, unless a later determination be made by this Commission.
 11. Approve the Order of Business.
- The motion was seconded and approved.

5. Appointment of 2020 General Assembly

The Clerk moved:

That the Commission of Assembly:

1. Acknowledge that because of government orders with respect to community health in response to the global COVID-19 pandemic, resolution GAV 2019 min 121 cannot be given effect.
2. Affirm that in order to facilitate the good order of the denomination and so that the work of the church can continue unhindered, this Commission ought to recommit GAV 2019 min 121.
3. Appoint the next General Assembly to convene via Zoom, 9.00am Tuesday 6 October 2020 for the opening sitting and continue until the close of business on Wednesday 7 October 2020, using the 2020 Commission Zoom Meeting Guide (v.2) as adapted for the Assembly and submitted to it for its approval.
4. Request each reporting committee and organisation to make every effort to present to this General Assembly (see clause 3 above) only those matters which it considers to be important to be presented at this time, and to defer to another General Assembly, yet to be appointed, whatever business it considers may be deferred without hindering the work of the church.
5. Request members and courts of the church to refrain from presenting any overture, reference, petition or communication to this General Assembly other than what they believe to be of an urgent nature.
6. Instruct the Business Committee to construct a two-day agenda for this General Assembly with a consent agenda of matters that would be universally considered appropriate, pared-back committee deliverances, minimal visiting speakers and no expositions but with devotional segments sufficient to guide the deliberations in a Spirit-led and Word-driven way.

7. Invite the Moderator-Designate to pre-record an address suitable for the occasion that members of General Assembly and the general public will be invited and encouraged to view on the Sunday and Monday prior to 6 October.
8. Instruct the Clerk to present a proposed resolution for the close of business 7 October appointing the next General Assembly to meet again before the next Ordinary Commission on a suitable week in March or April 2021 to resume matters not presented to, or deferred from, this General Assembly, together with any newly presented business.
9. Instruct the Clerk, in preparing this proposed resolution (see clause 8 above), to include words that give authority for the Moderator, after consultation with the Clerks and Business Convener, to alter any of date, place or method of meeting for the next General Assembly as he determines necessary.

The motion was seconded and approved.

6. Distribution of 2020 General Assembly White Book

The Clerk moved:

That the Commission of Assembly:

1. Permit the Clerk, upon his judgment that Victoria's COVID-19 restrictions on trade and business make it too difficult to efficiently print and mail hard copy White Books to members for the 2020 General Assembly, to limit general distribution this year to soft-copy digital format.
2. Instruct members of the General Assembly to make sure they have provided the Clerk's Office with their best available email address for receipt of the 2020 GAV White Book as well as all other relevant Assembly papers.
3. Instruct members of the General Assembly without any available email address to make individual arrangements with the Clerk's Office for receipt of the White Book as well as all other relevant Assembly papers.

The motion was seconded and approved.

7. Dissolution

The business of the Commission of Assembly now being concluded, the Moderator closed the meeting with the benediction.

CLERKS
J P Wilson
P W Phillips
D A Carroll

Certificate

I certify that the minutes of this Commission, having been carefully scrutinised,
are hereby confirmed in terms of minute 4.10 thereof.



Elder Colin R Morrow

BUSINESS COMMITTEE (Min 4)

The Business Committee has received all papers of a non-judicial nature currently proposed to be submitted to the Commission of Assembly. It has resolved to transmit to the Commission those papers that seem competent and respectful.

October Assembly arrangements

The penultimate resolution of the 2019 General Assembly resolved that the next Assembly would meet at 7.30pm in Scots' Church on 5 October 2020. The Moderator has called this Commission to consider how the 2020 General Assembly will meet in the light of Government restrictions. There is only a remote possibility that large face-to-face meetings will be permitted in October, and even if they were, it might still be inadvisable and some or perhaps many would not be willing to so meet.

The Clerk has submitted notices of motion seeking to recommit GAV 2019 min 121 and so to make alternative arrangements for the next General Assembly.

Commission by Zoom

This Commission of Assembly needs to meet electronically, and the Business Committee proposes that the same approach be taken as the Commission that was held in June. The Zoom Guide has been reissued as version 2, with the changes from v. 1 only being the updating of the meeting links on the front cover and the removal of the section on practice sessions, which are considered unnecessary this second time around.

Using the technology

A guide has been distributed as to how to use the video conferencing technology for the Commission (*2020 Commission of Assembly Zoom Meeting Guide*, v. 2). To emphasise some points in the *Guide*:

- Members should keep their microphones muted during the meeting except when permitted to speak. This cuts down on background noise (including the sound of typing).
- The Zoom hosts will actively mute the microphones of those not speaking, so members will need to remember to unmute their microphones when they wish to speak. Pressing and holding the space bar to speak usually works.
- Members may use the 'raise hands' function in Zoom when they want to ask a question and speak to a motion. This creates a queue (ordered according to when members click the button) from which the Moderator can call speakers. Some members may not be able to find this function, and so should unmute their microphones and inform the Moderator of their desire to speak.
- For points of order and similar, requesting a show of hands and similar, moving amendments without notice, and asking for an extension of time, members should unmute their microphones, switch on their cameras, and speak.
- Video can remain on or off at a member's discretion when not speaking in the Commission, but needs to be on when addressing the Commission. The preference is to leave video on for the entire Commission.
- The chat function should be used only for entering dissent, or in the other ways specified in the *Guide*.
- Some general video-conference courtesies applicable to a business meeting should be followed. For example, Zoom functions should not be used to experiment or in a way that distracts other participants.

Outline of business

The committee will present a proposed agenda at the start of the Commission. As a guide, the committee will seek to arrange business according to the following outline.

1. Devotions and Constitution
2. Roll
3. Apologies
4. Associations
5. Business Committee, p3 (del p4-5, 11 clauses)
6. NOM A1
7. Dissolution

Jared C Hood
CONVENER

PROCEEDINGS OF THE
GENERAL ASSEMBLY
PRESBYTERIAN CHURCH OF VICTORIA
OCTOBER 2020

**PROCEEDINGS
OF THE GENERAL ASSEMBLY
of the
PRESBYTERIAN CHURCH OF VICTORIA
1st Sitting: Tuesday 6 October**

By Zoom, an electronic means of meeting, on Tuesday 6 October 2020 at 9:00am.

1. Constitution

The General Assembly of the Presbyterian Church of Victoria met by appointment of the Commission of Assembly 4 August 2020 (BB 2020 min 5.3). Moderator Elder Colin Morrow constituted the Assembly with a reflection based on Genesis 9:1 and prayer.

2. Roll

The Clerk moved:

That the Assembly:

Declare that the names recorded in the draft Roll of Assembly, compiled from the certified rolls of presbyteries, as amended, be the Roll of the 2020 General Assembly.
The motion was seconded and approved.

3. Appointment of Moderator

The Clerk intimated that Rev Philip Donald Mercer, Minister of Trinity Camberwell, had been elected as Moderator Designate of this General Assembly by the Commission of Assembly in June 2020 (min 6).

The Clerk moved:

That the Assembly:

Appoint Rev Philip Donald Mercer BA, BTh, Minister of Trinity Camberwell, as Moderator of the 2020 General Assembly of the Presbyterian Church of Victoria.
The motion was seconded and approved.

Dissent

Rev Don Elliott

Rev Andy Buchan

4. Induction of Moderator

Past Moderator Elder Colin Morrow put the moderatorial questions to Mr Mercer and inducted him into his office with prayer.

The past-moderators of the Assembly congratulated Mr Mercer on his appointment.

The Moderator was invited to sign the Assembly Bible, which has been signed by every Moderator of the General Assembly of the Presbyterian Church of Victoria since its formation in 1859.

The Moderator addressed the Assembly.

5. Welcomes

The Moderator introduced his chaplains, Rev John Huynh and Rev Graham Nicholson, to the members of the Assembly and welcomed members in attendance and those watching proceedings on YouTube.

6. Business Committee

The report of the Business Committee was received.

The proposed deliverance was taken clause-by-clause.

Clauses 1-11 were approved.

Clause 12 was approved.

Clause 13 was approved.

Clauses 14-15 were approved.

Clause 16 was approved.

The Convener, Rev Jared Hood, moved the proposed deliverance as a whole:

That the Assembly:

1. Determine that the hours of meeting be:
First Sitting, Tuesday 6 October 2020, 9:00am–5:00pm
Second Sitting, Wednesday 7 October, 9:00am–5:00pm.
2. Determine that lunch be taken daily 12:30pm–1:30pm, and that refreshments be taken daily 10:30am–10:50am and 3:00pm–3:20pm, as necessary.
3. Determine the time for speakers to be as follows:
15 minutes in total for:
Conveners and seconders moving proposed deliverances (as a whole and total of clause-by-clause)
Petitioners stating the petition
Appellants stating the appeal
Respondents to appeals
Question time (including 15 mins for total deliverance questions)
10 minutes in total for:
Overturists stating the overture
5 minutes for:
Appellants in reply
Movers of substantive motions and amendments
Seconders of substantive motions and amendments
All other speakers.
4. Appoint a Ballot Committee for the Assembly consisting of:
Rev Adam Humphries (Convener), Luke Brownley, Brett Cummins, Stephen McDonald, and determine that this committee be held to be thanked and discharged at the dissolution of this Assembly.
5. Appoint the Zoom meeting hosts as follows:
Rev Adam Humphries, Luke Brownley, Dean Carroll, Brett Cummins, Stephen McDonald, and thank them for their service.
6. Permit committee conveners and chairpersons who are not members of the Assembly to address the Assembly when their respective committee's report and deliverance is before the Assembly.
7. Permit the General Manager to be present in the Assembly including when meeting in private, and to answer any financial management questions.
8. Permit the Privacy Officer to be present in the Assembly including when meeting in private, and to give advice as requested or required during any privacy-related matters.
9. Permit the Safe Church Facilitator to be present in the Assembly including when meeting in private, and to give advice as requested or required during any Safe Church related matters.
10. Permit the Law Agent to be present in the Assembly including when meeting in private, to give advice as requested or required during all matters, and to ask questions of petitioners, appellants, and respondents.
11. Suspend sufficient of standing orders to enable the Assembly to meet by Zoom in accordance with the meeting procedures in the 2020 Assembly Zoom Meeting Guide.
12. Suspend sufficient of standing orders to enable the use of a limited consent agenda as explained in the Business Committee report.

13. Authorise the live-streaming of the public sessions of this Assembly on YouTube.
14. Appoint the Moderator and the Clerks of Assembly a Special Commission to scrutinise the minutes of this Assembly with the power to make any necessary corrections and to confirm them, and that a copy thereof be sent to all members, unless a later determination be made by this Assembly.
15. Approve generally the outline of business as given in the report.
16. Approve the Order of Business for the first sitting, Tuesday 6 October 2020.

The motion was seconded and approved.

7. Apologies

The following apologies were sustained:

Ministers:

For this sitting: Graeme Weber.

For both sittings: Keith Allen, Dave Assender, Peter Barclay, Ivan Barker, Keith Bell, Neil Benfell, Botros Botrosdief, Ken Brown, Philip Burns, Simalu Cowley, Trevor Cox, John Cromarty, Kyung Ee, Alan Every, Theo Fishwick, Wally Gear, Neil Harvey, Karl Hood, Damian Meeuwissen, Richard O'Brien, David Palmer, Bruce Riding, Andrew Slater, Bob Thomas, Wally Zurrer.

Elders:

For this sitting: Nil

For both sittings: John Angelico, Craig Coates, Geoff Cross, Andre' Dahmen, Gary Dunstan, James Finster, Barbara Firth, Neil Furlong, Andrew Kerr, Brett McArdle, George McConaghie, Stewart Miller, Robert Prout, Kevin Savage, David Selman, Bert Stasse, Bruce Timmins, Tom Warburton.

8. Associations

It was agreed to associate Rev Jordan Born, member of the Presbytery of Central Florida, and member of the General Assembly of the Presbyterian Church in America for both sittings.

9. Minutes of the June and August 2020 Commission of Assembly

The confirmed minutes of the June 2020 and August 2020 meetings of the Ordinary Commission of Assembly were received.

10. New Members

The Moderator invited the new members to the Assembly to identify themselves.

New members of the Assembly introduced themselves to the Assembly.

The Moderator led the Assembly in prayer.

11. Ministerial and Elders' Deaths

The Clerk reported that Rev Dr Reg Mathews, Elder Bev Mower and Elder Gilbert Bell had died since the last meeting of Assembly.

The Clerk moved:

That the Assembly:

1. Note the passing of Rev Dr Reg Mathews since the last meeting and insert into the Assembly record a memorial minute of this Assembly's sincere gratitude for faithful gospel service to the church, and as a tribute to his work.

Rev Dr Reginald R Mathews (1945 – 2020)

It is with great sadness that we announce the passing to higher duties of Reg Mathews. The following is Reg's testimony, so Reg has written his own memorial minute for our records.

"I am eternally grateful to my parents who from an early age made known to me the Holy Scriptures which are able to make us wise for salvation through faith which is in Christ Jesus. Mum and dad faithfully prayed and read the Bible with me.

They always made it clear to me that being reared in a Christian home, and being brought up in the training and admonition of the Lord, did not make me a Christian, but that I needed to come to a personal trust and faith in Jesus Christ in my heart.

I praise God that in 1959, God convicted me not only of my own sins but that I was sinner before him. By his grace I repented of my sin and by faith received Jesus Christ into my heart. I knew God saved me, and he gave me a spiritual love and hunger for more of him and more of his Word.

I enjoyed three most wonderful years at the Adelaide Bible Institute where the ministry of Geoffrey Bingham gave me such a spiritual investment and foundation for my whole life. It was at ABI the Lord led me to Elaine, a most loving and spiritually discerning wife, and the mother of our four children.

God guided me through theological training at Ormond College and then led us into a lifetime of Christian ministry: the Presbyterian Church in Port Pirie, then to ministry in France, then Eltham/Kangaroo Ground Presbyterian churches, Brighton, and then, as the PCV Home Mission Officer throughout Victoria and many parts of Australia. In later years, we returned to Adelaide to serve Christ in churches at Norwood, Para Hills and finally Elizabeth.

I remember choosing, as my first message, the words of Micaiah in 2 Chronicles 18, *As the Lord lives, whatever my God says, that I will speak*. Also, the words of Job in Job 23:12 ever motivated me that *I have treasured the words of his mouth more than my necessary food*.

For all the experiences of this life I am truly grateful, but as our closing song expresses it, *one day we'll see him face to face and to be with him will crown it all*."

2. Note the passing of Elder Bev Mower since the last meeting and insert into the Assembly record a memorial minute of this Assembly's sincere gratitude for faithful gospel service to the church, and as a tribute to her work.

Elder Miss Bev Mower

Bev Mower was called home in April after suffering a severe stroke a few days before. Bev loved the Lord and served him diligently in caring for all members

of the 'little flock' at Balaclava. She was a woman of prayer and strongly committed to the Lord's work in her local church and beyond.

Bev was one of the mainstays of Balaclava Presbyterian Church and fully supported every effort made to keep the church open, realising how necessary it was to keep a protestant Christian witness in an environment from which many other denominations had withdrawn and of which the Jewish population was such a large component. She was a kind and friendly person who warmly welcomed everyone who came to church, especially visitors.

Bev took a keen interest in the Presbyterian Women's Missionary Union, of which she had been a member for many years, and for the last 20 years joined the Elwood PWMU where she was vice president, treasurer and organiser of the trading table. Bev was also a faithful supporter of the Melbourne East Presbyterian Association.

Bev Mower was St Kilda-Balaclava's representative elder in the Presbytery of Melbourne East for many years and also elder for the General Assembly of the Presbyterian Church of Victoria.

She was a great encourager and she will be sadly missed.

3. Note the passing of Elder Gilbert Bell since the last meeting and insert into the Assembly record a memorial minute of this Assembly's sincere gratitude for faithful gospel service to the church, and as a tribute to his work.

Elder Gilbert J Bell (1921 – 2020)

Gilbert Bell, a Williamstown boy, was born in 1921 and moved to Sunshine soon after where he spent most of the remaining years of his long life. This is quite possibly a record: he commenced at Sunshine Presbyterian Church in 1937 teaching Sunday School, and he was buried from there this year (so, while not counting war years that took him in the Services to Borneo, that's a staggering 83 years of commitment to witnessing for Christ in the one local church).

He married Isabel in 1952 and they remained married for 64 years until her death in 2016, the day after their wedding anniversary.

Gilbert and Isabel were very involved members of the Sunshine Presbyterian Church for the rest of their lives. Gilbert received an honour at this General Assembly for being an elder for over 70 years in the Presbyterian Church.

He was very sure of his faith and hope in God. He lived the gospel of Jesus, caring practically and spiritually for others. He had involvement with many Christian groups: Sunshine Presbyterian Church, General Assembly rallies, Scripture Union, the Gideons, CSSM, many camps including Belgrave Heights Presbyterian Camp, which is now home to Belgrave Heights Christian School with over 700 students, WEC missionary prayer meeting, Sunday School picnics and hikes and Sunday School anniversaries, to name just a few.

The motion was seconded and approved.

The Moderator led the Assembly in prayer.

12. Royal Address

The Royal Address was approved:

That the Assembly:

Send the following address through the Governor of Victoria to Her Majesty, Queen Elizabeth II:

‘To the Queen’s most excellent majesty. May it please Your Majesty: We, the members of the General Assembly of the Presbyterian Church of Victoria, now convened in Melbourne on 6 October 2020, respectfully renew our expression of loyalty to Your Majesty’s person and to the throne.

We are mindful of the responsibilities laid upon you by the duties of Your Majesty’s high office as Queen of Australia. Therefore we, in our General Assembly, in our local congregations and in our private devotions, pray that the Sovereign Triune God will by his Holy Spirit grant Your Majesty every grace needful for discharging the duties of your office.

We give thanks to God that you have not shrunk back from Christian witness, especially during your Christmas broadcasts and your broadcast to encourage the Commonwealth during this COVID-19 pandemic. We humbly ask that you join with us in praying for the work of the Christian gospel in this land—that we will be able to ‘live peaceful and quiet lives in all godliness and holiness; (1 Tim 2:2).’

We, the ministers and elders of the Presbyterian Church of Victoria, representing the congregations of our people, pledge ourselves to continue to work under your leadership for the common good in Australia and for the glory of God, through Christ Jesus our Lord.’

13. Loyal Address

The Clerk moved:

That the Assembly:

Send greetings to the Victorian Premier, Hon Daniel Andrews, to the Legislative Assembly and Legislative Council, with assurances of the regular prayers of the members of this General Assembly, and also of the people of our congregations, for our parliamentary representatives in the exercise of their responsibilities.

The motion was seconded and approved.

14. Communication 13 – from: the Office of the Governor, Victoria, re: forwarding to the Queen the Assembly’s greeting and prayer.

Communication 13 was received.

15. Communication 14 – from: the Office of the Governor, Victoria, re: thanks for the Assembly’s greeting and prayer and his good wishes.

Communication 14 was received.

16. Immediate Past Moderator

The report of the Immediate Past Moderator, Elder Colin Morrow, was received.

Elder Colin Morrow moved:

That the Assembly:

1. Urge ministers and elders in charges to be discipling and developing appropriately gifted men with the intent of encouraging them to candidate for the ministry.
2. Instruct the Moderator to write to each candidate for the ministry and their families to encourage them and show the support of the Assembly.
3. Instruct the Moderator to write to each faculty member and adjunct lecturer and their families to encourage them and express the Assembly's appreciation of their labours.
4. Permit Elder Colin Morrow to deliver the usual past moderator's report on other matters at the next meeting of the Assembly.

The motion was seconded and approved.

The Clerk sought leave to move a motion of appreciation.

Leave was granted.

The Clerk moved:

That the Assembly:

Thank the Immediate Past-Moderator, Elder Colin R Morrow, for his year of service to the church as Moderator for the year 2019-20, noting especially the wisdom, enthusiasm and faithfulness in which both he and Mrs Alison Morrow attended to their duties despite living so far from Melbourne and most PCV churches and the difficulty of serving while under COVID-19 restrictions.

The motion was seconded and approved with acclamation.

17. Board of Investment and Finance

The report of the Board of Investment and Finance was received.

The proposed deliverance was taken clause-by-clause.

Clause 1 was approved.

Clause 2 was approved.

The Moderator welcomed Mr Vandenberg to the Assembly and spoke in appreciation of his sixteen years' service to the church and wished him well for his retirement.

Mr Vandenberg responded.

Clauses 3-4 were approved.

Clause 5 was approved.

Clauses 6-7 were approved.

Clauses 8-9 were approved.

Clause 10 was disapproved.

The Chairman, Rev Barry Oakes, moved the proposed deliverance as a whole as amended:

That the Assembly:

1. Express its appreciation to Rev Stephen Deroon for his service to the church as a member of BIF and Trusts Corporation over the past seven years and as Chairman in his last 30 months.
2. Record its sincere thanks for the loyal and dedicated service to the church carried out by Mr John Vandenberg for the past 16 years as Accountant for the General Assembly Office of the Presbyterian Church of Victoria.
3. Approve that an Assembly Rate of zero be set for the 2020–2021 year.
4. Commend those charges and presbyteries which have fully subscribed their allocations for the 2019–2020 General Mission Program.
5. Approve the following revised guidelines for the administration of the David and Sarah Donaldson Trust:

David and Sarah Donaldson Trust Fund – guidelines

1. Eligible recipients

The following persons are eligible to receive assistance under the terms of the trust:

- a. Ministers
- b. Widows of ministers
- c. Divorced, separated or abandoned former ministers' wives who have never remarried, or divorced or abandoned ministers, who have not been judged by presbytery to be at fault in their marriage breakdown.

2. Annual Disbursements

At the instigation of BIF or upon application, an amount may be disbursed annually to any eligible recipient who has served for over ten years within the PCV and who is retired and in receipt of the full or part age pension. Annual disbursements are available to be spent at the applicants' discretion.

Potential beneficiaries of these annual grants are able to decline the benefit in whole or in part, should they so choose.

3. Benefits available on application

Upon application, BIF may approve a grant to any eligible recipient who is considered to be in needy circumstances which may arise from time to time. Such circumstances may arise in relation to:

- Medical expenses within the family.
- Education expenses for widows or single parents with school-age children (see categories at 1 above).
- Support of disabled dependents still living at home.
- Any other reason where it can be demonstrated that a specific, one-off, unexpected expense has arisen which causes hardship.

The above list is not exhaustive of the circumstances under which a grant may be approved.

The receipt of an annual disbursement under 2 above does not prevent further payments being made to address needy circumstances which may arise.

4. Administrative procedures

- a. Enquiry as to possible access to the Trust funds is open to:
 - i. any minister (whether retired or serving) or their wives or widows, or the divorced, separated or abandoned wife of a former minister (see 1.c above).OR;
 - ii. presbyteries, committees or individuals (including family members of the needy party) within the PCV on behalf of any minister, his wife or widow whom it is thought to be eligible according to the Trust's terms,
- b. Enquiries should be made to the General Manager of the PCV who will, in the first instance, advise what further actions or information may be appropriate. Enquiries may be made

verbally or confidentially in writing. The General Manager will forward requests for assistance to the Board of Investment and Finance or its delegated sub-committee for consideration.

- c. All enquiries and any ensuing discussions will be held in strictest confidence.
 - d. In considering requests, the Board of Investment and Finance takes into account all the relevant circumstances in order to determine whether the situation can be considered as meeting the provisions of the Trust, specifically whether it constitutes 'needy circumstances'. In normal situations, it is considered within a minister's ability to meet most regular expenditures from his remuneration if he is full-time, given he exerts reasonable care in his budgeting and expenditure. Therefore, a request may not be entertained if it transpires a history of fiscal carelessness was the primary cause of the 'needy circumstances'. Nevertheless, enquiries will always be reviewed in a spirit of flexibility and sensitivity as befits the intent of the Trust.
 - e. The Board of Investment and Finance undertakes to be as generous as the terms of the Trust allow. Examples of situations where funds may be applied include such needs as funeral costs, unexpected loss of employment, significant medical expenses, matters arising from family emergencies, etc.
 - f. Those who may be in need are encouraged to make enquiries as soon as the need is first discerned. Inquiries and requests need not be delayed until a minister, his wife or widow finds themselves in financially deprived or impoverished circumstances.
 - g. In administering the annual grants at 2 above, the General Manager will seek to maintain a record of those who are qualified. The co-operation of presbyteries and ministers is encouraged to ensure that this information is accurate and complete to facilitate disbursement of the fund to those in need.
 - h. Once approved, payments from the fund may be applied at the sole discretion of the recipient. A receipt is required in order to meet the audit requirements of the fund.
6. Approve the constitution for PRESBYTERIAN CHURCH OF VICTORIA (NATIONAL REDRESS SCHEME) LIMITED as drafted in Appendix A.
7. Authorise the Board of Investment and Finance to proceed to incorporate PRESBYTERIAN CHURCH OF VICTORIA (NATIONAL REDRESS SCHEME) LIMITED and take the necessary action for that corporation to become the representative of the Presbyterian Church of Victoria participating group in the National Redress Scheme.
8. Authorise the Board to apply the JobKeeper funds at its ultimate discretion in the following way:
- a. To meet the costs of legal advice associated with the application.
 - b. To cover any additional expense in ensuring that eligible employees are paid \$1,500 per fortnight.
 - c. Then to each charge, each Assembly committee, and Kirkbrae based on the number of eligible employees in each case, adjusted for the costs in a. and b. which are relevant.

9. Approve a state-wide appeal known as the 'Kirkbrae Appeal' with funds to be directed to either the Social Services Committee or to Presbyterian Care Victoria Ltd to be applied for Kirkbrae Presbyterian Homes.

The motion was seconded and approved.

18. Trusts Corporation

The Trusts Corporation's report was received.

19. Ad hoc Assessing General Mission Program Recipients Committee

The report of the ad hoc Assessing General Mission Program Recipients Committee was received.

The Convener, Rev Darren Middleton, moved the proposed deliverance:

That the Assembly:

1. Endorse the following Guiding Principles as a reasonable way of assessing GMP allocations in the future:
 - a. That General Assembly committees fund all proposals of support for ministries (related to their committee responsibilities) from their allocated committee funds as they are best placed to make such decisions.
 - b. Without weakening guiding principle (a), that the GMP is used for the support of General Assembly committees with limited or zero sources of committee funds.
 - c. In general, the expansion of the GMP levy on congregations is resisted.
2. Refer these principles to the Code Committee for possible addition to the Board of Investment and Finance regulations as number 12(e).
3. Approve the reallocation of GMP recipients as follows:
 - a. Request the Church and Nation Committee to absorb any ongoing ACL support after 2020–2021;
 - b. Request the Health and Community Chaplaincy Committee to absorb any ongoing Council for Chaplains in Tertiary Institutions and Displan support after 2020–2021;
 - c. Request the Christian Education and Nurture Committee to absorb any ongoing Korus Connect support after 2020–2021;
 - d. Allocate Presbyterian Inland Mission, Australian Presbyterian World Mission, and PTS Ellis Chair support to Australian Presbyterian World Mission (Vic) after 2020–2021 with an increased GMP allocation; and
 - e. Continue funding of the Theological Education Committee on a temporary basis.
4. Request the Board of Investment and Finance in consultation with the Theological Education Committee to bring a funding proposal to the next Assembly that addresses the TEC GMP anomaly.
5. Thank and discharge the committee.

The motion was seconded and approved.

20. Ad hoc Enactment of Presbyterian Care Victoria Ltd Committee

The report of the ad hoc Enactment of Presbyterian Care Victoria Ltd Committee was received.

The Convener, Mr Duncan McGregor, spoke to the proposed deliverance.

The Clerk moved the proposed deliverance:

That the Assembly:

Pray for the wellbeing of Kirkbrae residents, staff, and management and both the Social Services and ad hoc committees as they deal with the significant present and future issues.

The motion was seconded and approved.
The Moderator led the Assembly in prayer.

21. Ad hoc Future Directions for Presbyterian Church of Victoria Social Services Committee

The report of the ad hoc Future Directions for Presbyterian Church of Victoria Social Services Committee was received.

The Convener, Rev Philip Court, moved the proposed deliverance:

That the Assembly:

1. Note that there are genuine opportunities for Christian ministry in aged care, and through Kirkbrae the PCV has made a valuable contribution in this area and that the Board of Directors of Presbyterian Care Victoria Limited will become responsible for the future directions of this work, including Kirkbrae.
2. Thank and discharge the ad hoc committee Future Directions for Presbyterian Church of Victoria Social Services.

The motion was seconded and approved.

22. Ad hoc Kirkbrae Committee

The report of the ad hoc Kirkbrae Committee was received.

The Convener, Rev Peter Phillips, moved the proposed deliverance:

That the Assembly:

Thank and discharge the ad hoc Kirkbrae Committee.

The motion was seconded and approved.

23. Ad hoc Negotiation of Sale of Assembly Hall Committee

The report of the ad hoc Negotiation of Sale of Assembly Hall Committee was received.

The Convener, Elder Colin Morrow, moved the proposed deliverance:

That the Assembly:

Authorise the ad hoc Negotiation of Sale of Assembly Hall Committee to report to the 2021 Commission of Assembly or a General Assembly.

The motion was seconded and approved.

24. Ad hoc Royal Commission Committee

The report of the ad hoc Royal Commission Committee was received.

The Convener, Rev Philip Court, moved the proposed deliverance:

That the Assembly:

In the light of minute 5 of the 4 August 2020 Commission of Assembly and notwithstanding GAV 2019 minute 29.6, direct the ad hoc committee to report on its work and make recommendations to the next face-to-face General Assembly as to how the Presbyterian Church of Victoria could fully implement Royal Commission recommendations 16.36, 16.39, 16.42, 16.43, 16.44, and 16.45.

The motion was seconded and approved.

25. Australian Presbyterian World Mission (Vic) Committee

The report of the Australian Presbyterian World Mission (Vic) Committee was received.

The Convener, Elder Noel Johnston, moved the proposed deliverance:

That the Assembly:

1. Praise God for the missionary team, and commend to God and the wider church those who serve the Lord Jesus as part of that team.
2. Encourage all churches to pray regularly for the APWM missionaries wherever they are, asking the Lord of the harvest to send out more labourers and that his church may be enabled to set them aside and fully support them.

3. Request the moderator to give the greetings of the Assembly to all the committee's serving missionaries.
4. Praise God for his blessing upon the Coins for Mission program, the participating churches, and the extra support provided for missionaries in times of need, and encourage other churches to join.
5. Praise God for the committee's relationships with PTS India and the Partner Churches of South Sudan, Malawi, Zambia, Myanmar, Timor Leste, Vanuatu, Ethiopia, North India, and Japan.
6. Remind the church that Partner Churches will benefit from regular prayer, noting that any financial gifts and donations should be done carefully, and follow the ACNC External Conduct Standards.
7. Encourage ministers, sessions, and mission committees to consider seriously a short-term mission trip as a method of increasing interest and involvement in world mission.
8. Encourage all congregations to extend financial and prayerful support for missionaries who work with the Aboriginal community, especially those such as Rev Rick and Mrs Kayleen Manton (APWM NSW).
9. Praise God for the work of the PWMU State Council and branches in the support of mission.
10. Praise God for the ministry of the APWM National Office in Sydney, and encourage the wider church to extend financial and prayerful support for the ministry of the APWM National Director, Rev Kevin Murray.
11. Commend the regular APWM Vic Prayer Update and APWM National publications to the wider church.
12. Pray for the moderator and his wife, who, DV, will visit and encourage one or more of our mission team in the field in the coming year.
13. Encourage PCV congregations to prayerfully review their giving to the work of cross-cultural mission, both locally and overseas.

The motion was seconded and approved.

26. Belgrave Heights Christian School

The report of Belgrave Heights Christian School was received.

27. APWM Video

The APWM October 2020 update video was viewed – a missions presentation by APWM Director Rev Kevin Murray.

The Moderator led in prayer.

The Assembly adjourned for lunch.

The Assembly resumed after the lunch break with the Moderator leading the Assembly with a word of encouragement from Psalm 46 and prayer.

28. Ad hoc Women's Ministries Victoria Strategic Planning Committee

The report of the ad hoc Women's Ministries Victoria Strategic Planning Committee was received.

The Convener, Rev Ben Johnson introduced the committee's work and conclusions.

Mrs Amy Isham addressed the Assembly on the matter from a woman's point of view.

The deliverance was taken clause-by-clause.

Clause 1 was approved.

Clause 2 was approved.

Causes 3-4 were approved.

Clause 5 was approved.

The Convener, Rev Ben Johnson, moved the proposed deliverance as a whole:

That the Assembly:

1. Establish a committee entitled 'Women's Ministries Victoria Committee'.
2. Appoint (subject to the approval of the regulations for the committee) the membership of the committee as follows: Rev Ben Johnson (Convener), Mrs Clare Dunstan, Mrs Mairi Girgis, Mrs Jenni Graham, Rev Russ Grinter, Mrs Amy Isham, Mrs Siew Teng Yap.
3. Request the committee to bring to the 2021 Commission of Assembly a proposed Job Description for a Women's Ministries Facilitator.
4. Authorise the committee to seek appropriate sources of funding from congregations and presbyteries and to make application for funding from next year's GMP budget for the regular activities of the committee and the employment of the Women's Ministries Facilitator.
5. Thank and discharge the ad hoc Women's Ministries Victoria Strategic Planning Committee.

The motion was seconded and approved.

29. Building and Property Committee

The report of the Building and Property Committee was received.

30. Christian Education and Nurture Committee

The report of the Christian Education and Nurture Committee was received.

The Moderator welcomed Mr Andrew Edmonds, CENC Youth Ministries Director, to the Assembly and invited him to address the Assembly.

The Moderator thanked Mr Edmonds and wished him well.

The Convener, Rev Matt James, moved the proposed deliverance:

That the Assembly:

1. Give thanks to God for the work of the PYV council, camp leaders, and all those within the PCV who tirelessly give up much of their time and personal resources to support this gospel ministry amongst our youth.
2. Thank Mrs Mairi Girgis and the Women's Ministry Victoria team for their inspiring leadership as they plan for the future.
3. Thank Rev Brian Harvey and Mrs Anne Harvey for their years of dedicated ministry to the youth of our church.
4. Give thanks to God for Mr Andrew Edmonds and pray that God will bless the work of our Youth Ministries Director and his family as they make a new life here in Victoria.

The motion was seconded and approved.

31. Church and Nation Committee

The report of the Church and Nation Committee was received.

The proposed deliverance was taken clause-by-clause.

Clauses 1-6 were approved.

Rev Jesse Walz moved:

That the Assembly:

Amend the proposed deliverance by adding the following new clause:

7. Enclose with the Assembly's communication of greetings to the Victorian Premier, the Legislative Assembly and the Legislative Council, a letter acknowledging the difficulties that they have faced in seeking to protect life during the COVID-19 crisis, yet pleading for the repeal of abortion laws and euthanasia laws which do not offer the same measure of protection for some of the most vulnerable in our society, with the wording of the letter determined by the Church and Nation Committee and signed by the Moderator.

The motion was seconded and approved unanimously.

The Convener, Rev Chris Duke, moved the proposed deliverance as a whole as amended:

That the Assembly:

1. Thank the committee's past member, Mr Joseph Ting, for his diligent and faithful service to the committee and pray the Lord's blessing on his future endeavours.
2. Thank the General Assembly for its support in both prayer and participation in the Religion in the Public Square Colloquium 2019.
3. Encourage the members of the General Assembly to pray for the work of the Church and Nation Committee and its members.
4. Encourage the members of the General Assembly and the sessions and congregations of the PCV to support the efforts of the Victorian March for the Babies through advertising, participation, and prayer.
5. Encourage congregations to distribute via email or print the monthly updates of the committee and other prayer requests and notices in relation to various government submissions and proposed changes to legislation that may be detrimental to our Christian faith and practice.
6. Encourage the members of the General Assembly and the congregations and members of the PCV to make their own submissions in relation to any proposed State and Federal Government legislation that is counter to the cause of the gospel of Christ and his church.
7. Enclose with the Assembly's communication of greetings to the Victorian Premier, the Legislative Assembly and the Legislative Council, a letter acknowledging the difficulties that they have faced in seeking to protect life during the COVID-19 crisis, yet pleading for the repeal of abortion laws and euthanasia laws which do not offer the same measure of protection for some of the most vulnerable in our society, with the wording of the letter determined by the Church and Nation Committee and signed by the Moderator.

The motion was seconded and approved.

32. Church Planting Committee

The report of the Church Planting Committee was received.

The Convener, Rev Cameron Garrett, moved the proposed deliverance:

That the Assembly:

1. Pray for the Officer (New Life) Church Plant as it continues to become established, and pray especially for their ongoing need for larger facilities to enable continued growth.
2. Pray for the planned Donnybrook Church Plant and the Presbytery of Melbourne North as preparations are made in the midst of much uncertainty.
3. Pray that the Lord of the harvest would raise up more workers, especially men who are particularly suited to the work of church planting in the modern context.
4. Pray that discussions with the Christian Reformed Churches of Australia would be mutually encouraging as both denominations seek to plant new congregations across Victoria.
5. Remind presbyteries of the ongoing need for land and the usefulness of the Property Development Fund in meeting the future needs of the church if it is appropriately resourced.

The motion was seconded and approved.

Moderator's chaplain Rev John Huynh led the Assembly in prayer.

33. Clerkship Committee

The report of the Clerkship Committee was received.

The Convener, Rev Robert White, moved the deliverance:

That the Assembly:

1. Express its appreciation to Rev Peter Phillips for fulfilling the role of Acting Clerk with dedication, commitment, and conscientiousness.
2. Express its appreciation to Rev Dean Carroll in his role of Acting Deputy Clerk, ably assisting Rev Phillips whenever called upon.
3. Express its appreciation of the role played by the Clerk, Rev John Wilson, in the life of the church, noting the deep love for Christ and the church which motivate him to offer such generous and whole-hearted service to the PCV.

The motion was seconded and approved.

34. Code and General Administration Committee

The report of the Code and General Administration Committee was received.

The proposed deliverance was taken clause-by-clause.

Clause 1 was approved.

Dissent

Rev Kevin Maxwell

Clauses 2-4 were moved.

The Moderator was asked to rule on the competency of sub clauses (b), (c) and (d) of clause 3.

The Moderator ruled that the clauses were not competent.

Rev Stephen McDonald moved:

That the Assembly:

Depart from the Moderator's ruling.

The motion was seconded and disapproved.

Clause 2, clause 3 as amended and clause 4 were approved.

Clause 5 was approved.

The debate was adjourned (min 41)

35. Adjournment

The Assembly adjourned to meet at 9:00am on Wednesday 7 October 2020 by Zoom, which, having been duly intimated, the Moderator closed the sitting with the benediction.

CLERKS
J P Wilson
P W Phillips
D A Carroll

**PROCEEDINGS
OF THE GENERAL ASSEMBLY
of the
PRESBYTERIAN CHURCH OF VICTORIA
2nd Sitting: Wednesday 7 October**

By Zoom, an electronic means of meeting, on Wednesday 7 October 2020 at 9:00am.

36. Constitution

The General Assembly of the Presbyterian Church of Victoria met pursuant to adjournment. The Moderator, Rev Philip Mercer, constituted the Assembly with prayer.

37. Moderator General

The Moderator welcomed the Moderator General, Rev Dr Peter Barnes, to the Assembly. Dr Barnes brought the Assembly encouragement from the Scriptures: God's word is not bound (2 Tim 2:9); God is free and at work (Jn 3:8); God commands us to pray (Matt 6:6); God answers prayer (Neh 2:4); it's time to trust our God. He then led the Assembly in prayer.

38. Business Committee

The Business Convener, Rev Jared Hood, moved:

That the Assembly:

Approve the proposed agenda.

The motion was seconded and approved.

39. Apologies

The following apology was sustained:

Ministers: Nil.

Elders: Tom Cunneen.

40. Minutes of the Previous Sitting

The Deputy Clerk reported that the minutes of the 1st Sitting had been posted on the church website.

41. Code and General Administration Committee (min 34)

The debate was resumed.

Clause 6 was moved.

(1) Rev Cameron Garrett moved:

That the Assembly:

Amend the proposed deliverance clause 6 by adding the words 'or a licentiate' immediately after 'minister' in regulation 3(b)(i)(B), so that regulation 3(b)(i)(B) in the clause reads:

B. a minister or a licentiate appointed as an assistant to a minister of a charge;
or'

The amendment was seconded and approved.

Rev Peter Phillips sought leave to move an amendment without notice to clause 6 regulation 22(b) of the proposed deliverance.

Leave was granted.

(2) Rev Peter Phillips moved:

That the Assembly:

Amend clause 6 regulation 22(b) of the proposed deliverance by adding the word 'financial' before 'year' so that the sub-clause reads:

- b) The amount of the grant to which the responsible body is eligible shall be based on the declared minimum remuneration for ministers as at 1 July of the financial year in which the taking of leave commences.

The amendment was seconded and approved.

Clause 6 as amended was approved.

Clause 7 was approved.

Clause 8 was moved.

It was agreed to adjourn the debate (min 61).

42. Commission for Church Institutions

The report of the Commission for Church Institutions was received.

The Clerk moved:

That the Assembly:

1. Appoint the Moderator (chairman), Clerks of Assembly, Rev Ivan Barker, Andrew Bray, John Cho, Trevor Cox, Phil Daffy, Luke Isham, Graham Nicholson, John Stasse, Graeme Weber, Peter Hastie, and Elders Tom Guilford, Vasil Vasiliades, and Dennis Wright, with five members to form a quorum as the Commission for Church Institutions, a commission to exercise the powers of the General Assembly:
 - a. with respect of or conferred by constitutional documents of Scotch College and Presbyterian Ladies' College, and instruct the Commission that in making appointments to Group A and Group C of the Council of these schools it should appoint persons committed to upholding the trusts on which those schools are held;
 - b. with respect to the constitutions of any other school or institution in connection with the Presbyterian Church of Victoria as may be necessary or expedient from time to time and in particular powers of appointment or removal of officers and directors.
2. Instruct the Commission, when considering appointments to church schools or institutions, to satisfy itself prior to appointment that the nominee has a current Working With Children's Check card and can meet requirements set out under ACNC regulations for the governance of not-for-profits organisations.

The motion was seconded and approved.

43. Defence Force Chaplaincy Committee

The report of the Defence Force Chaplaincy Committee was received.

The Convener, Rev Miles Fagan, moved the proposed deliverance:

That the Assembly:

1. Pray for God's continued help and blessing for all of our PCV Defence Force chaplains and praise him for their work and ministry during 2019–2020.
2. Promote the many options that exist for entering into ministry in the Australian Defence Force.
3. Encourage presbyteries and congregations to find out more about the unique ministry of Defence Force chaplaincy.

The motion was seconded and approved.

The Moderator led the Assembly in prayer.

44. Exit Students Committee

The report of the Exit Students Committee was received.

The Convener, Rev Gerald Vanderwert, moved the proposed deliverance:

That the Assembly:

Thank the Lord for his continuing provision of candidates for ministry in PCV churches and ask him for his blessing on those taking up exit appointments.

The motion was seconded and approved.

The Moderator led in prayer for the 2020/21 Exit Students.

45. Health and Community Chaplaincy Committee

The report of the Health and Community Chaplaincy Committee was received.

The Convener, Rev Philip Court, moved the proposed deliverance:

That the Assembly:

1. Thank God for the work over many years of Mrs Christine Le Page as the PCV paediatric chaplain at Northern Health and wish her every blessing in the years ahead.
2. Thank the congregations and individuals who generously supported this year's Chaplaincy Good Friday Appeal.
3. Remind ministry wives of the ready availability of our Pastoral Support Worker, Mrs Robyn Johnson.
4. Remind ministry family members experiencing difficulties of the free and confidential Christian counselling service available through the Ministry Family Assistance program.

The motion was seconded and approved.

46. Maintenance of the Ministry Committee

The report of the Maintenance of the Ministry Committee was received.

The Convener, Elder Dennis Wright, moved the proposed deliverance:

That the Assembly:

1. Approve the following process for Sustentation Grant applications:
 - a. The Annual Charge Report (ACR) is to be approved by the Presbytery; and
 - b. If the ACR is submitted to the MMC within the period 1 July to 30 September, a full year of monthly sustentation payments may be made; or
 - c. Applications submitted after 30 September may be approved with a monthly rate not greater than the maximum Sustentation Grant amount (\$8,424 for the 2020–2021 year) divided by 12 and for the rest of the financial year.
2. Ask presbyteries, when grants are not being applied for, to encourage auditing of charge finances as early as possible, after the completion of their financial period, but no later than 31 October for charges reporting on a financial year or 30 April for charges reporting on a calendar year basis.
3. Encourage each member of boards of management to take an active role in the budget preparation and approval prior to presentation at their Annual Congregation Meeting for approval and to be mindful of the budget when considering income and expenses throughout the financial year.
4. Warmly thank all the PCV office staff for their advice and time spent in the administration of the work of the MMC, especially in the support and encouragement of the convener.
5. Warmly thank all members of the MMC for their diligence in attendance and contribution to the effective working of this important committee of this General Assembly.

The motion was seconded and approved.

47. METRO Committee

The report of the METRO Committee was received.

The Convener, Rev Toby McIntosh, moved the proposed deliverance:

That the Assembly:

1. Thank God for the METRO, EquipMETRO, and YouthMETRO graduates who have been trained to live and serve Christ through their traineeships.
2. Pray for all the present trainees to grow to be more like Jesus, and to think and serve like Jesus.
3. Pray that God would continue to raise up many more METRO, EquipMETRO, and YouthMETRO trainees and that he would raise up future gospel workers, pastors, and evangelists from among them.
4. Thank God for the faithful service of Rev Heath Easton and Rev Nick Arundell, and their contribution to kingdom work through the METRO committee.
5. Pray that the partnership between MTS and METRO will enable more METRO trainees in the future.

The motion was seconded and approved.

At the invitation of the Moderator, Rev David Martin led the Assembly in prayer.

48. Ministry Development Committee

The report of the Ministry Development Committee was received.

The Convener, Rev Stuart Withers, moved the proposed deliverance:

That the Assembly:

1. Commend the work of Rev Chris Siriweera in the role of Ministry Development Officer and ask the Assembly to pray that his efforts would help others bear fruit as God's fellow workers.
2. Thank God for the contribution of retiring committee members Dr Bruce Ellis and Rev Dr Tony Bird and request prayer for their ongoing ministry and service to the Lord in their future endeavours.
3. Thank God for the contribution of Rev Ian Hutton as convener of MDC 2014–2020 and ask the Assembly to pray for him as he seeks to serve the gospel in new ways.
4. Thank God for the provision of the Thompson Trust and for the work of evangelism that has been funded in the past year and request prayer for the Lord to draw all his people to himself (John 6:44).
5. Request the MDC to commence a dialogue with the Maintenance of the Ministry Committee (MMC) to ascertain the MMC's willingness to explore committee collaboration or amalgamation in part or in whole, and report the findings to the 2021 Assembly along with any recommendations for action.
6. Ask the MDC to present a report to the Assembly on how the church can better utilise, recruit, and train suitable applicants for home mission appointments.
7. Approve the interim funding provisions for the Deaf Presbyterian Church between July and September 2020.
8. Approve the Ministry Development Grant guidelines for use by the committee, including the use of the Church Health Inventory with grant receiving charges.
9. Approve the annual statistical returns questions 1–22, as presented, as the basis for statistical returns.
10. Approve a delay in discussions on the future split of the SCPT distribution between MDC and Church Planting Committee so that necessary discussion takes place before 1 July 2022 and an agreed recommendation is prepared for GAV 2022.

11. Extend the Ministry Development Officer's current initial appointment term by seven months so that it expires on 31 December 2021, with the MDC to bring a recommendation regarding his reappointment to the Assembly in October 2021.

The motion was seconded and approved unanimously.

Moderator's Chaplain Rev John Huynh led the Assembly in prayer.

49. Presbyterian Women's Missionary Union

The report of the Presbyterian Women's Missionary Union was received.

50. Privacy Officer

The report of the Privacy Officer was received.

51. Safe Church Committee

The report of the Safe Church Committee was received.

The Convener, Rev Brian Harvey, moved the proposed deliverance:

That the Assembly:

1. Give thanks to God for the work of Mrs Fiona Bligh and Mr Ian Atkinson.
2. Give thanks to God for Mrs Amelia Thomas and her willingness to be involved with the Safe Church Committee.
3. Give thanks to God for the members of the Safe Church Committee.
4. Give thanks to God for the commitment to safe ministry practices by faithful servants across the PCV.

The motion was seconded and approved.

52. St Andrews Christian College

The report of St Andrews Christian College was received.

53. Scotch College

The report of Scotch College was received.

54. Selection Committee

The report of the Selection Committee was received.

The Convener, Rev Adam Humphries, moved the proposed deliverance:

That the Assembly:

1. Thank Almighty God for the operations of the Assembly's committees, boards and councils in the 2019–2020 Assembly year.
2. Thank all committee members and conveners who have served in the past year.
3. Confirm the appointment of those members appointed by the Selection Committee to fill casual vacancies on committees since the 2019 Assembly.
4. Notwithstanding Selection Committee regulation 3f(ii), appoint Mrs J Pilgrim and Mr G Hamilton to the Social Services Committee so that they can continue to assist the committee in the handing over of the governance of Kirkbrae to Presbyterian Care Victoria Limited.
5. Appoint all those nominated to committees, boards, councils, and other bodies and positions as presented in the Selection Committee's Report.
6. Appoint Mrs J Craig to fill the fifth position on the State News Committee if this new position is approved by the Assembly.

The motion was seconded and approved.

55. State News Committee

The report of the State News Committee was received.

The Convener, Rev Luke Isham, moved the proposed deliverance:

That the Assembly:

1. Thank Miss Courteney Maxwell for her faithful service as an Editor of *Fellow Workers*.
2. Give thanks to God for the opportunity to relaunch the Fellow Workers magazine.
3. Encourage presbytery clerks to keep the State News Committee up to date with ministry moves.
4. Agree that the ministry opportunities provided by the relaunch of *Fellow Workers* magazine are most desirable for the general mission of the church, and encourage the committee to make an application to receive any necessary funding from next year's GMP budget.

The motion was seconded and approved.

56. COVID-19 restrictions

Rev Neil Chambers moved notice of motion C-21.

The motion was seconded.

Elder Andrew Deeming moved.

That the Assembly:

Amend the proposed motion by adding the words 'and parliament', so that it would read:

Request the Moderator, in conjunction with the heads of other denominations or on his own, by whatever means he thinks fit, to urgently make representation to the government and parliament to permit:

The amendment was seconded and approved.

The motion as amended was approved as follows:

That the Assembly:

Request the Moderator, in conjunction with the heads of other denominations or on his own, by whatever means he thinks fit, to urgently make representation to the government and parliament to permit:

1. Weddings to be held prior to the commencement of step 3 without the necessity of 'compassionate reasons'.
2. Funerals to be conducted with more people allowed to attend, noting that the current restrictions compound grieving.
3. Churches to re-open having a COVIDSafe Plan and observing the density quotient in step 3 noting that this would be consistent with the situation in NSW and that delaying re-opening to step 4 places a severe burden on congregations.
4. Pastors to visit parishioners in their homes to provide appropriate pastoral care.

The motion was approved unanimously.

57. Sites Reserve Fund – BIF Regulations

Rev Gary Wentworth moved notice of motion B-19:

That the Assembly:

Instruct the Code and General Administration Committee to bring to the October 2021 General Assembly of the Presbyterian Church of Victoria an amendment to the Board of Investment and Finance regulations to strengthen the requirement of Board of Investment and Finance regulations such that, in regard to any amount held in Sites Reserve in the name of a congregation, the needs and wishes of that congregation are to be taken into account (to the satisfaction of the relevant Presbytery of the congregation) before such funds are able to be applied for any other purpose.

The motion was seconded and disapproved.

58. Theological Education Committee

Rev Jared Hood left the meeting.

The report of the Theological Education Committee was received.

The proposed deliverance was taken clause-by-clause.

Clauses 1-8 were approved.

Clauses 9-10 were approved unanimously.

The Convener, Rev Kevin Maxwell, moved the proposed deliverance as a whole:

That the Assembly:

1. Praise God for the leadership of Rev Dr Jared Hood and the smooth transition to online education.
2. Pray that God will enable PTC to return to face to face lectures.
3. Thank God that the Principal, Rev Peter Hastie, has been able to complete six months of sabbatical leave.
4. Praise God for the provision of a gifted team of adjunct lecturers who ably support the college, its staff and students.
5. Thank God for a favourable report from the GAA College committee visitation.
6. Praise God for the calibre and quality of the students and candidates preparing for gospel ministry at PTC, and pray that they will continue to grow in their love for God and giftedness for his service as they study.
7. Ask Christ to continue to give gifts to his church in the form of faithful and godly men and women who are willing to serve his people in gospel ministry.
8. Pray that God will grant the committee wisdom and prudence as it seeks to meet the challenging circumstances that lie ahead.
9. Appoint Rev Dr Jared Hood (DipChrisStud, BTh (Hons), Dip Theol (Past Min), MTh (ACT), ThM (Westminster, 1st), GradDipIS, MA (Th), PhD (Melb)) to the position of Lecturer in Old Testament Studies at the Presbyterian Theological College, Victoria for a term of seven years, commencing 1 January 2021.
10. Declare the Lecturer in Old Testament Studies remuneration package to be:
 - a. 1.05 times the minister's remuneration package as defined in the annual Maintenance of the Ministry Committee deliverance to the Assembly.
 - b. manse provided or benefit as set by the Theological Education Committee.
 - c. telephone rent plus all calls.
 - d. superannuation at the ministerial rate.
 - e. six-months' paid study leave during each fourth and each seventh year of appointment.
 - f. removal costs paid by the Theological Education Committee within Australia but a negotiated figure if from overseas.
 - g. annual leave equivalent to ministerial annual leave as defined in the annual Maintenance of the Ministry Committee deliverance to the Assembly, currently five weeks.
 - h. Workcover.
 - i. payment of manse energy bills up to \$3,000 per annum as a non-cash benefit.
 - j. any other provision the Assembly may determine.

The motion was seconded and approved.

Rev Jared Hood returned to the meeting.

The Moderator informed Dr Hood of his reappointment and wished him well for his term of service.

The members of the Assembly joined in congratulating Dr Hood with applause.

Moderator's Chaplain Rev Graham Nicholson led the Assembly in prayer.

The Assembly resumed after the lunch break with the Moderator leading in a devotion based on Romans 8:1-2 and prayer.

59. Social Services Committee

The report of the Social Services Committee was received.

The proposed deliverance was taken clause-by-clause.

Clauses 1-2 were approved.

Clause 3 was approved.

Elder Ben Palmer sought leave to further amend notice of motion C-22 by the deletion of words 'and extend its condolences to all of the families affected'.

Leave was granted.

(1) Elder Ben Palmer moved notice of motion C-22 as amended:

That the Assembly:

Amend the deliverance by adding the following new clause:

4. Express sorrow for the loss of life at Kirkbrae due to the COVID-19 outbreak.

The motion was seconded and approved unanimously.

Elder Colin Morrow sought leave to move a motion.

The Moderator ruled that the motion arose from the debate and leave was not required.

(2) Rev Jared Hood moved:

That the Assembly:

Depart from the Moderator's ruling.

The motion was seconded and approved.

Elder Colin Morrow sought leave to move a second motion.

Leave was not granted.

(3) The Convener, Rev Grant Lawry, moved the proposed deliverance as a whole as amended:

That the Assembly:

1. Give thanks to God for the faithful and dedicated service of Mr Mark Sketcher and his executive team and all the staff at Kirkbrae over the past year and through the most trying and testing circumstances of the COVID-19 outbreak and for the provision of the skilled and supportive services of Interim Facility Manager, Ms Jane Jenkins, Acting CEO, Mr John Fogarty and Nurse Advisor, Ms Katrina Ong, to lead Kirkbrae out of the outbreak.
2. Give thanks to God for Rev Matt James and Mrs Janine Motyer and their committed and faithful pastoral care of the residents at Kirkbrae.
3. Pray for the successful transition of the governance of Kirkbrae from the Social Services Committee to Presbyterian Care Victoria Limited and transfer of the approved provider licence from the Trusts Corporation to Presbyterian Care Victoria Limited.
4. Express sorrow for the loss of life at Kirkbrae due to the COVID-19 outbreak.

The motion was seconded and approved.

60. Special Judicial Committee

The report of the Special Judicial Committee was received.

The Clerk moved:

That the Assembly:

Under rule 6.31(f), invite three members of the Presbytery of Melbourne East to state Petition 1 regarding Ministry Development Committee funding for the Deaf Presbyterian Church.

The motion was seconded and approved.

61. Code and General Administration Committee (min 41)

The debate was resumed.

(1) Rev Cameron Garrett moved:

That the Assembly:

Amend the proposed deliverance clause 8b by replacing the words 'pastoral or appointment charges' with 'a charge' in regulation 10 of the Exit Students Committee, so that the clause reads:

- b) Add the following new regulation 10 to the Exit Students' Committee regulations:

10. Removal Expenses

Removal expenses of exit students appointed to a charge shall be borne by the charge.

The motion was seconded and approved.

Clause 8 as amended was approved.

Clauses 9-11 were approved.

(2) The Convener, Rev John Wilson, moved the proposed deliverance as a whole as amended:

That the Assembly:

1. Enact a new rule 4.88.2 with current rules 4.88.2 and 4.88.3 being renumbered 4.88.3 and 4.88.4 respectively, so that rule 4.88 shall read as follows:

4.88 Visitation questions

4.88.1 Sufficient copies of presbytery's approved set of visitation questions must be sent to the session.

4.88.2 Presbytery's visitation questions must include the following seven metrics:

- a) attendance growth percentage;
- b) membership growth percentage;
- c) visitors to attendance percentage;
- d) annual giving to weekly attendance (per head);
- e) the percentage of children to adults in the congregation;
- f) the percentage of the congregation involved in ministry / service;
- g) the percentage of the congregation attending mid-week bible studies or discipleship meetings.

4.88.3 Session must ensure that the questions are duly answered in writing and that the completed questionnaires are returned to the convener of the committee at least seven days before the visitation.

4.88.4 The committee must consider the answers, examine any accompanying documents, and determine what matters will be specially mentioned during the visitation.

2. Enact a new rule 4.83, replacing the current rule, so that it reads:

4.83 Processing of grant or loan applications by congregations

4.83.1 A presbytery must consider grant and loan applications made to General Assembly committees by congregations and forward approved applications to the appropriate committee for its consideration. Such applications must be made on the prescribed form.

4.83.2 After a congregation has received grants from the Ministry Development Committee for ten consecutive years, a presbytery cannot approve a further application for a grant from this committee,

but may bring any such application to the General Assembly for evaluation.

3. a) Enact new rules 2.4, 4.63 and 4.73, replacing current rules, so that they read:

2.4 Status of a charge

A charge has the status of:

- a) a **Pastoral Charge**: a charge normally fulfilled by one or more ministers called by its congregation or congregations and inducted into it by the presbytery; or
- b) an **Appointment Charge**: a charge normally fulfilled by a minister or licentiate appointed to it by the presbytery; or
- c) a **Home Mission Charge**: a charge normally fulfilled by a minister, licentiate or a person accredited by the Ministry Development Committee according to its regulations as a home missionary appointed to it by the presbytery; or
- d) a **Church Plant Charge**: a charge normally fulfilled by a minister or licentiate accredited by the Church Planting Committee according to its regulations as a church planter appointed to it by the presbytery.

4.63 Appointment charges, home mission charges and church plant charges

4.63.1 A presbytery must:

- a) exercise special oversight of appointment charges, home mission charges and church plant charges and encourage and assist them to rise to the status of a pastoral charge;
- b) appoint one of its ministerial members or a district interim moderator as moderator of each home mission charge and, where necessary, of each church plant charge; and
- c) require from each moderator or minister appointed to an appointment charge, home mission charge or church plant charge regular reports on the progress of the work.

4.63.2 All home missionaries, candidates for the ministry, resident supply preachers, licentiates or ministers engaged in home mission work or church planting are under presbytery's oversight of such work.

4.63.3 Before terminating the service of any candidate for the ministry appointed to a home mission charge the presbytery must consult with the Theological Education Committee and the Ministry Development Committee.

4.73 Appointments to home mission charges

4.73.1 A presbytery must supervise the selection of ministers, licentiates or home missionaries for appointment to home mission charges and so appoint only if satisfied of the proposed appointee's suitability and willingness to undertake the work on the terms and conditions fixed.

4.73.2 This appointment:

- a) if of a minister must not exceed three years in the first instance;
- b) if of a home missionary:

- i) must not exceed three years in the first instance, with the appointee being on probation for the first year of his appointment;
 - ii) may be subject to his satisfactorily pursuing a course of study approved by the presbytery and the Ministry Development Committee as a condition for any consideration of the continuance of his appointment; and
 - c) if of a licentiate or candidate for the ministry, must not exceed one year in the first instance, during which period the appointee is on probation.
- 4.73.3 A contract approved by the Board of Investment and Finance should be used for any employment agreement.

4. Enact a new rule 4.68A, as follows:

4.68A Union of congregations

- 4.68A.1
- a) When a presbytery proposes a union of congregations within its bounds it follows the procedure prescribed by rule 4.68.2.
 - b) Having obtained the agreement of any inducted ministers of any pastoral charge affected by the proposed union, the presbytery must in consultation with the sessions and boards of the congregations and, with regard to the matters which are the subject of rule 4.68A.2(c), (e) and (f), with the Board of Investment and Finance, prepare a proposed Basis of Union as an instrument for fusing the congregations into one.
- 4.68A.2 The proposed Basis of Union must deal with:
- a) the choice of a name for the united congregation;
 - b) the fusion of the uniting congregational communicant and adherent rolls into single communicant and adherent rolls of the united congregation;
 - c) the choice of a building as the place of worship for the united congregation where that is called for;
 - d) the fusion of the funds of the uniting congregations, having regard to any trusts with which any congregational funds may be impressed;
 - e) the proposed allocation of any monies held in trust in sites reserve accounts for the uniting congregations;
 - f) the proposed allocation of the property of the uniting congregations and the future use or disposal of any remaining property not needed by the united congregation;
 - g) the placing of the united congregation under a session (rule 4.60.1);
 - h) the bounds of the parish within which the united congregation will be situated;
 - i) the provision of a manse or a manse allowance for any minister of the united congregation; and
 - j) the provision of a minister or ministers for the united congregation.
- 4.68A.3 The proposed Basis of Union may deal with such other matters as the presbytery, in its discretion, considers necessary.

- 4.68A.4 The proposed Basis of Union shall conclude with a paragraph to the effect of 'While these terms and conditions shall form a basis of union for the (insert number) congregations now uniting, the united congregation shall be free to adjust its arrangements and manage its affairs as need may arise under authority of the presbytery'.
- 4.68A.5 After granting provisional approval of the proposed Basis of Union the presbytery must:
- a) form a steering committee, which shall include members of the uniting congregations, to smooth the way for the union by resolving any issues not dealt with by the Basis of Union; and
 - b) submit the proposed Basis of Union to the General Assembly for its approval of:
 - i) the proposed property arrangements which are the subject of rule 4.68A.2(c) and (f) which approval may be declared subject to:
 - A. any required adjustment to those arrangements in accordance with the provisions of the Model Trust Deeds; and
 - B. any prescribed time limit; and
 - ii) any proposed allocation of funds which are the subject of rule 4.68A.2(e).
- 4.68A.6 Following notification of the General Assembly's approval as declared under rule 4.68A.5 (b), the presbytery must:
- a) receive a report from the steering committee and take any appropriate action;
 - b) approve or disapprove the proposed Basis of Union as approved by the Assembly; and
 - c) submit the approved Basis of Union to the uniting congregations for their approval.
However, the presbytery may:
 - d) proceed with the proposed union notwithstanding the failure of one or more of the congregations to approve the Basis of Union; or
 - e) defer or abandon the proposed union.
- 4.68A.7 If the presbytery resolves that the proposed union is necessary for the good of the church it may:
- a) declare the formation of the united congregation as proposed in the Basis of Union;
 - b) fix the date on which the union will come into effect;
 - c) declare the creation of a charge from the date of union;
 - d) declare the bounds of the parish in which the united congregation will be situated;
 - e) place the united congregation under the oversight of the session;
 - f) direct the session to:
 - i) declare the formation of a board and conduct an election of managers (rule 2.32.1);
 - ii) call a meeting of the congregation to nominate trustees;
 - g) arrange a service of Declaration of Union and, as appropriate, 'of Ordination and Induction of' or 'of Induction of', or 'of Introduction of', its minister; and

- h) notify the Moderator of the General Assembly and the trustees of the uniting congregations that the union has been effected.

Note: A service of Declaration of Union and of Introduction of [name of the minister] is appropriate where the Basis of Union provides that the union is to be effected under the minister of one of the charges.

- 5. a) Enact a new rule 2.13A, as follows:

2.13A Quorum

- 2.13A.1 The quorum of a meeting of a congregation, including communicants and adherents, is one-tenth of the number on the roll of communicants of the congregation, but not less than five.
- 2.13A.2 To constitute a quorum for a joint meeting of linked congregations, including communicants and adherents, there must be present from each of the congregations one-tenth of the number on its roll of communicants, but not less than three from each of the congregations.

Note: The inability of a congregation (other than a newly formed congregation) to constitute a congregational meeting within four months of its being required to meet by rule or regulation must be reported to the presbytery.

- b) Though the majority of presbyteries approved the change, not proceed with the proposed changes with regard to a new rule 4.68B at this time, noting that the same desired outcome is reflected in the overture being presented in favour of rewording rules 2.7 and 4.69.

- 6. Excise regulations 20–30 from Maintenance of the Ministry Committee regulations, and, in their place, enact new regulations numbered 16A, entitled PCV Ministers Long Service Leave and Long Service Leave Fund, as follows:

16(a) PCV Ministers Long Service Leave and LSL Fund Regulations

1. Purpose

These regulations:

- a) provide a regulatory framework for long service leave for inducted ministers in the PCV where secular statutory provisions may not apply;
- b) define entitlements and benefits for appointed ministers, licentiates and home missionaries of the church and certain ministers serving as missionaries in connection with the PCV; and
- c) specify the grant available from the PCV Ministers Long Service Leave Fund and conditions attached to responsible church bodies accessing that funding.

2. Relationship to State Long Service Leave legislation

These regulations are not intended to annul, vary or exclude any

provision of the *Long Service Leave Act 2018 (Vic)*. To the extent that they are more favourable than the provisions of the *Long Service Leave Act 2018 (Vic)* these regulations shall prevail.

3. Definitions

In these regulations:

- a) 'service' means employment in any of the categories of service listed in sub-clause (b) of this regulation 3;
- b) 'responsible body' means a church body obliged to provide long service leave for persons to whom these regulations apply, namely:
 - i) in the case of:
 - A. a minister inducted into or appointed to a charge; or
 - B. a minister or a licentiate appointed as an assistant to a minister of a charge; or
 - C. a licentiate or home missionary appointed to a charge;
the charge, with the session responsible for administrative matters;
 - ii) in the case of a minister accredited by APWM (VIC) serving as a Partner Church Missionary under the auspices of APWM (National), APWM(Vic);
 - iii) in the case of a minister, licentiate or home missionary employed by a committee of the General Assembly, that committee;
- c) 'the committee' means the Maintenance of the Ministry Committee.

Conditions of Long Service Leave

4. Entitlement to leave

Every person at any time after completing seven years of continuous service in one or more of the categories of service listed in regulation 3(b) is entitled to an amount of long service leave on ordinary pay equal to 1/40th of his total period of continuous service less any period of long service leave taken during that period. Part-time service shall be calculated on a pro-rata basis according to the terms of the appointment, and recorded as a full-time equivalent value. In the case of a minister, licentiate or home missionary inducted into or appointed to a charge, 'on ordinary pay' means 'in accordance with his terms of settlement as approved'.

5. Obligation to pay

While a person to whom these regulations apply is on long service leave the responsible body is responsible to pay in full his remuneration.

6. Continuous service

Continuous service is service undertaken on a continuous basis for or in connection with the Presbyterian Church of Victoria in any one or

more of the categories of service listed in regulation 3(b). For the purpose of these regulations:

- a) A person's service is taken to be continuous despite an absence from work caused by the person taking:
 - i) annual leave,
 - ii) study leave,
 - iii) long service leave,
 - iv) leave from work because of illness or injury,
 - v) carer's leave,
 - vi) paid or unpaid parental leave,
 - vii) compassionate leave, or
 - viii) any other form of paid or authorised unpaid leave in accordance with that person's employment.
- b) A person's service is taken to be continuous despite failure by the responsible body to pay the Levy (see regulation 21) on one or more occasion.
- c) A person's service is taken to be continuous despite an absence from work caused by termination of the person's appointment at the initiative of the responsible body, or the person, if the person is reinstated within 12 weeks.

7. Calculation of entitlement

For the purpose of calculating the length of a person's period of continuous service, the following periods of absence are taken to be periods of service:

- a) a period of paid leave;
- b) a period of unpaid leave up to 52 weeks, or any period longer than 52 weeks if the leave is provided for under the person's employment agreement.

8. Records of service

The length of a person's period of continuous service shall be calculated on the basis of records of service kept by the committee and provided by:

- a) in the case of a minister inducted into or appointed to a charge or a licentiate or home missionary appointed to a charge, the inducting or appointing presbytery; or
- b) in the case of a minister appointed as an assistant to a minister of a charge, the appointing minister; or
- c) in the case of a minister employed by a committee of the General Assembly, the employing committee; or
- d) in the case of a minister accredited by APWM (VIC) serving as a Partner Church Missionary under the auspices of APWM (National), APWM (National).

The person is responsible for satisfying himself that the required information is provided to the committee as required by this regulation and is correctly recorded. In the case of any dispute regarding entitlement, the records held by the committee are final.

9. Annual leave and public holidays

Long service leave does not include any public holiday occurring, or

annual leave taken, during the period when the long service leave is taken.

10. Accumulation of leave

Persons entitled to long service leave shall not without the approval of the responsible body and the committee allow their leave entitlement to exceed thirteen weeks.

11. Direction to take leave

A responsible body may petition a presbytery to direct a person in the categories of service listed in regulation 3(b) under its jurisdiction to take long service leave at a specified time and for a specified period by giving the person at least 12 weeks written notice.

12. Timely taking of leave

To facilitate the timely taking of long service leave the committee may:

- a) Notify persons who have completed 7 years of continuous service in one or more of the categories of service listed in regulation 3(b) of the person's long service leave entitlement under these regulations and encourage the person to take some or all of this leave without unnecessary delay.
- b) In relation to any person who has accumulated a long service leave entitlement under these regulations of thirteen weeks, notify that person and their responsible body of the extent of that entitlement and encourage that person to reduce his leave entitlement to less than thirteen weeks without unnecessary delay.
- c) In the case of persons with a leave entitlement of more than thirteen weeks without the approval of the responsible body and the committee, encourage that person to take sufficient leave to reduce his entitlement to less than thirteen weeks.

13. Approval of leave

Application for the approval of the taking of long service leave is made to the responsible body. The responsible body, having satisfied itself by consultation with the committee that the applicant is entitled to the leave:

- a) may approve the leave sought; and
- b) if it has approved the leave sought, must then inform the committee and the Church Office of the leave approved in order that the leave taken may be recorded and that the responsible body, if entitled, may receive a grant from the Fund as provided for in Regulation 22. The responsible body must also inform the presbytery of leave approved.

14. Portability of leave

The committee may enter into reciprocal arrangements with the other State churches to provide for portability of long service leave.

15. Resignation or retirement

A person who resigns or retires from his service shall be paid the

entitlement of any long service leave to which he is entitled.

16. Death

If a person dies during service, any long service leave entitlement shall be paid to his estate.

The Long Service Leave Fund

17. The Fund

There shall be a fund of the General Assembly called the PCV Ministers Long Service Leave Fund (the Fund).

18. Administration of the Fund

The Fund shall be administered by the committee.

19. Purpose of the Fund

The purpose of the Fund shall be to provide monies to assist a responsible body to meet its financial long service leave obligations to those persons to whom these regulations apply.

20. Long Service Leave Levy

Contributions to the Fund shall be by a Long Service Leave Levy (the Levy). The Levy shall be set annually by the General Assembly or Commission of Assembly at a level sufficient to ensure that the Fund retains sufficient monies to meet all its commitments.

21. Payment of the Levy

The Levy shall be paid annually by every responsible body for every person for whom it is obliged to provide long service leave as at 1 July.

22. Grants from the Fund

- a) Every responsible body that has paid the Levy annually for each person in the categories of service listed in regulation 3(b) for which it is responsible is eligible for a grant from the Fund towards the remuneration to be paid by that responsible body to a person for the period of that person's long service leave.
- b) The amount of the grant to which the responsible body is eligible shall be based on the declared minimum remuneration for ministers as at 1 July of the financial year in which the taking of leave commences.
- c) Nothing in this regulation 22 is intended to affect the remuneration to which a person who is entitled to an amount of long service leave is to be paid in accordance with regulation 4.

23. Commencement

These regulations shall operate from 1 January 2021.

24. Transitional

- a) Long service leave entitlement on the basis of service prior to the commencement of these regulations and eligibility for a grant from the Fund towards the remuneration to be paid for

such long service leave shall be according to the regulations current at the time of that prior service.

- b) Notwithstanding the repeal of Long Service Leave (regulations 20-30) PCV Code 2020, persons described by regulation 21(e) of those regulations, namely 'church workers, however titled, acting in a pastoral and/or teaching role, and engaged by the presbytery according to a BIF approved contract', shall remain entitled to long service leave in accordance with and from the commencement of these regulations while he is employed in their current position, provided that:
 - i) satisfactory evidence of his engagement in accordance with this sub-regulation is lodged with the committee within six months of the commencement of these regulations; and
 - ii) if the relevant responsible body is to be eligible for a grant from the Fund, that body pays the Levy during the period of his employment.

- 7. Replace the regulations of the Maintenance of the Ministry Committee with the following:

16. Maintenance of the Ministry Committee

1. Title

There shall be a committee of the General Assembly entitled the Maintenance of the Ministry Committee (the committee).

2. Membership

The committee shall consist of six members, including a convener, appointed by the General Assembly.

3. Duties

It shall be the duty of the committee, subject to the direction of the General Assembly, to ensure that adequate provision is made for the maintenance of the ministry, and for all ministerial appointments, and to this end the committee shall:

- a) recommend annually to the Commission of the General Assembly the minimum remuneration, stipend and non-cash benefit components for the ensuing financial year, and any alterations to the minimum terms of settlement which it judges advisable;
- b) recommend annually to the Commission of the General Assembly the amount of sustentation qualifying stipend for the ensuing financial year;
- c) recommend to the General Assembly any mid-year amendments to the minimum remuneration, stipend and non-cash benefits which it deems necessary;
- d) report to the General Assembly amounts approved for expenditure in grants for the previous financial year;

- e) report to the General Assembly on all matters connected with the maintenance of the ministry, and make such recommendation thereto as it sees fit from time to time;
- f) administer the Sustentation Fund and all other funds provided to the committee by the General Assembly, together with any other money of which it may, from time to time become possessed for augmenting ministerial remuneration;
- g) administer the Long Service Leave Fund;
- h) report to the General Assembly long service leave granted in the previous year and any other matters related to Long Service Leave as it deems necessary;
- i) approve or disapprove the proposed terms of settlement in respect of each proposed settlement of a minister in a pastoral or appointment charge;
- j) approve or disapprove the proposed terms of all ministerial appointments;
- k) initiate through the presbytery a review of any existing terms of settlement if in the opinion of the committee a change in the circumstances requires such a review, and when required by these regulations.

4. Minimum remuneration

'Minimum remuneration' shall mean the amounts of stipend and non-cash benefits as defined herein which combined will meet the proper and reasonable requirements of the ministry at the current level of living costs and which the General Assembly or the Commission thereof shall declare from time to time.

5. Stipend and non-cash benefits

'Stipend' is the actual amount of money paid or payable to a minister from church sources for his ordinary ministerial duties. Stipend must equal or exceed the minimum stipend declared by the General Assembly or the Commission thereof.

'Non-Cash Benefits' are the church's provision of benefits to, or payment of accounts on behalf of a minister, or his spouse or child. Non-cash benefits are payments for, not to, the minister. The non-cash benefit component of minimum remuneration will be declared by the General Assembly or the Commission thereof.

6. Sustentation qualifying stipend

'Sustentation Qualifying Stipend' is the amount of stipend which the General Assembly or Commission thereof shall declare from time to time to be normally necessary for a charge to provide in order to qualify for a sustentation grant of money under the control of the committee. Ordinarily, the non-cash benefit component as defined in regulation 5 shall be required of a charge for it to qualify for a sustentation grant.

7. Minimum terms of settlement

'Minimum Terms of Settlement' are part of a proposal for the settlement of a minister in a pastoral or appointment charge which shall include the promise of provision at least for:

- a) all costs of removal of the minister's family and goods to his new place of residence, except where the committee approves a variation in special circumstances;
- b) a remuneration consisting of a stipend and non-cash benefits;
- c) the stipend component to be:
 - i) equal to or greater than the minimum stipend (stipend is to be in keeping with the resources of a charge);
 - ii) not less than the sustentation qualifying stipend plus the necessary sustentation grant to reach the minimum stipend; or of such amount which together with a grant or payment from church sources other than the committee's funds, with or without a sustentation grant, will be equal to the minimum stipend;
- d) the non-cash benefit component to be such that when combined with the stipend the total is not less than the approved minimum remuneration, declared by the General Assembly or Commission thereof;
- e) additional non-cash benefit;
- f) an amount at the rate the General Assembly or Commission thereof shall declare from time to time based on annual distance of all Church-related travel in excess of 6,000 km;
- g) rent free occupation of a suitable dwelling in the locality or an amount equivalent to rent as an additional non-cash benefit if the minister lives in his own home;
- h) direct payment or reimbursement (not including expenses related to travel) necessarily incurred in carrying out ministerial duties including, but not limited to, telephone rental and all church calls, stationery, printing, copying and postage;
- i) annual leave from pastoral duties for five weeks annually, including pulpit supply on five Sundays. Leave may not be accumulated unless approved by the charge and the presbytery;
- j) study leave from pastoral duties for seven days annually being non-cumulative including one Sunday's pulpit supply, for the purpose of professional development;
- k) ministers shall submit details of their study program and obtain approval from presbytery prior to taking study leave;
- l) superannuation contributions at a rate not less than the minimum prescribed rate;
- m) long service leave contributions to the Presbyterian Church of Victoria Long Service Leave Fund by the charge.

8. Remuneration above the minimum

This can be provided and may be taken as additional stipend or apportioned between stipend and non-cash benefits. It is not to be taken solely as additional non-cash benefits. Additional non-cash benefits may be provided as detailed in the terms of settlement.

9. Notification of changes to minimum terms of settlement

All charges will be notified by the committee of any changes to the minimum terms of settlement within two months of the changes being approved and declared by the General Assembly or Commission thereof.

10. Annual Charge Report — committee examination

The committee shall carefully examine Annual Charge Reports properly submitted to it by presbyteries (see rule 4.81.4(a)) and consider any accompanying recommendations. It may make such further enquiries as it deems fit, and may refer part or all of the proposed terms of settlement back to presbytery for further negotiations with the charge. The committee shall in no case approve proposed terms of settlement unless it judges that the terms are appropriate to the charge, and that there is sufficient income to meet expenditure.

The committee may approve the terms of settlement if:

- a) the proposed terms of settlement are equal to or in excess of the minimum;
- b) the proposed stipend is less than the minimum stipend, but is equal to or in excess of the sustentation qualifying stipend and all other components of the terms of settlement are equal to the minimum and presbytery certifies that the continuance of the charge in its present form is essential for the work and witness of the church, provided that the committee is satisfied that a sufficient grant is available from its funds to raise the stipend to the minimum stipend by making a sustentation grant to the charge;
- c) the proposed stipend is less than the sustentation qualifying stipend and all other components of the terms of settlement are equal to the minimum, and if it is shown that together with aid from church sources other than the committee's funds, the stipend is equal to or in excess of the sustentation qualifying stipend but still less than minimum stipend, provided, the committee having satisfied itself that a sufficient grant is available from its funds to raise the stipend to the minimum stipend by making a sustentation grant to the charge;
- d) the proposed stipend is less than the sustentation qualifying stipend and if it is shown that the charge is facing sudden and extreme financial hardship beyond its control, provided, the committee having satisfied itself that a sufficient grant is available from its funds to raise the stipend to the minimum stipend, by making a hardship sustentation grant to the charge as a special case and shall report the circumstances surrounding this extra allowance to the following General Assembly or Commission of the General Assembly, whichever occurs sooner;
- e) in the case of a recommendation made to it by the presbytery under rule 4.71 for part-time ministry, and the committee has satisfied itself that the terms as submitted are adequate in the circumstances. Such approval shall be for a period not

exceeding 12 months unless renewed upon further application by the charge and recommendation by the presbytery.

11. Declaration of terms

The committee, after examination of an Annual Charge Report and approving the proposed terms of settlement shall declare the terms of settlement and inform the presbytery of its decision, which shall be final. In the case of differences of opinion with the presbytery or the charge, the committee shall report the facts to the General Assembly or the Commission thereof, whichever occurs sooner.

12. Non-fulfilment of terms

Should a presbytery:

- a) inform the committee that it has received a report from a minister or a treasurer of a board of any inability or failure to pay stipend and make available non-cash benefits at least monthly, and in any other respect, to implement the terms of settlement as declared by the committee; and
- b) should the presbytery also advise that it has been unable to speedily rectify the matter and that it judges it inexpedient to assist in the removal of the minister to another sphere of labour or to dissolve the pastoral tie;

the committee shall thereupon take all steps which it judges necessary to correct the situation and may formally intimate to the presbytery that, as the terms of settlement are not being fulfilled, the further action required by the rules and regulations of the General Assembly should be taken.

13. Additional review

The committee may at any time require relevant information in respect of any charge.

14. Sustentation grants

The committee may make grants to charges, provided that funds are available, according to its assessment of the terms as determined under regulation 10.

All grants to sustain a pastoral or appointment charge shall be paid to the charge for a minister; or in event of his death, his estate.

The committee may examine applications at any time, making grants if funds are available. The maximum Sustentation Grant paid to a charge shall be 15% of the annually approved minimum remuneration for ministers.

Applications are to be lodged using the current Annual Charge Report prepared from an audited statement and submitted via the presbytery. Under special circumstances of urgency an Annual Charge Report prepared from an unaudited financial statement may be considered.

15. Grants to meet special needs

The committee may make a grant to a minister who received the minimum remuneration and has special needs.

Such grants shall be made direct to the minister, or in the event of his death, direct to his next of kin, after the necessary certificates have been received from the treasurer of the charge.

16. Grants, special ministerial leave

The committee may make grants to charges and/or ministers where the circumstances indicate that taking special leave may reasonably be expected to assist the minister to avoid 'burn-out' or early resignation during the first ten years of service in the church – that is, prior to eligibility for long service leave (rule 4.53). The committee shall promptly resolve applications for such leave.

17. Grants, travel assistance

The committee may make grants to a charge where the minister's travel is in excess of 18,000 km per year. The grant shall be calculated as an amount per kilometre of travel on church business, using the rate declared by the General Assembly or Commission thereof, for this purpose.

18. Grants, reduction of

The committee may decide at any time to reduce or discontinue a grant in respect to a particular pastoral or appointment charge, but shall not reduce or discontinue the payment of such a grant until six months after giving notice to that effect to the presbytery and the treasurer of the board.

19. Remuneration of General Assembly ministerial appointees

The remuneration of ministers appointed by the General Assembly whose appointment is solely for the church's own work shall be at least the minimum stipend and shall be determined by the General Assembly together with such non-cash benefits as the General Assembly shall also determine, provided that the minister's duties comply with the fringe benefit taxation laws.

20. Part-time ministries (see also rule 4.71)

The committee may approve terms of settlement for part-time ministries (see regulation 10) provided that:

- a) it is satisfied:
 - i) that the objects of the ministry and the welfare of the charge are being properly served; and
 - ii) that the minister will not suffer hardship; and
- b) the presbytery expresses the working time of the minister as a number of days out of five or as a percentage of full-time, and includes adequate time for the minister's preparations.

Such arrangements may only be approved for one year and must be reviewed and approved annually by the presbytery and the committee. The charge must annually submit the appropriate Annual Charge Report to presbytery for approval by the committee.

21. Supply preaching fees

Supply preaching fees shall mean payments made for preaching in the absence of the minister of the charge and which the General Assembly or Commission thereof shall declare from time to time.

The committee shall review the supply preaching fee on a regular basis, bring recommendations to the General Assembly or Commission thereof, and inform charges of any changes to the amount.

22. Discretionary powers of committee

Notwithstanding the provisions of these regulations, the committee shall have discretionary powers to deal with exceptional cases not provided for therein, provided that the committee shall include any use of these discretionary powers in its annual report to the General Assembly.

8. Add the following new regulation 10 to the Exit Students Committee regulations:

10. Removal expenses

Removal expenses of exit students appointed to a charge shall be borne by the charge.

9. a) Replace the regulations of the State News Committee with the following:

State News Committee

1. Title

There shall be a committee of the General Assembly entitled the State News Committee, hereafter referred to as the committee.

2. Membership

The committee shall consist of five members (at least two ministers), including a convener, appointed by the General Assembly.

3. Purpose

The committee shall produce a printed bi-monthly publication to inform and encourage the Presbyterian Church of Victoria, containing general news items as well as articles and viewpoints from individuals, congregations, committees or courts within the church and even beyond the church. Such items may be published when deemed by the committee to be of interest to the people of the church and pertinent to and supportive of the church's mission. Such items may also be published on the Presbyterian Church of Victoria website and through the Presbyterian Church of Victoria email list.

4. Quorum

Three members constitute a quorum for financial and policy-making purposes, or two members for editorial purposes.

5. Co-opted assistance

- a) the committee may co-opt or enter into arrangements with any other individuals, parties or companies to assist in the production of the publication;
- b) co-opted individuals or representatives may be invited to attend meetings in an advisory capacity but shall have no voting rights.

6. Editorial oversight

Editorial oversight of the publication rests with the committee or with any other party nominated by the committee for that purpose. Notwithstanding the appointment of an editor, the ultimate responsibility for the content, presentation and publication remains with the committee.

7. Committee Appointments

The committee may appoint or contract, under the provision of Rule 5.32, according to need:

- a) the Editor;
- b) such other workers it considers to be necessary to achieve its purpose under regulation 3 above.

8. Advertising

Advertising may be included at the discretion of the committee (or, in its place, the editor) and at whatever rates the committee deems appropriate. As a matter for periodic review, the committee shall decide to what extent advertising should contribute to offsetting the production costs of the publication.

9. Equipment

The committee may purchase any equipment (including computer software) it deems necessary to assist in the production of the publication to be used by whomever it deems is appropriate to assist in the production of the publication.

- b) Approve the following job description for the Editor, State News:

Job Description, Editor State News

1. Job Title

The Editor.

2. Reporting to

The Editor shall report to the State News Committee through its convener.

3. Remuneration

The Editor's remuneration shall be regulated by a BIF approved contract, reviewed annually, and terms varied accordingly.

4. Criteria

The Editor shall be:

- a) familiar with the Presbyterian Church of Victoria;
- b) willing to uphold the doctrinal position of the Presbyterian Church of Victoria; and
- c) self-directed, highly motivated and able to work diligently with minimal supervision.

5. Primary Duties

The Editor's primary duties shall be to:

- a) gather news items from committees, presbyteries, congregations, and individuals, including ministry moves, commissioning of missionaries, outreach events, conferences, church anniversaries;
- b) recruit and sub-contract designers, sub-editors, reviewers, writers and photographers;
- c) liaise with the Clerk's office;
- d) refer issues to the committee;
- e) arrange honorariums for contributors;
- f) prepare mockups;
- g) submit mockups to committee;
- h) interact with the printer and distributor; and
- i) maintain an email list (updating details and sending out an electronic copy of the magazine).

6. Mandatory Competencies (Key Performance Indicators)

The Editor will be regularly reviewed on the basis of mandatory competency in five key areas, as follows:

- a) clear and prompt communication;
- b) timely production of the magazine;
- c) basic budgeting (sub-contracts and honoraria);
- d) ability to triage issues and refer when necessary; and
- e) management of sub-contractors (design, sub-editing etc).

7. Technical Skills required

- a) Basic understanding of Presbyterian polity and practice, or willingness to learn.
- b) Ability to receive, write and send emails.
- c) Basic understanding of the Adobe software suite (or similar software) or a willingness to learn.
- d) Ability to create and maintain a spreadsheet to track budgets and projects.

8. Ongoing Professional Development

The Editor shall attend occasional training relating to the duties and technical skills required (at the State New Committee's expense and subject to convener's approval).

10. Enact the following regulations for the Women's Ministries Victoria Committee:

Women's Ministries Victoria Committee

1. Title

There shall be a committee of the General Assembly entitled the Women's Ministries Victoria Committee (the committee).

2. Membership

The committee shall consist of seven members including a convener, appointed by the General Assembly, two of whom must be members of the Assembly.

3. Purpose

The purpose of the committee is to support and grow women's ministries within the church, with women's ministries being defined as 'intentional gospel ministries by women to and for women', to assist women within the PCV to grow towards maturity in Christ, and to reach out to the community with the gospel and so strengthen the whole church.

4. Principles

The committee is committed to the complementarian view of Christian ministry contained in the *GAA Statement on Sex, Gender and Marriage* as adopted by the PCV (Blue Book 2019, min 67), that men and women are created by God as equal in dignity and value to work together but with distinct roles in church and family life and in partnership as workers in the gospel for the maturing of the saints, the growing of the church and the furthering the kingdom of God in the world.

5. Duties

The committee shall:

- a) promote the ministry of women on a complementarian basis;
- b) provide, support and encourage ministry to nurture, disciple and encourage women in the Presbyterian Church of Victoria in the gospel;
- c) provide training and support to the women of the church through conferences, resources (online and other resources) and events;
- d) promote community among women in the PCV;
- e) in association with the Presbyterian Theological College and METRO Committee, provide clear pathways for women in the PCV to develop their teaching, writing and other gifts for ministry;
- f) assist women's organisations within the PCV to work together in training and equipping women for effective gospel ministries on a complementarian basis;
- g) promote effective networking among women within the PCV;
- h) support and resource women's ministries groups in congregations of the PCV;
- i) provide a forum to discuss issues relevant to the place and role of women in the congregations of the PCV, women's ministry

- leaders, employed women's ministry workers and ministry wives;
- j) oversee the employment of a Women's Ministries Facilitator and any other support persons employed by the committee from time to time.

6. Women's ministries support personnel

The committee may appoint:

- a) a Women's Ministries Facilitator, who shall work under its direction to facilitate, develop and encourage women's ministries within the PCV;
- b) such other persons as it sees fit to support the Women's Ministries Facilitator or the committee in its work.

11. Appoint the Selection Committee, as follows:

Metro: Rev Hui Lim (21), Rev Adam Humphries (convener) (22), Rev Peter Orchard (22), Elder Ben Palmer (22), Elder John Angelico (23),
Non-metro: Rev Jesse Walz (21), Rev Ian Leach (23).

The motion was seconded and approved.

62. Petition 1: Presbytery of Melbourne East—continued funding of Deaf Congregation from Ministry Development Committee

Immediate Past Moderator Elder Colin Morrow took the chair.

The petitioners were brought to the Bar.

The petition was taken as read and received.

The petition was stated by Rev John Huynh, Tony Salisbury and John Stasse.

Questions were asked.

The Assembly heard from the Special Judicial Committee.

(1) The Clerk moved:

That the Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Clerk moved:

That the Assembly:

2. Consider continued funding of the Deaf Congregation Home Mission Charge necessary.
3. Recommend to the Ministry Development Committee that it approve the application for continued funding until 28 February 2023, notwithstanding its own guidelines as expressed in regulation 14(b).

The motion was seconded and approved unanimously.

It was agreed to adjourn the debate. (min 64)

The petitioners were removed from the Bar.

Moderator Rev Philip Mercer took the chair.

63. Petition 2. Presbytery of Melbourne North—declaring a purpose for Epping Sites Reserve Funds

The petitioners were brought to the Bar.

The petition was taken as read and received.

The petition was stated by Rev Nello Barbieri and Neil Chambers.

Questions were asked.

The Assembly heard from the Special Judicial Committee.

(1) The Deputy Clerk moved:

That the Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Deputy Clerk moved:

That the Assembly:

2. Inform the petitioners that:

a. 'Applied' in Board of Investment and Finance Regulation 17(b) means 'used', and in context is a synonym for 'expended' and is not intended to operate as a synonym for 'allocated' or 'set aside';

b. Neither the Model Trust Deeds nor the Board of Investment and Finance Regulations allow for the application of the proceeds of the sale of church property held in a Sites Reserve Account in the manner envisioned in their petition – that is, to establish a purpose for the said funds where no purpose was declared when the sale was authorised and where no item of expenditure is specified for approval;

c. The way forward for the Epping congregation in respect of the use of these funds is for it to seek the approval of the presbytery and or the Assembly to apply the funds to specific expenditure in accordance with BIF Reg 17(b).

3. Request the Code and General Administration Committee and the BIF to report to the October 2021 General Assembly on possible amendments to BIF Regulation 17 that would provide for an Assembly declaration of purpose for funds held in Sites Reserve Accounts.

4. Request the Code and General Administration Committee to report to the October 2021 General Assembly on the question of whether a purpose for the proceeds of the sale of property declared pursuant to clause 5 of the Model Trust Deed can be changed, and, if not, make recommendations as to what amendments to the Model Trust Deed or the rules and regulations of the church would be necessary to make such change possible.

The motion was seconded and approved.

Announcement of Final Decision

The Moderator advised the petitioner of the Assembly's decision as follows:

That the Assembly had resolved to:

1. Grant the prayer of the petition.

2. Inform the petitioners that:

a. 'Applied' in BIF Regulation 17(b) means 'used', and in context is a synonym for 'expended' and is not intended to operate as a synonym for 'allocated' or 'set aside';

b. Neither the Model Trust Deeds nor the Board of Investment and Finance Regulations allow for the application of the proceeds of the sale of church property held in a Sites Reserve Account in the manner envisioned in their petition – that is, to establish a purpose for the said funds where no purpose was declared when the sale was authorised and where no item of expenditure is specified for approval;

c. The way forward for the Epping congregation in respect of the use of these funds is for it to seek the approval of the presbytery and or the Assembly to apply the funds to specific expenditure in accordance with BIF Reg 17(b).

3. Request the Code and General Administration Committee and the BIF to report to the October 2021 General Assembly on possible amendments to BIF Regulation 17 that would provide for an Assembly declaration of purpose for funds held in Sites Reserve Accounts.
4. Request the Code and General Administration Committee to report to the October 2021 General Assembly on the question of whether a purpose for the proceeds of the sale of property declared pursuant to clause 5 of the Model Trust Deed can be changed, and, if not, make recommendations as to what amendments to the Model Trust Deed or the rules and regulations of the church would be necessary to make such change possible.

Rev Nello Barbieri sought the advice of the Moderator regarding the petitioner's right of appeal.

The Moderator ruled that this was an administrative matter in which there was no appeal to the General Assembly of Australia.

The Moderator removed the petitioners from the Bar.

64. Petition 1: Presbytery of Melbourne East—continued funding of Deaf Congregation from MDC (min 62)

Immediate Past Moderator Elder Colin Morrow took the chair.

Debate was resumed.

The petitioners were brought to the Bar.

Rev Cameron Garret moved:

That the Assembly:

3. Declare that the procedure described in Code rule 4.83.2 has been followed and the Ministry Development Committee is authorised to receive and approve at its discretion (subject to its regulations) future applications made to it by the Deaf Presbyterian Church until 28 February 2023.

The motion was seconded.

The Moderator was asked to rule on the competence of the motion.

The Moderator ruled that the motion was not competent.

Announcement of Final Decision

The Moderator advised the petitioner of the Assembly's decision as follows:

That the Assembly had resolved to:

1. Grant the prayer of the petition.
2. Consider continued funding of the Deaf Congregation Home Mission Charge necessary.
3. Recommend to the Ministry Development Committee that it approve the application for continued funding until 28 February 2023, notwithstanding its own guidelines as expressed in regulation 14(b).

The Moderator removed the petitioners from the Bar.

65. Petition 3: Presbytery of Ballarat—sale of Castlemaine properties and declaring a purpose for the sale

Moderator Rev Philip Mercer resumed the chair.

The petitioners were brought to the Bar.

The petition was taken as read and received.

The petition was stated by Rev Toby McIntosh

Questions were asked.

The Assembly heard from the Special Judicial Committee.

(1) The Clerk moved:

That the Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Clerk moved:

That the Assembly:

2. Authorise the sale of Castlemaine Presbyterian Church property (Allotments 16 and 17, Section 3, Volume 1948, Folio 411) for the purpose of purchasing or building a new church facility and/or manse, with the net proceeds of sale to be paid to the congregation to be applied toward that purpose.

The motion was seconded.

(3) Rev Graham Nicholson moved:

That the Assembly:

Amend the motion by the addition of the words 'with any surplus funds to be paid into Sites Reserve to meet the future needs and requirements of the Castlemaine Carisbrooke congregations.'

The motion was seconded.

It was agreed to adjourn the debate. (min 69)

66. Adjournment

The Clerk moved:

That the Assembly:

Adjourn this sitting and resume on Wednesday 14 Oct 2020 at 9:00am.

The motion was seconded and approved.

The Moderator marked the adjournment with the reading of scripture and prayer.

67. Resumption

The Assembly resumed on Wednesday 14 Oct 2020 at 9:00am with the Moderator leading the Assembly with a reflection based on Ephesians 5:22-33 and prayer.

68. Apologies

The following apologies for this sitting were sustained:

Ministers: Ivan Barker, Tony Bird, Kyung Ee, Peter Greiner, Darren Middleton, Douglas Milne, Peter Owen, Bruce Riding, Andrew Slater.

Elders: John Angelico, Ross Barnett, Tom Cunneen, Adrian Kebbe, Stephen Moody, Endre Papajcsik, Rory Weightman, Anton Zirngast.

69. Petition 3: Presbytery of Ballarat—sale of Castlemaine properties and declaring a purpose for the sale (min 65)

Debate was resumed.

The petitioners were brought to the bar.

Rev Graham Nicholson sought leave to withdraw motion 65(3).

With the consent of the seconder and the leave of the Assembly the motion was withdrawn.

The Clerk sought leave to withdraw motion 65(2).

With the consent of the seconder and the leave of the Assembly the motion was withdrawn.

(1) The Clerk moved:

That the Assembly:

2. Authorise the sale of Castlemaine Presbyterian Church property (Allotments 16 and 17, Section 3, Volume 1948, Folio 411) under the Model Trust Deed clause 5 for the purpose of purchasing or building a new church facility and/or manse for the Castlemaine congregation and meeting any costs associated with the

provision of temporary premises, and to pay the net proceeds of sale to the congregation to be applied toward these purposes provided that should there remain, after these purposes are satisfied, any surplus funds, then such funds are to be held by the Castlemaine Carisbrook Federal Board for the benefit of the charge.

The motion was seconded approved.

(2) Rev Cameron Garrett moved:

That the Assembly:

1. Commend the Castlemaine congregation for its desire to see future ministry unencumbered by buildings and properties that have become a burden.
2. Request every charge to evaluate the usefulness of buildings and properties associated with the charge.

The motion was seconded and approved.

Announcement of Final Decision

The Moderator advised the petitioner of the Assembly's decision as follows:

That the Assembly had resolved to:

1. Grant the prayer of the petition.
2. Authorise the sale of Castlemaine Presbyterian Church property (Allotments 16 and 17, Section 3, Volume 1948, Folio 411) under the Model Trust Deed clause 5 for the purpose of purchasing or building a new church facility and/or manse for the Castlemaine congregation and meeting any costs associated with the provision of temporary premises, and to pay the net proceeds of sale to the congregation to be applied toward these purposes provided that should there remain, after these purposes are satisfied, any surplus funds, then such funds are to be held by the Castlemaine Carisbrook Federal Board for the benefit of the charge.
3. Commend the Castlemaine congregation for its desire to see future ministry unencumbered by buildings and properties that have become a burden.
4. Request every charge to evaluate the usefulness of buildings and properties associated with the charge.

The Moderator removed the petitioners from the Bar.

70. Overture 1: Code and General Administration Committee—rules 2.7 and 4.69

The overture was received.

The overture was stated by the Clerk.

Questions were asked of the overturist.

It was agreed to adjourn the debate (min 72)

71. Overture 2: Code and General Administration Committee—rules 3.40, 3.45, 4.70, and 4.132

The overture was received.

The overture was stated by the Clerk.

Questions were asked of the overturist.

(1) The Clerk moved:

That the Assembly:

Sustain the overture.

The motion was seconded and approved.

(2) The Clerk moved:

That the Assembly:

Remit the following rule changes to presbyteries under the Barrier Act for approval or disapproval, with replies to the Clerk of Assembly by 31 May 2021, such that the rules

referred to shall read as follows (showing additions to rules by underlining the new words):

- 3.40.6 A session must count the votes cast in the election, and in deciding who is to be elected must follow the order of the voters' preference, first satisfying itself that each of the persons indicated by this choice has demonstrated a commitment to the Lord Jesus Christ and a giftedness for diaconal ministry within the life of the congregation and that he or she has a current Working With Children Check and has completed all relevant PCV Safe Church requirements. Insofar as it is so satisfied it records this by resolution.

3.45 Appointment of congregational officers

- 3.45.1 Session is responsible for the appointment, but not the financial arrangements, of congregational officers, including choir-director, organist or other musicians, or church officer, using wherever possible contracts approved by the Board of Investment and Finance.
- 3.45.2 Session must ensure that any appointee has a current Working With Children Check and has completed all relevant PCV Safe Church requirements.
- 3.45.3 Nonetheless, session shall not appoint or continue the appointment of any congregational officer who is under the minister's direction in the conduct of public worship if the minister is dissatisfied with his or her character, conduct, qualifications or efficiency.
- 3.45.4 Subject to the terms of any contract, a congregational officer may:
- a) resign in writing;
 - b) be removed by a session if it is dissatisfied with his or her character, conduct, qualifications or efficiency.

4.70 Pastoral support and resident supply ministry

- 4.70.1 To provide adequate pastoral support or resident supply ministry to vacant charges, a presbytery may appoint (whether full-time or part-time) a minister, licentiate, candidate for the ministry, home missionary, church planter or another suitably qualified person on appropriate terms.
- 4.70.2 Presbytery must ensure that any appointee:
- a) is eligible for the appointment and has any necessary certificates; and
 - b) has a current Working With Children Check and has completed all relevant PCV Safe Church requirements.

4.132 Sustaining a call

- 4.132.1 At the earliest opportunity the interim moderator must present the call and a report on proceedings connected with it to the presbytery, following which the presbytery hears the congregational commissioners.
- 4.132.2 The presbytery may then sustain the call if satisfied that:
- a) the terms of the proposed settlement have been approved by any relevant General Assembly committee;
 - b) the rules preliminary to the signing of the call have been complied with;

- c) no improper canvassing for the person to whom the call is addressed has occurred;
- d) the person to whom the call is addressed is eligible, or entitled to become eligible, under either the rules of the General Assembly governing status or of the General Assembly of Australia governing reception of ministers from other churches, and he:
 - i) presents satisfactory certificates when such are required;
 - ii) has a current Working With Children Check; and
 - iii) has completed all relevant PCV Safe Church requirements;
- e) the number of signatures of communicants subscribed is not less than three-fifths (60%) of the number of communicants on the electoral register; and
- f) there are no petitions from persons dissatisfied with the proceedings leading to the call, or that such petitions have been disposed of.

The motion was seconded and approved.

(3) The Clerk moved:

That the Assembly:

In the light of advice from the Safe Church Committee regarding urgency, give the proposed changes interim authority under rule 5.47.1(b).

The motion was seconded and approved.

72. Overture 1: Code and General Administration Committee—rules 2.7 and 4.69 (min 70)

The debate was resumed.

(1) The Clerk moved:

That the Assembly:

Sustain the overture.

The motion was seconded and approved.

(2) The Clerk moved:

That the Assembly:

Remit the following rule changes to presbyteries under the Barrier Act for approval or disapproval, with replies to the Clerk of Assembly by 31 May 2021, such that rules 2.7 and 4.69 shall read as follows:

2.7 Boards

2.7.1 The material affairs:

- a) of a congregation are cared for by its board, provided that:
 - i) by agreement the material affairs of a linked congregation may be cared for by its federal board;
 - ii) in the case of a congregation in the process of dissolution, during the period of time between the cessation of services and final dissolution its material affairs may be cared for by the board of another congregation appointed by the presbytery for this purpose;
- b) of common concern to linked congregations are cared for by their federal board.

4.69 Dissolution of congregations

4.69.1 When a congregation (other than a newly formed congregation for which temporary arrangements have been made as provided for by rule 2.37) is unable either:

- a) i) to elect sufficient managers to enable a quorum for its board; or
- ii) in the case of a linked congregation, to arrange for the care of its property by its federal board; or
- b) i) to constitute for a congregational meeting; or
- ii) in the case of a linked congregation, to constitute for a joint meeting of the linked congregations;

within four months of its being required to meet by rule or regulation, the presbytery must be informed forthwith of the particulars of this inability.

4.69.2 The presbytery, having been informed of the congregation's inability, must then, without delay, inquire into the circumstances which resulted in the inability. Should the presbytery judge:

- a) i) that the congregation is unable to manage its affairs as required by the rules of the church; and
- ii) that this inability is unlikely to be rectified within a reasonable time; or
- b) that it is inexpedient because of a lack of members for the congregation to continue;

it must propose the dissolution of the congregation. The presbytery must then follow the procedure prescribed by rule 4.68.2 in so far as possible, except that the agreement of the inducted ministers of any pastoral charge affected by the proposed dissolution is not necessary.

4.69.3 Should the presbytery, having followed the procedure prescribed by rule 4.68.2 as above, declare its intention to dissolve the congregation, it must:

- a) direct the session to cease services of worship in the congregation forthwith;
- b) arrange through the session for the issue of transfer certificates to any communicants of the congregation and letters of introduction to any adherents of the congregation (see rule 3.31); and
- c) authorise the board of another congregation to care for the material affairs of the congregation until it is finally dissolved and the property sold or otherwise disposed of.

4.69.4 A presbytery cannot declare that a congregation is finally dissolved until:

- a) at least a year has elapsed since the last regularly authorised Presbyterian service of worship of the congregation was held by a minister or elder or home missionary of the church; and
- b) its intention to dissolve the congregation has been reported to the General Assembly and agreed to by it.

4.69.5 A presbytery must ensure that any monies held for all or some of the purposes of a congregation that is finally dissolved are forwarded to

The Presbyterian Church of Victoria Trusts Corporation to be dealt with by it according to law.

The motion was seconded and disapproved.

(3) The Clerk moved:

That the Assembly:

Dismiss the overture.

The motion was seconded and approved.

73. Overture 3: Code and General Administration Committee—rules 2.12A, 2.38.6, and 6.12A

The overture was received.

The overture was stated by the Clerk.

Questions were asked of the overturist.

(1) The Clerk moved:

That the Assembly:

Sustain the overture.

The motion was seconded and approved.

The Assembly adjourned for lunch.

The Assembly resumed after the lunch break.

(2) The Clerk moved notice of motion A9.

The motion was seconded.

(3) Elder Colin Morrow moved:

That the Assembly:

Amend NOM A9 by:

1. Deleting the words 'When meeting face-to-face is not possible' in proposed rule 6.12A.1.

2. Deleting the whole of the proposed rule 6.12A.2.

The motion was seconded and approved.

Rev Peter Phillips sought leave to move an amendment arising out of debate.

Leave was granted.

(4) Rev Peter Phillips moved:

That the Assembly:

Amend NOM A9 by deleting the words 'When meeting face-to-face is not possible' in proposed rules 2.12A.1 and 2.38.6.

The motion was seconded and approved.

NOM A9 as amended was seconded and approved:

That the Assembly:

2. Remit the following proposed new rules to presbyteries under the Barrier Act for approval or disapproval, with replies to the Clerk of Assembly by 31 May 2021:

2.12A Meeting by technological means

A congregation may meet by the members communicating with each other by any technological means by which they are able simultaneously to hear each other, participate in discussion and vote. In these circumstances, the members need not be physically present in the same place.

2.38.6 A board may meet by the members communicating with each other by any technological means by which they are able simultaneously to hear each other, participate in discussion and vote. In these circumstances, the members need not be physically present in the same place.

6.12A Meeting by technological means

6.12A.1 A court, or a commission, may meet by the members communicating with each other by any technological means by which they are able simultaneously to hear each other, participate in discussion and vote. In these circumstances, the members need not be physically present in the same place.

The motion was seconded and approved.

(5) The Clerk moved:

That the Assembly:

In the light of the fact that government Stay at Home Directions, in particular, mean that the church is already of necessity meeting via technological/internet means, give the additional rules interim authority under rule 5.47.1(b).

The motion was seconded and approved.

74. Overture 4: Code and General Administration Committee—rules 2.38 and 6.12B

The overture was received.

The overture was stated by the Clerk.

Questions were asked of the overturist.

(1) The Clerk moved:

That the Assembly:

Sustain the overture.

The motion was seconded and approved.

(2) The Clerk moved:

That the Assembly:

Remit the following proposed new rules to presbyteries under the Barrier Act for approval or disapproval, with replies to the Clerk of Assembly by 31 May 2021:

2.38.7 Provided that every member has access to email, a board may, without meeting, approve a proposed resolution by email if the proposed resolution is, with the approval of the chairman, emailed by the secretary in time for each member to make a considered decision and email response.

2.38.8 Any notification provided for in rule 2.38.7 must specify:

- a) the proposed resolution;
- b) a response time of not less than four days and that upon the expiration of that period the matter will be determined in accordance with the responses received;
- c) that no response shall be considered if it has not been sent to all members; and
- d) that any member of the board can, up to the voting deadline, veto the use of this procedure to determine this particular matter thereby requiring that the matter be considered at the next meeting of the board.

2.38.9 The secretary must ensure that:

- a) all the members of the board are promptly advised of the result of the voting;
- b) both the process followed and the result of the voting are correctly minuted; and

- c) the minutes of the process are placed before the next meeting of the board for confirmation.

6.12B Resolution by email

6.12B.1 Provided that every member has access to email, a court or commission of a court may, without meeting, approve a proposed resolution by email if the proposed resolution is, with the approval of the moderator, emailed by the clerk in time for each member to make a considered decision and email response.

6.12B.2 Any notification provided for in rule 6.12B.1 must specify:

- a) the proposed resolution.
- b) a response time of not less than four days and that upon the expiration of that period the matter will be determined in accordance with the responses received;
- c) that no response shall be considered if it has not been sent to all members; and
- d) that any member of the court or commission can, up to the voting deadline, veto the use of this procedure to determine this particular matter thereby requiring that the matter be considered at the next meeting of the court or commission.

6.12B.3 The clerk must ensure that:

- a) all members of the court or commission are promptly advised of the result of the voting;
- b) both the process followed and the result of the voting are correctly minuted; and
- c) the minutes of the process are placed before the next meeting of the court or commission for confirmation.

The motion was seconded and approved.

The Clerk moved:

That the Assembly:

In the light of the fact that the church is already sensing the need for this method of decision-making, give the additional rules interim authority under rule 5.47.1(b).

The motion was seconded and approved.

75. Petition 4: Presbytery of Flinders—dissolution of Cardinia congregation and sale of property

It was agreed to sit in private.

The petitioners were brought to the Bar.

The petition was taken as read and received.

The petition was stated by Rev David Brown and Peter Roberts.

Questions were asked.

The Assembly heard from the Special Judicial Committee.

(1) The Clerk moved:

That the Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Clerk moved:

That the Assembly:

- 2. Agree with the Presbytery of Flinders regarding its intention to dissolve the Cardinia congregation.

3. Declare the dissolution (approved above in clause 2) immediately effective under rule 6.15.

The motion was seconded and approved.

(3) The Clerk moved:

That the Assembly:

4. Approve the sale of the Cardinia property at 2400 Ballarto Road Cardinia, Volume 3923 Folio 784468 under MTD clause 14, on the condition that the net proceeds of sale are paid to the Cranbourne Presbyterian Church firstly to help fund their Presbytery-approved building redevelopment, provided that should there remain, after this purpose is satisfied, any surplus funds, then such funds are to be held by the Cranbourne Board for the benefit of the charge.

The motion was seconded and approved.

Announcement of Final Decision

The Moderator advised the petitioner of the Assembly's decision as follows:

That the Assembly had resolved to:

1. Grant the prayer of the petition.
2. Agree with the Presbytery of Flinders regarding its intention to dissolve the Cardinia congregation.
3. Declare the dissolution (approved above in clause 2) immediately effective under rule 6.15.
4. Approve the sale of the Cardinia property at 2400 Ballarto Road Cardinia, Volume 3923 Folio 784468 under MTD clause 14, on the condition that the net proceeds of sale are paid to the Cranbourne Presbyterian Church firstly to help fund their Presbytery-approved building redevelopment, provided that should there remain, after this purpose is satisfied, any surplus funds, then such funds are to be held by the Cranbourne Board for the benefit of the charge.

The Moderator removed the petitioners from the Bar.

76. Petition 5: Presbytery of Flinders—dissolution of Kooweerup congregation

The petitioners were brought to the Bar.

The petition was taken as read and received.

The petition was stated by Rev Peter Roberts.

Questions were asked.

The Assembly heard from the Special Judicial Committee.

(1) The Clerk moved:

That the Assembly:

Grant the prayer of the petition.

The motion was seconded and approved.

(2) The Clerk moved:

That the Assembly:

Agree with the Presbytery of Flinders regarding its intention to dissolve the Kooweerup congregation.

The motion was seconded and approved.

Announcement of Final Decision

The Moderator advised the petitioner of the Assembly's decision as follows:

That the Assembly had resolved to:

1. Grant the prayer of the petition.
2. Agree with the Presbytery of Flinders regarding its intention to dissolve the Kooweerup congregation.

The Moderator removed the petitioners from the Bar.

77. Communication 1: GAA—eldership

Communication 1 was received.

78. Communication 2: GAA—safe ministry framework

Communication 2 was received.

79. Communication 3: GAA—Paedocommunion

Communication 3 was received.

80. Communication 4: GAA—honorific titles

Communication 4 was received.

81. Communication 5: GAA—sale of church property

Communication 5 was received.

82. Communication 6: GAA—returns to remits

Communication 6 was received.

83. Communication 7: GAA—sex, gender, marriage

Communication 7 was received.

84. Communication 8: GAA—eschatology and millennialism

Communication 8 was received.

85. Communication 9: GAA—MOU with Reformed Churches

Communication 9 was received.

86. Communication 10: GAA—introduction to church discipline

Communication 10 was received.

87. Communication 11: GAA—administrative appeals

Communication 11 was received.

88. Communication 12: PCWA—greetings

Communication 12 was received.

89. Communication 15: Presbytery of SA—Dergholm and Nelson dissolution

Communication 15 was received.

90. Commendation

Immediate Past Moderator Elder Colin Morrow took the chair.

The Clerk moved:

That the Assembly:

Express best wishes to its Moderator, Rev Philip Mercer and his wife, Lavena, for
God's blessing on them both for the coming year.

The motion was seconded and approved with acclamation.

91. Appointment of next Assembly

Moderator Rev Philip Mercer resumed the chair.

The Clerk moved:

That the Assembly:

Given the likelihood that some degree of COVID-19 restrictions will be in force in the first half of 2021:

1. Appoint the next General Assembly to convene via Zoom Tuesday 16 March 2021 at 9.00am for the opening sitting and continue until the close of business on Wednesday 17 March 2021, using the Assembly Zoom Meeting Guide submitted to it for its approval.
2. Appoint as Moderator Designate of this General Assembly (see clause (1) above) the same moderator as was appointed on 6 October 2020.
3. Instruct each reporting committee and organisation to consider that the duty to report on its year's work (see Rule 7.8.1) will have been fulfilled during the General Assembly 6, 7 October 2020.
4. Invite committees to bring to the March 2021 General Assembly those matters which have been deferred or which the committee deems important to bring forward.
5. Request members and courts of the church to refrain from presenting any overture, reference, petition or communication to this General Assembly if the matter under consideration can be deferred without hindering the work of the church unduly.
6. Instruct the Business Committee to construct a two-day agenda for this General Assembly with a consent agenda of matters that would be universally considered appropriate, pared-back committee deliverances, minimal visiting speakers and no expositions but with devotional segments sufficient to guide the deliberations in a Spirit-led and Word-driven way.
7. Request members, courts of the church, and boards of management to set aside Tuesday 4 May 2021 in the likelihood that the next Ordinary Commission of Assembly will meet (under Rule 5.34) via Zoom on that day at 9:00am.
8. Notwithstanding clause (1) above, authorise the Moderator, after consultation with the Clerks and Business Convener, to alter any of date, place or method of meeting for the next General Assembly as he determines necessary.

The motion was seconded and approved.

92. Dissolution

The business of the Assembly now being concluded, the Moderator intimated that the next General Assembly would meet on Tuesday 16 March 2021 at 9.00am via Zoom.

The Moderator informed the Assembly that Rev David Palmer has indicated his intention to resign from the Presbytery of Flinders and hence from this Assembly.

The Moderator expressed the thanks of the Assembly to Mr Palmer for his many years of faithful and fruitful service to the church and its committees and wished him God's richest blessings for the years ahead.

The Moderator dissolved the Assembly with encouragement, thanks, prayer and the benediction.

CLERKS:
J P Wilson
P W Phillips
D A Carroll

I certify that the minutes of 6, 7 and 14 October 2020, having been carefully scrutinised, are hereby confirmed in terms of minute 6.14 thereof.

A handwritten signature in black ink, appearing to read 'Philip Mercer', with a stylized, flowing script.

Rev Philip D Mercer
Moderator

ROLL OF ASSEMBLY

Presbytery of Ballarat (V1)

Charges	Ministers	Elders
Ararat-Skipton-Lismore		Stewart McKerrow
Ballarat North	John Brennan	Graham Hammond
Ballarat South	Toby McIntosh	Keith Mitchell
Ballarat West		Jeremy Peet
Carisbrook-Castlemaine (HMC)		Brett McArdle
Daylesford	Mark Crabb	
Horsham	Greg Matthews	Peter U'Ren
Kaniva-Nhill (HMC)		Bruce Meyer
Retired Ministers:	Keith Allen	
	Ian Hutton	

Presbytery of Flinders (V2)

Charges	Ministers	Elders
Aspendale	Brett Peatman	Kevin Savage
Brighton		Elizabeth Cutler
Cardinia-Koo-Wee-Rup (HMC)		
Cheltenham	David Brown	
Clarinda (HMC)		
Clarinda Nuer		
Clayton	Michael Jensen Lam Paul Gak (Associate)	Arnis Putnins
Cranbourne	Peter Roberts	
Dandenong	Joel Mestry	
Dromana-Mornington	Matt Cole	
Frankston	Bill Medley Jared Keath (Associate)	
Mordialloc (HMC)	Paul Huynh	Barbara Firth
Officer (New Life)	David Martin	
Somerville	Ken Brown	
Sorrento-Rye	Hui Lim	
South East Samoan (HMC)	Kainano Opetaiia	
Retired Ministers:	Peter Barclay	Parity:
	Ivan Barker	
	David Palmer	
	Frank Savage	
	Graeme Weber	
	Wally Zurrer	

Presbytery of Geelong (V3)

Charges	Ministers	Elders
Bellarine		Neil Mansfield
Geelong West	Luke McSeveny	Drew Chittenden
North Geelong	Darren Middleton Matthew Deroon (Associate)	G (Bert) Stasse
The Leigh	Surendra Wesley	Jim Venters
Retired Ministers:	Andrew Bray	Parity: Richard Worth
	John Cromarty	
	Allan Harman	
	Robert White	

Presbytery of Gippsland (V4)

Charges	Ministers	Elders
Bairnsdale	Gary Stephens	Bruce Downes
Drouin	Heath Easton Stephen Jones (Associate) Karl Hood (Assistant)	Alan York
Leongatha (HMC)	Gary Wentworth	Steve Weir
Moe-Yarram	Stephen Deroon	
Morwell	Cameron Garrett	
Sale (HMC)		
Warragul		Tom Guilford
Retired Ministers:	Robert Boan	Parity: Roger McIvor
	Michael Wharton	

Presbytery of Maroondah (V5)

Charges	Ministers	Elders
Belgrave Heights	Mark Tonkin	David Death
Blackburn (HMC)		Keith Ferres
Croydon	Cameron Griffiths	Andrew Letcher
Donvale	Gerald Vanderwert	Iain Bramley
Heathmont	Brian Harvey	Doug Fraser
Kirkbrae	Matthew James	
Mt Evelyn	Miles Fagan	Bruce Timmins
Warburton (HMC)		Stewart Miller
Woori Yallock	Tony Archer	Andre Dahmen
PTC Lecturers	Felix Chung Jared Hood	
DF Chaplain	Barry Porter	
Retired Ministers:	Tony Bird	Parity: Endre Papajcsik
	Trevor Cox	
	Wally Gear	
	Grant Lawry	
	Peter Orchard	
	Andrew Slater	
	Willem Vandenberg	
	Cor Vanderhorn	
	Andrew Venn	

Presbytery of Melbourne East (V6)

Charges	Ministers	Elders
Arabic	Karam Krayyem	
Ashburton	Barry Oakes	John Angelico
Auburn	Nick Arundell	
Burwood Community	John Elnatan	Paul Lee
Camberwell	Philip Mercer	Philip Barton
Canterbury	David Hann	Kevin Childs
Caulfield-Elwood	Phillip Chang	Robert Belcher
Deaf (HMC)	Tony Salisbury	
Gardenvale East		David Thomson
Hawthorn	Graham Nicholson	John Singleton
Korean	Paul Jang	In Paek Chung
Malvern	Philip Daffy	
South Yarra	John Stasse	Jack Adlawan
St Kilda/Balaclava	Luke Isham	
Surrey Hills	John Huynh	Stephen Moody
Scotch Chaplains	David Assender	Parity: Jim Hare
	Douglas Campbell	Ben Palmer
PTC Lecturer	Ben Nelson	
MDC Officer	Chris Siriweera	
Retired Ministers:	Graham Bradbeer	
	Alan Every	
	Charles Green	
	Douglas Milne	
	Bob Thomas	

Presbytery of Melbourne North (V7)

Charges	Ministers	Elders
Bundoora	Neil Chambers Clinton Le Page (Associate) Chris Shaw (Assistant)	Andrew May
Eltham	Don Elliott Andy Buchan (Associate)	Ian Courts
Epping	Nello Barbieri	Neil Furlong
Heidelberg	Bagoes Seta	Tom Cunneen
Hume	Luke Brownley	
Kangaroo Ground (HMC)		
Reservoir	Andrew Vines Dean Carroll (Associate)	Reg Butcher
Samoan	Simalu Cowley	Nanai M Nanai
Templestowe (HMC)		Adrian Kebbe
Valley	Richard Wilson	Luke Yelland
Whittlesea-Mernda	Botros Botrosdief	
Clerk of Assembly	John Wilson	
PTC Principal	Peter Hastie	
Retired Minister:	Theo Fishwick	Parity:
		Rob Herweynen

Presbytery of Melbourne West (V8)

Charges	Ministers	Elders
Brimbank		Andrew Deeming
Clifton Hill/Essendon	Christopher Duke	Vasil Vasiliades
Darebin	Aaron Boyd Adam Humphries (Associate)	Chris Berry
Gisborne		George McConaghie
Melbourne Scots – Snr CBD Flemington Indonesian	Richard O'Brien (Assistant) Christian Tirtha (Assistant)	Graham Nixon
Melton		Nathan Williams
Point Cook	Peter Owen	Peter Stanton
Sunshine	John Cho	Charles Okwo
West Footscray (HMC)	Martin de Pyle	
West Melbourne Korean		Ho-Hyun Do
Williamstown	Daniel Dixon	
Wyndham	Peter Greiner	Harold Carpenter
Retired Ministers:	Philip Court	Parity: Bob Farquharson
	John Ellis	Adam Foster
	Walter Johnson	
	Len Pearce	
	Bruce Riding	
APWM Convener		Noel Johnston
MMC Convener		Dennis Wright

Presbytery of North East Victoria (V9)

Charges	Ministers	Elders
Benalla	Stephen McDonald	Graeme Hayes
Broadford		Ross Barnett
Numurkah		
Seymour-Nagambie-Yea (HMC)		Bonnie Purbrick
Shepparton-Stanhope-Kyabram	Kyung Ee	Philip Betts
Tatura	Kevin Maxwell	James Finster
Wangaratta-Yarrawonga-Myrtleford	Brett Cummins	Malcolm Browning
Wodonga		
Retired Ministers:	Neil Harvey	Parity: Ralph Kop
	Ian Touzel	Gary Dunstan

Presbytery of North Western Victoria (V10)

Charges	Ministers	Elders
Bendigo	Philip Burns	Andrew Kerr
Eaglehawk	Jesse Walz	
Kerang/Swan Hill	Paul Lee	Ken Pinchen
Pyramid Hill (HMC)		
Rochester	Stuart Withers	
Reforming (East Bendigo)	Russ Grinter	Rory Weightman
Sunraysia (HMC)		Colin Morrow
Retired Ministers:	Keith Bell	Parity: Tony Zirngast
	Peter Phillips	
	John Sutherland	

Presbytery of South West Victoria (V11)

Charges	Ministers	Elders
Camperdown-Terang-Noorat	Damian Meeuwissen	Craig Coates
Colac		Geoff Cross
Hamilton	David Schulz	Graeme Presser
Heywood-Portland	Rod Waterhouse	
Koroit-Port Fairy-Woodford	Ian Leach	Tom Warburton
Warrnambool	Ben Johnson	Robert Prout
Retired Minister:	Neil Benfell	Parity: David Selman

REPORTS

BUSINESS COMMITTEE (Min 6)

*Behold, the fear of the Lord, that is wisdom,
and to depart from evil is understanding. (Job 28:28)*

The Business Committee has received all papers of a non-judicial nature currently proposed to be submitted to the Assembly. It has resolved to transmit to the Assembly in the form of this White Book those papers which seem competent and respectful.

Online Assembly

The committee is proposing that the Assembly be structured in accordance with the decisions of the August Commission of Assembly. The Assembly would then commence at 9:00am on Tuesday 6 October 2020 and conclude the next day.

One sitting is proposed for the Tuesday and another sitting for Wednesday. No evening sittings are proposed, as more than six hours of videoconferencing in one day will probably be demanding enough. The committee does request that the same restraints applying to all business be applied to the submission of notices of motion during the Assembly—submit them only if the business is essential to this Assembly.

If there are papers to be released on the day before or during the Assembly—and the committee hopes that this will not be necessary—these will necessarily be released online. Rather than relying on email, which can sometimes be problematic, the official location for documents will be the repository on the PCV website. Assembly members are advised to ensure that they note the password when that is circulated, and to check the website at appropriate junctures.

Expositions, communion, guest speakers, lunches, etc

In accordance with decision of the August Commission, Assembly expositions are being replaced by short devotions. There will be no speakers from Presbyterian schools, PWMU, and APWM, there is no mission lunch, various other sundry meetings will not be held, and there will be no communion service. The hope had been that some of these activities could be taken up by an Assembly in early 2021, but the proposal will be made at the close of this Assembly to hold an Assembly in March also by Zoom. It is noted that this is quite a change for Assembly members and many others in the PCV for whom the Assembly's opportunities for biblical reflection, fellowship, and encouragement form a regular part of the rhythm of the year.

Moderator's address

As per the decision of the August Commission, the plan is to record the moderator's address and make it available for viewing on the Sunday before the Assembly commences.

Using the technology

A guide has been distributed as to how to use the video conferencing technology for the Commission (*2020 Assembly Zoom Meeting Guide*). To emphasise some points in the *Guide*:

- Members should keep their microphones muted during the meeting except when permitted to speak. This cuts down on background noise (including the sound of typing).

- The Zoom hosts will actively mute the microphones of those not speaking, so members will need to remember to unmute their microphones when they wish to speak. Pressing and holding the space bar to speak usually works.
- Members may use the 'raise hands' function in Zoom when they want to ask a question and speak to a motion. This creates a queue (ordered according to when members click the button) from which the Moderator can call speakers. Some members may not be able to find this function, and so should unmute their microphones and inform the Moderator of their desire to speak.
- For points of order and similar, requesting a show of hands and similar, moving amendments without notice, and asking for an extension of time, members should unmute their microphones, switch on their cameras, and speak.
- Video can remain on or off at a member's discretion when not speaking in the Assembly, but needs to be on when addressing the Assembly. The preference is to leave video on for the entire Assembly.
- The chat function should be used only for entering dissent, or in the other ways specified in the *Guide*.
- Some general video-conference courtesies applicable to a business meeting should be followed. For example, Zoom functions should not be used to experiment or in a way that distracts other participants.

Member introductions

It would be helpful if members would introduce themselves the first time in the week that they 'rise to speak' in the Assembly. Quickly stating one's name and ministry would suffice. For subsequent speeches for which the Moderator has not indicated the speaker's name could also helpfully be commenced by stating one's name.

Thanks

The Business Committee takes this opportunity to thank:

- the Scots' Church, Melbourne, which stood ready to host the Assembly;
- the Assembly Office staff members for their work in assisting in the smooth running of the Assembly;
- Brett Cummins for data 'projection' (screen sharing the Powerpoint presentation that helps to guide the Assembly).

Commission and next Assembly

The Business Committee recommends that:

- another Assembly be held Tuesday 16 March 2021 at 9:00am by Zoom, concluding Wednesday 17 March 2021;
- Tuesday 4 May 2021 be set aside for the 2021 Ordinary Commission of Assembly, probably also by Zoom, commencing 9:00am, though the appointment of the Commission will not be made by this Assembly.

The Clerk will move motions to appoint the next General Assembly at the close of this Assembly.

Consent agenda

In accordance with the decision of the August Commission, the Business Committee proposes the use of a limited consent agenda. The Business Committee will mark with an asterisk on the proposed agenda for each day those items of business which it believes can be approved in this way. Such items will be approved without debate at the time when the agenda is approved, unless a member indicates at the time of debate on the approval of the agenda that the item should be taken up in the ordinary way (i.e. as per the standing orders)

To clarify, if the Assembly adopts this procedure, items on the agenda with an asterisk will not be discussed. If a member wants to discuss the item, there is no need to move an amendment to the Business Committee's deliverance. The member simply needs to say to the Moderator when the Business Committee's agenda approval motion is before the Assembly words to the effect, 'I wish to discuss item x'. No explanation is needed of the request, no debate is had about the request, and no leave is needed to effect the change. Without any further comment, the item will be treated as a regular agenda item.

To save a debate about which items are placed into the consent agenda category (which debate would somewhat defeat the point of a consent agenda), the Business Committee proposes that members should not seek to add extra items to the consent agenda beyond what the Business Committee has proposed.

Outline of business

The Business Committee is required to present an agenda at the start of each sitting. As a guide, the Committee will seek to arrange business according to the following outline.

Asterisks indicate items proposed to be part of the consent agenda.

FIRST SITTING

Tuesday 6 October 2020, 9:00am–5:00pm

Constitution

Roll

* Associations

* Apologies

Election of Moderator

Welcomes

Business Committee

* Minutes of the June and August 2020 Commissions of Assembly

New members

Ministerial and Elders' deaths—Prayer

* Royal address and Loyal addresses

* Communication 13: Buckingham Palace

* Communication 14: Office of the Governor, Victoria

Past Moderator

Board of Investment and Finance

Trusts Corporation

[10:30am–10:50am Refreshments]

Ad Hoc Assessing GMP Recipients Committee

Ad Hoc Enactment of Presbyterian Care Victoria Ltd Committee

Ad Hoc Future Directions for Presbyterian Church of Victoria Social Services Committee

Ad Hoc Kirkbrae Committee

Ad Hoc Negotiation of Sale of Assembly Hall Committee

[12:30pm–1:30pm Lunch]

Ad Hoc Royal Commission Committee
Ad Hoc Women's Ministries Victoria Strategic Planning Committee
Australian Presbyterian World Mission (Vic) Committee
* Belgrave Heights Christian School
Building and Property Committee
Christian Education and Nurture Committee

[3:00pm–3:20pm Refreshments]

Church and Nation Committee
Church Planting Committee
Clerkship Committee
Code and General Administration Committee
Commission For Church Institutions
Special Judicial Committee—petitions
Business Committee

SECOND SITTING

Wednesday 7 October 2020, 9:00am–5:00pm

Constitution
* Apologies
Business Committee
* Minutes of previous sitting
Defence Force Chaplaincy Committee
Exit Students Committee
Health and Community Chaplaincy Committee
Maintenance of the Ministry Committee
METRO Committee
Ministry Development Committee
* Privacy Officer
* Presbyterian Women's Missionary Union

[10:30am–10:50am Refreshments]

Safe Church Committee
* Scotch College
Social Services Committee
State News
Theological Education Committee
FOD 12:15pm Ballot (if required)

[12:30pm–1:30pm Lunch]

Petition 1: Presbytery of Melbourne East—continued funding of Deaf Congregation from MDC
Petition 2: Presbytery of Melbourne North—assigning a purpose for Epping Sites Reserve Funds
Petition 3: Presbytery of Ballarat—sale of Castlemaine properties and assigning a purpose for the proceeds
Petition 4: Presbytery of Flinders—dissolution of Cardinia congregation
Petition 5: Presbytery of Flinders—dissolution of Kooweerup congregaion
[3:00pm–3:20pm Refreshments]

Overture 1: Code and General Administration Committee—rules 2.7 and 4.69
 Overture 2: Code and General Administration Committee—rules 3.40, 3.45, 4.70, and 4.132
 Overture 3: Code and General Administration Committee—rules 2.12A, 2.38.6, and 6.12A
 Overture 4: Code and General Administration Committee—rules 2.38 and 6.12B
 Selection Committee
 * Communications 1–12, 15
 Communication 1: GAA—eldership
 Communication 2: GAA—safe ministry framework
 Communication 3: GAA—paedocommunion
 Communication 4: GAA—honorific titles
 Communication 5: GAA—sale of church property
 Communication 6: GAA—returns to remits
 Communication 7: GAA—sex, gender, marriage
 Communication 8: GAA—eschatology and millennialism
 Communication 9: GAA—MOU with Reformed Churches
 Communication 10: GAA—introduction to church discipline
 Communication 11: GAA—administrative appeals
 Communication 12: PCWA—greetings
 Communication 15: Presbytery of SA—Dergholm and Nelson dissolution
 Unfinished business from the previous sitting
 Private:
 Communication 16: GAA—extract minutes re appeals
 Communication 17: GAA—extract minutes re appeals
 Closing formalities
 Commendation
 Appointment of next Assembly
 Dissolution

Jared C Hood
 CONVENER

AD HOC COMMITTEE ASSESSING GMP RECIPIENTS (Min 19)

At the 2019 General Assembly the following motion (BB 2019 min 25.13) was approved as part of the Board of Investment and Finance Deliverance:

That the Assembly:

Appoint an ad hoc committee entitled 'Assessing General Mission Program Recipients' consisting of Rev Darren Middleton (Convener), Dean Carroll, Luke Isham, Ben Nelson, and Elders Tom Guilford and David Graham to assess current General Mission Program allocations and to come to the 2020 General Assembly with recommendations about future allocations of the General Mission Program, inviting interested parties to make submissions to the ad hoc committee by the end of March 2020.

Submissions Received

The ad hoc committee received and considered six submissions concerning General Mission Program (GMP) recipients and allocations.

Committee Deliberations

The committee considered that the best approach to assessing GMP was to consider 'guiding principles' before arriving at suggested allocations.

The committee agreed to three guiding principles:

1. That GAV committees fund all proposals of support for ministries (related to their committee responsibilities) from their allocated committee funds as they are best placed to make such decisions.
2. Without weakening guiding principle one, that the GMP is used for the support of GAV committees with limited or zero sources of committee funds.
3. In general, the expansion of the GMP levy on congregations is resisted.

Guiding Principle One

The first principle states that each Assembly committee should take up responsibility for support of ministries related to its work. More than that, the respective committees are best placed to consider the worthiness of supporting such ministries and can weigh up the opportunity costs in its budget.

If this were applied to the current GMP allocations, the Church and Nation Committee would pick up the responsibility to support ACL (\$2,000). Likewise, the Health and Community Chaplaincy Committee would pick up responsibility for Council for Chaplains in Tertiary Institutions (\$570) and Displan (\$680), and the Christian Education and Nurture Committee would pick up Korus Connect (\$5,000). The Australian Presbyterian World Mission (Vic) Committee would take responsibility for the Ellis Chair Dehradun India funding (\$10,000) and Presbyterian Inland Mission funding until a local committee is formed.

Guiding Principle Two

GMP should be used for those committees that have zero or limited committee funds (like APWM or State News) if deemed necessary and desirable for the general mission of the church.

The current allocation of \$65,000 to the Theological Education Committee is a temporary (but justified) anomaly to guiding principle one, and the suggestion is that the General Assembly through the Board of Investment and Finance should move towards creating sufficient funds for the work of TEC so that they no longer receive funds from GMP.

Guiding Principle Three

The third principle is that the default position should be to minimise the GMP burden on congregations. It does not rule out increases in GMP for new committees with no source of funding or even increasing funds to an existing committee, but it does seek to restrain increases by the appropriate application of guiding principles one and two.

When considering these principles, it must be remembered that they concern the allocation of GMP, which is, in essence, a levy on congregations. It is important, therefore, to seek principled limitations on the expansion of such a mechanism. However, congregations must be encouraged to own the work of the wider denomination, especially in mission, church planting and theological education, beyond any formal contribution to the GMP. Individual congregations benefit directly from the work of assembly committees, often far beyond the GMP contributions required of them. For example, the provision of pastors for our congregations depends directly on the work of the Presbyterian Theological College under the oversight of the TEC, which requires significant resources for its operation. This is in part the justification for the allocation to the TEC mentioned above.

A Proposal for Current GMP Allocations Consistent with the Guiding Principles

- Church and Nation Committee should absorb any ongoing ACL support after 2020–2021.
- HCCC should absorb any ongoing Council for Chaplains in Tertiary Institutions and Displan support after 2020–2021.
- CENC should absorb any ongoing Korus Connect support after 2020–2021.
- APWM should take responsibility for PIM and the PTS Ellis Chair support after 2020–2021 with an increased GMP allocation.
- TEC bursary fund should be seen as a temporary anomaly while BIF and TEC work on a proposal to enable TEC to take on this responsibility for the bursary fund in accordance with guiding principle one. Likewise, in order to uphold the importance of principle one, this funding should be reclassified as simple support of the TEC until its future funding arrangements are resolved.

If the proposals were adopted, it would result in GMP allocations totalling approximately \$120,000 in 2021–2022. APWM would receive \$55,000 and TEC approximately \$65,000 (depending on the formula), with the intention of removing the TEC component in future allocations, and thus restoring integrity between the guiding principles and GMP allocations. The result would be a much lower GMP levy on congregations and committees taking fiscal responsibility for ministry support related to their committee work.

The committee has spoken with all the committee conveners affected by these changes and has received in-principle support.

Darren R Middleton
CONVENER

AD HOC ENACTMENT OF PRESBYTERIAN CARE VICTORIA LTD COMMITTEE (Min 20)

This committee was appointed on 16 June 2020 by the Commission of Assembly to enact the incorporation of the new company, Presbyterian Care Victoria Limited (PCVL), and to carry out all necessary preparations for the new entity to take a transfer of the assets in connection with Kirkbrae including the approved provider licence. It also appointed the members of the committee.

The committee met for the first time in July and will meet for the second time in August, after the date of the submission of this report.

This committee is fortunate to have as one of its members Rev Grant Lawry, who is also the convener of the Social Services Committee. His dual membership facilitates the exchange of information.

The Social Services Committee will report on the outbreak of COVID-19 at Kirkbrae. The prime concern of the ad hoc committee was and is the impact of this crisis on the viability of Kirkbrae, as well as concern for the wellbeing of Mr Lawry and the senior management team with whom this committee will have to work.

The committee has taken action to:

- Appoint Seward Dawson as auditor;
- Assess tenders from three qualified legal firms to provide legal services;
- Consider timing for the renegotiation of the Kirkbrae Enterprise Bargaining Agreement;
- Liaise with the Trusts Corporation with regard to a renegotiation clause in the employment contract of the CEO;
- Arrange for Directors and Officers Insurance;
- Request and receive approval from the Trusts Corporation to continue the Investment of Bonds;
- Consider options for director's training; and
- Communicate with the Selection Committee concerning additional members.

With regard to the last point, it was the intent of the General Assembly to appoint a committee of nine members, but the final number was seven.

The committee considers it important to try to appoint the full complement of nine members originally envisaged. The committee has one name to consider and will use the power of co-option to the committee (subject to signature of the Doctrinal Statement), prior to sending it to the Commission for Church Institutions for formal appointment.

The committee is in the early stages of its task and does not yet know how long the process of incorporation will take, but that is procedural. The more intricate aspect is the approval of PCVL as an approved provider, which has to occur before the company can take transfer of the License.

W Duncan McGregor
CONVENER

AD HOC COMMITTEE: FUTURE DIRECTIONS FOR PRESBYTERIAN CHURCH OF VICTORIA SOCIAL SERVICES (Min 21)

The 2019 General Assembly (BB 2019 min 25.9–12) resolved to:

- *Appoint an ad hoc committee entitled 'Future Directions for Presbyterian Church of Victoria Social Services', consisting of Rev Philip Court (Convener), Andrew Bray, David Palmer, Elders Iain Bramley, Robert Lowe, Andrew Letcher, Mr James Bligh, Chairman of the Board of Investment and Finance (or another member of the Board), Convener of the Social Services Committee, and the Clerk (or Deputy Clerk) of Assembly.*
- *Empower this ad hoc committee to consider the future of Kirkbrae and whether the Assembly should commit fully to the next phase of Kirkbrae's life, including appropriate structuring and resourcing, or divest the operation and use the funds for alternate community (social services) needs (many of which are not met by Government or business).*
- *Approve a budget of \$20,000 from General Assembly funds for the ad hoc committee to engage professional advice and consultancy, if required, and authorise the Board of Investment and Finance to approve further funding if necessary.*
- *Ask the ad hoc committee to report on its work and make recommendations for the 2020 Commission of Assembly to consider if possible, or if not then at the earliest opportunity.*

The committee held its first meeting on 21 November 2019, and, at the time of writing, has met twelve times. In addition, the committee visited Kirkbrae on 13 December 2019 to meet informally with the Social Services Committee (SSC), to receive a development presentation and an operational presentation from the Kirkbrae management team, and to tour the site and facilities.

The committee has also reviewed a wealth of historical and contemporary documents and reports, from the 1958 General Assembly's authorisation to establish a centre for aged care in Kilsyth (BB 1958 min 87) through to the most recently available financial statements and analyses.

By way of comparison, the committee sought and received information regarding the business models and governance of other Australian Presbyterian aged care facilities, namely: PresCare Queensland, St Andrew's Village Aged Care and Retirement Living ACT, and Braemer Presbyterian Care, WA. At the committee's request, the Group CEO of PresCare Queensland, Mr Greg Skelton, attended its 9 January 2020 meeting and provided a comprehensive briefing. However, subsequent to that meeting, PresCare Queensland and Mr Skelton have both gone through some dramatic changes, and, in fact, PresCare is now in the process of selling off a number of its assets to offset its large deficit.

Through the SSC, the committee requested and received a breakdown of Kirkbrae's revenue and expenditure over the last three financial years and projections for the first half of the current financial year (it should be noted that the SSC and Kirkbrae senior

management have fully and expeditiously cooperated with this work and with all requests of the committee).

At its 13 February 2020 meeting, the committee resolved to engage the services of a specialist consultancy, Ingrid Williams Advisory, to provide a detailed analysis of Kirkbrae's residential aged care services. This engagement was undertaken with the cooperation of the Trusts Corporation and the SSC.

Ingrid Williams Advisory subsequently provided two reports to the committee: the first covering an organisational review of Kirkbrae's residential aged care facility, and the second covering clinical governance. The focus of the reviews on the residential aged care facility was due to this side of the business generating significant budget deficits in the past and forecast to continue to do so into the future unless action is taken to improve its financial situation.

The organisational review report covered a number of issues facing Kirkbrae, such as:

- fixed head office costs;
- administration and nursing staff levels;
- the pain management program;
- administration of medications;
- personal care night duty shifts;
- in-house catering;
- the existing maintenance contract; and
- the current physical layout of the residential aged care facility.

In each of these areas, a number of recommendations were provided. The report indicated each of the recommendations would need to be thoroughly costed to determine the exact level of savings that could be achieved. While the report provided an estimate of the possible savings, based on the assumptions used these would only equate to approximately \$500,000 a year, still leaving a substantial budget deficit for Kirkbrae (in the order of \$2,000,000 in the 2020–2021 financial year). In addition, this report stated there is a need to prioritise each recommendation in terms of ease of implementation and the development of an action plan to monitor and report on the progress against each recommendation.

The clinical governance report did not raise any significant issues at Kirkbrae in this regard. The recommendations that were made are either already planned to be implemented or were well underway. As such, no immediate action was identified or considered necessary.

The reports were considered by the committee at its 9 April meeting and forwarded to both the Trusts Corporation and the SSC for comment and, if necessary, to enable a response to be provided on each of the recommendations. The committee considered this important as it felt there should not be any delay in determining the appropriate course of action for each of the recommendations or holding up their implementation. The Trusts Corporation responded that it had no comments to make on either report. The SSC, following consultation with Kirkbrae's CEO, provided the committee with comments on each of the recommendations contained in the organisational review report together with, where appropriate, a draft implementation timeline.

In providing its comments, the SSC stated that while it generally supported all the recommendations, it considered that the recommendation covering the administration

of medications needed more thought and discussion as implementing this recommendation could have a detrimental impact on the level of care that is provided at Kirkbrae. The SSC requested Kirkbrae's CEO and management team to cost each of the recommendations and to develop a full implementation plan that indicates when these recommendations would be fully implemented. However, due to a number of staffing issues and the impact of COVID-19, at the time of writing, this work has not as yet been completed.

The SSC, while recognising that it is currently responsible for the operation of Kirkbrae, felt that the advice, support, and assistance of this committee would be helpful in addressing the recommendations and evaluating the costings and implementation plan developed by Kirkbrae's management team. Therefore, this committee has continued to work with the SSC in undertaking this work at least until the new incorporated board for Presbyterian Care Victoria Ltd (PCVL) is established and has taken over the governance and management of Kirkbrae.

In the meantime, the committee commissioned further work of Ingrid Williams Advisory, seeking further cost and efficiency savings for Kirkbrae. At its meeting of 9 July 2020, the committee received a third report from Ingrid Williams Advisory and determined that this should be passed to the *Ad Hoc Committee for Presbyterian Care Victoria Ltd* and onto the incoming board of directors for further action. This decision was taken because, with the current staffing issues impacting on Kirkbrae, it would be too much to ask the management team to take on further recommendations at this time.

Other issues

The committee believes that it is now unable to fully meet the requests of the Assembly in determining *'the future of Kirkbrae and whether the Assembly should commit fully to the next phase of Kirkbrae's life, including appropriate structuring and resourcing, or divest the operation and use the funds for alternate community (social services) needs (many of which are not met by Government or business)'*. Following the 16 June 2020 Commission of Assembly's decision to incorporate Kirkbrae these decisions are now the responsibility of PCVL.

The committee believes it has taken a first step towards improving the financial performance of the residential aged care facility at Kirkbrae and has considered other options that may generate further improvement. We have not done any analysis on the viability of the individual living units as a 'stand-alone' business (or in conjunction with an activity other than the residential aged care facility), as these matters are also now more appropriately the responsibility of the incoming board of directors.

Further, as the committee supported the incorporation and transfer of the management and assets of Kirkbrae Homes for the Aged to PCVL, it does not wish to interfere in the decision-making of the new board of directors. However, there are significant economic and legislative hurdles to operating residential aged care facilities in the current climate, and there is a high probability that, following the outcome of the *Royal Commission into Aged Care, Quality and Safety*, these hurdles will not decrease in coming years.

It is important that both PCVL and the Assembly recognise and accept this situation. This committee believes that the directors of PCVL will face many difficult decisions as they govern Kirkbrae and ensure that it is managed well. The Board of Investment and Finance has reported previously on the serious financial issues facing Kirkbrae in this

current year and in the future if action is not taken. At the 16 June 2020 Commission of Assembly, the proposed 2020-2021 budget forecast a deficit of \$2.2 million for both 2020–2021 and the year following. As such, it may not even be possible for Kirkbrae to continue in its current form as the directors try to reduce the growing deficits and/or make the business break even.

To help in future decision-making, this committee has already passed on the three reports it has received from Ingrid Williams Advisory and is committed to hand over all the work that it receives on the costings and implementation of each of the recommendations. This committee encourages the board of PCVL in the pursuit of their duties to seek solutions that honour God, uphold the reputation of the PCV and represent good and effective stewardship of the assets to which they have been entrusted.

The committee also notes that the impact of COVID-19 on Kirkbrae will have significant ongoing impacts, not only for its management but on the emotional and physical wellbeing of staff and residents. We understand that the SSC in its report will provide the Assembly with details of the situation and its impact on Kirkbrae. At this time, we ask for the Lord's protection of all Kirkbrae staff and residents. We also pray that the current management has the continued strength and perseverance to deal with this difficult situation while the governance of Kirkbrae transitions to PCVL.

With the establishment of PCVL, this committee believes that its work has now come to an end.

Philip Court
CONVENER

AD HOC KIRKBRÆ COMMITTEE (Min 22)

The 2019 General Assembly resolved (BB 2019 min 26.1–2) to:

- 1. Form an ad hoc Kirkbrae Committee to prepare a report and recommendation for reorganising the oversight and management of Kirkbrae to remove the Trusts Corporation as approved provider so that it is not exposed to the legal liabilities and consequences when it is acting with no authority and is unable to take the necessary steps to manage that exposure.*
- 2. Appoint the ad hoc Kirkbrae Committee as follows: the Clerks (Deputy Clerk as convener), the Law Agent, two members of the Trusts Corporation appointed by the Corporation, one member of the Social Services Committee appointed by the Committee and authorise this ad hoc committee to prepare a proposal for the incorporation of Kirkbrae for consideration by the 2020 Commission of Assembly, or, if that is not possible, by the 2020 General Assembly.*

The ad hoc Kirkbrae Committee reported to the 16 June 2020 Commission of Assembly.

The Commission approved the committee's proposed deliverance, authorising the incorporation of a not-for-profit company limited by guarantee (Presbyterian Care Victoria Ltd) to manage Kirkbrae Presbyterian Homes and various measures to bring this about, including the establishment of an ad-hoc committee of the General Assembly entitled the 'Ad hoc Enactment of Presbyterian Care Victoria Ltd Committee' to enact the incorporation of the new company and to carry out all necessary preparations for the new entity to take a transfer of the assets in connection with Kirkbrae including the approved provider licence.

The Commission also resolved to request the Ad Hoc Kirkbrae Committee to report on the progress of these matters to the General Assembly at an appropriate time.

The committee has been advised by the convener of the Enactment Committee that this committee will be reporting to the Assembly on the progress of the matters entrusted to it.

This committee thought that its work was finished when it reported to the Commission in June, but delayed asking that it be thanked and discharged in case there may have been further unexpected work for it to do.

It is now clear that this committee's work is done and that it ought to be discharged.

Peter W Phillips
CONVENER

AD HOC NEGOTIATION OF SALE OF ASSEMBLY HALL COMMITTEE (Min 23)

The June 2020 Commission of Assembly appointed this committee to negotiate a proposal for the sale of the (37%) interest of the Presbyterian Church of Victoria in the Assembly Hall to the congregation of The Scots' Church Melbourne for consideration by the October 2020 General Assembly.

Not through lack of endeavour on its part, the committee has been unable to negotiate a proposal as required by the resolution which formed it for consideration by this Assembly. The committee has met twice (7 and 14 July) and has not met since (as at the date of writing this report).

The committee has been advised by Scots' Church Board of Management that the initial offer document put before the Commission on 16 June 2020 should not be considered. The Scots' Church Board of Management has appointed a six-person Negotiation Committee which is required to take back any proposal for consideration by the congregation.

The PCV Trusts Corporation Chairman (who is also a member of this ad hoc committee) has advised that the Trusts Corporation will seek to have the September 2016 Assembly Hall valuation, prepared by James Lang LaSalle (JLL, property consultants), updated to establish an independent, current valuation that the committee would consider in any negotiations.

In order to complete the valuation, JLL indicated that they need certain information. This information was requested by the convener in correspondence to the convener of the Scots' Negotiation Committee. The requested information is being sourced, and the committee has been advised that it will be provided.

Thus, at present, the committee is still in the starting blocks. If there are further developments before the October 2020 Assembly, a supplementary report will be provided.

Colin R Morrow
CONVENER

AD HOC COMMITTEE: RESPONSE TO THE ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD SEXUAL ABUSE (Min 24)

The 2018 General Assembly (BB 2018 min 68) appointed an ad hoc committee consisting of Rev Philip Court (Convener), Rev Dr Karl Hood, Mrs Kathy James, Rev Dean Carroll, Rev Brian Harvey, Mrs Fiona Bligh, Rev Stephen Jones, and Rev Kevin Maxwell to:

1. *review all recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse relevant to religious institutions and/or persons in religious ministry;*
2. *identify and explore the implications of any such recommendations not already implemented and practised within the PCV; and*
3. *report on its work and make recommendations to the 2019 General Assembly.*

The committee reported to the 2019 General Assembly that, while the PCV had fully implemented most of the Royal Commission's 28 recommendations to all religious institutions, four recommendations were substantially, but not comprehensively in place, and two recommendations were not in place.

The 2019 General Assembly directed the committee to continue its work in relation to the six outstanding recommendations and to make recommendations to the 2020 General Assembly '*as to how the Presbyterian Church of Victoria could fully implement the six Royal Commission recommendations.*' (min 29.5–6)

In the light of the decisions taken at the 4 August 2020 Commission of Assembly, the committee reports to the Assembly that it has been working on each outstanding matter and has a deliverance to bring to the next face-to-face meeting of the General Assembly.

Philip Court
CONVENER

AD HOC WOMEN'S MINISTRIES VICTORIA STRATEGIC PLANNING COMMITTEE (Min 28)

The General Assembly (BB 2019 min 66) resolved to:

9. Appoint an ad hoc committee called 'ad hoc Women's Ministries Victoria Strategic Planning Committee' consisting of Rev Ben Johnson (convener), Stephen McDonald, Peter Phillips, Chris Siriweera, Mrs Mairi Girgis, Karina Brooks, and Mrs Amy Isham.
10. Ask this ad hoc committee to consider the strategic benefit of a new Assembly Committee called 'Women's Ministry Victoria Committee' and if this is seen as beneficial, to draft regulations for such a committee in consultation with the Code and General Administration Committee.
11. Ask this ad hoc committee to report on its work and make recommendations to the 2020 General Assembly.

Women's Ministries Committee Proposal

As requested by the General Assembly, the ad hoc committee reports on the strategic benefit of a Women's Ministries Victoria Committee to communicants and adherents, presbyteries, churches and their ministry staff across the state and urges the establishment by the General Assembly of Women's Ministries Victoria Committee. The proposed committee has developed in consultation with the Code and General Administration Committee regulations, and these regulations will be brought to the Assembly for approval by the Code Committee.

Background

The Presbyterian Church of Victoria has never had a formalised Women's Ministries Committee. Historically, a group of women raised funds so that women who wanted to serve as missionaries could do deaconess training. Currently, all of the state-wide women's ministry is organised by Women's Ministries Victoria (WMV) as a portfolio of the Christian Education and Nurture Committee (CENC) on an informal basis (the CENC having no regulations for such a portfolio). Primarily, the funding and support that WMV has received has been directed towards the costs associated with running conferences and training events, although the portfolio has been involved in many other women's ministries. This portfolio has been established by a volunteer women's worker and provided with some resources by the CENC for the last six years.

Whilst the conferences provided by WMV have been very successful and beneficial and well attended by women across Victoria and from other states, the person coordinating these events was an unpaid volunteer under-resourced for the tasks. Additionally, her ongoing follow-up of training needs established from these events was also unpaid and under-resourced. This is due to the lack of adequate priority made in the CENC to specific women's ministry, as the regulations of CENC are not framed to support this kind of ministry.

Investigation

The ad hoc Women's Ministries Victoria Strategic Planning Committee has met five times over 2019–2020 to investigate the strategic value of a Women's Ministries Victoria Committee to the PCV.

This investigation included:

- evaluating the CENC as a supporting committee for women's ministry;
- benchmarking against other Presbyterian state structures for supporting women's ministries;
- consulting with the Presbyterian Theological College (PTC) about their intentions for the spiritual formation of women;
- surveying presbyteries about their needs and goals for ministry to women;
- surveying participants and key ministry leaders in WMV about what they have appreciated about WMV and how it can better serve their needs;
- consulting with PWMU; and
- making contact with PYV and METRO.

Consultation with PTC and Presbyteries

The ad hoc committee initiated discussion with the PTC and presbyteries to discover what ways they could benefit from a state-led and strategic approach to women's ministry in Victoria. The feedback from the PTC and presbyteries highlighted numerous areas of potential growth, the most significant summarised below.

PTC Summary

- The PTC is supportive of women doing theology and ministering to other women and children.
- There needs to be a formation pathway for women who are gifted in writing, women's worker roles such as evangelism, training and equipping other women and ministering to children.
- While ordination is for roles such as being the pastor of a church, the roles that are open to women, such as being writers, theologians and women's workers, need to be adequately defined and recognised, and women need to be trained for these roles through a training path that is distinct from the training path for ordination.
- PTC does not see WMV as a competitor, but sees the benefit in partnering and collaborating with WMV as a 'next-step' vocational pathway for women who have benefitted from WMV.
- The PTC also sees a role for women involved with WMV to keep men aware of the ministry needs of women across the state.

Presbytery Summary

Through a series of brainstorming events as well as the distribution of a survey by the committee to individual presbyteries, the following opportunities for WMV to provide strategic support to women's ministries across Victoria were identified:

- Support for presbytery-wide women's initiatives, such as face-to-face and online events.
- Regular high-quality events that combine bible teaching with training in the structural aspects of Presbyterian governance for women on committees (or considering joining them).
- Better equipping congregations to incorporate single mothers and single women into our fellowship as there are no groups designed for this purpose.
- Training women in evangelism and one-to-one bible reading.
- Discipleship, women mentoring women.
- Complementarian perspectives shaping diaconal ministry.

- Presbytery-wide events for women.
- Providing or producing resources for establishing groups that minister to women.
- Providing training and guidance for culturally and linguistically diverse (CALD) ministry to women, such as migrants who have specialised needs.
- Supporting women in (currently) informal pastoral care to other women through workshops, training and support in this vital skill, especially complex mental health and other needs amongst new mothers and the elderly.
- General training in evangelism, bible reading, and running programs such as playgroups.
- Certificate level training in theology, worship, and Christian worldview as a pathway towards higher study.
- Acting as liaison with and communicating with a designated contact at each presbytery.
- Supporting and providing discipleship for young women who transition out of youth work into the wider church.

WMV Summary

Although there was no specific mandate with regard to the Women's Ministries portfolio when it was established, the facilitator, along with an informal team of women, has worked hard to hear and understand the needs of women across the state. What began as a vision to support women through networking, conferences, and resources has been well received and grown considerably over time, to the point where it needs greater support to function effectively.

At each WMV event, feedback is requested and is overwhelmingly positive, particularly from women with limited opportunity for support, teaching and networking. Any negatives almost entirely relate to minor details such as catering, warmth, or distance.

Some of the feedback can be summarised as follows:

- A designated women's ministry creates a sense of value within the denomination.
- Women support their male ministers and leaders, but value the opportunity to discuss issues specifically relevant to women, and to hear biblical teaching with a women's 'voice'.
- Women have accessed other women's conferences but also enjoy being able to attend and bring others to conferences where they are confident they will be comfortable with the theology and perspectives.
- Women value meeting other Presbyterian women and the sense that even when they are in small churches, they are both valued and considered a vital part of the denominational whole.
- Women respond well to the testimonies of other women, particularly older women, and do not find this opportunity elsewhere.
- Women value the targeted talks and workshops, articles which feed them, book clubs, online networks and support, and so on.

Women's Ministries Victoria has the potential further to support women within the denomination, network them with ministry opportunities (such as METRO or PTC), provide resources and information, mentor, provide training online and in person, advocate and represent women within complementarian frameworks, and demonstrate care and compassion to the women within our denomination.

The way that WMV currently operates is unique within the PCA, reaching women across the state, particularly rural women. There is much potential, through technology and targeted support to benefit churches and individuals, particularly those with limited support and opportunity.

Evaluation of the CENC

The ad hoc committee assessed the purposes and goals of CENC and whether these are in line with supporting WMV and its growth. The following weaknesses of the CENC as a committee for supporting women's ministries were identified:

- The majority of the budget for CENC is allocated to supporting young people in Youth Ministry under Presbyterian Youth Victoria in the form of staff remuneration.
- The budgetary goals of the CENC are based on the Allan Bequest which is to 'develop an integrated Sunday School curriculum for use from primary through to secondary years, covering the doctrines laid down by Mr Robert Allan in his bequest.' This bequest does not, therefore, cover women's ministries.
- Volunteers who wish to support WMV do not join CENC as the portfolio is too small a segment of the CENC business. Thus, the committee does not adequately represent the interests of women's ministry.
- As well as absorbing the majority of the budget, the energy and momentum of the CENC committee is absorbed in supporting the PYV worker and other staff.
- Due to these budgetary and energy constraints, the committee feels they have not been able to adequately make full use of the opportunities afforded by the WMV volunteer.
- Recently the budget of the WMV as part of the CENC has been cut from approximately \$8,000 p.a. to \$3,000 p.a. The original budget was not designed to financially support the women's worker but to be used towards women's ministry activities.

Conclusion

Based on this investigation, the ad hoc committee concluded that a Standing Committee for Women's Ministries in the state of Victoria is beneficial given:

- An Assembly Committee with a single focus on women's ministries will harness people with a passion for women's ministry, which is the support needed for continued growth in this vital ministry.
- An Assembly Committee with a single focus on women's ministries will also have the drive to advocate for the funding needed to take Women's Ministry Victoria to the next stage of growth.
- An Assembly Committee for women's ministries would be a clear affirmation to the women of the Presbyterian Church of Victoria that they are valued, and that the Assembly takes ministry by women to women seriously by providing a permanent and visible structure for such ministry.

Benchmarking against other state churches

The Presbyterian Church of Victoria affirms a complementarian worldview of men and women made equally in the image of God but with different roles. Therefore, the ad hoc committee decided that any benchmarking against other models of women's

ministry must consider organisations with equivalent theological conviction. Additionally, the framework needed to be applicable to the governance and structure of the PCV. The organisations considered structurally equivalent that also affirmed the importance of women's engagement in ministry according to these complementarian values was the Presbyterian Church of NSW, The Presbyterian Church of Qld and the Presbyterian Church of WA.

All of these state churches have designated women's committees to support their complementarian model of ministry by women and for women. Their purposes and activities were theologically complementarian and practically aimed at networking between state theological and ministry training organisations, supporting women's ministry in churches, and providing guidance and support for church-based women's workers. The main overarching goals of these committees was to equip women to do Christian ministry and evangelism for the benefit of the wider church.

An Example—Women's Ministry in the PCNSW

The General Assembly in New South Wales established a designated women's ministry committee for the following reasons:

- *To support their definition of Women's Ministry: intentional gospel ministry by women. It seeks to equip women within the PCNSW to grow towards maturity in Christ and to reach out to the community with the gospel.*
- *Establish and maintain a framework to promote the ministry of women on a complementarian basis consistent with determinations of the General Assembly of Australia.*
- *Maintain effective communication with other committees and organisations of the church whose work may impact on the ministries of women, particularly (but not exclusively) Christ College, the Metro Committee and the Ministry and Mission Committee.*
- *Assist women's organisations within the PCNSW to work together on training and equipping women for effective gospel ministry on a complementarian basis.*
- *Promote effective networking among women within the PCNSW.*
- *Support and resource women's ministry groups in local Presbyterian churches.*
- *Provide a forum to discuss issues relevant to congregational women, women's ministry leaders, employed women's ministry workers and ministry wives.*
- *Oversee the employment of a Women's Ministry Facilitator to support women employed in ministry and to encourage training and resourcing for women's groups throughout the PCNSW. (NSW Women's Ministry Committee, 2020)*

Conclusion—the benefit of a Women's Ministries Committee and a Women's Ministries Facilitator

The ad hoc committee concludes from its investigations that the opportunities for ministry by women to women in the PCV are numerous and that a designated Women's Ministries Committee would be beneficial to the Presbyterian Church of Victoria as a whole. The ad hoc committee urges the Assembly to approve clauses 1 and 2 of the proposed deliverance and the committee regulations contained in the Code Committee's proposed deliverance.

Subject to the allocation of appropriate funding and the approval of a job description, the WMV committee would appoint as staff a Women's Ministries Facilitator under the provision of rule 5.32, whose role would be based on the opportunities identified in this

report. We ask the Assembly to approve clauses 3 and 4 regarding developing a position for a Women's Ministries Facilitator.

As the conversation about the future of women's ministries has been ongoing for some time, it seems appropriate to end this report with a quote from an early WMV planning day from 2019.

Vision Statement: *For women to use their gifts alongside men as fellow workers in the Gospel (Rom 16:3)*

Purpose: *To strengthen the local church through equipping and encouraging women to use their gifts 'so that the body of Christ may be built up' (Eph 4:16)*

Ben P Johnson
CONVENER

AUSTRALIAN PRESBYTERIAN WORLD MISSION (VIC) (Min 25)

1. Committee

The committee has met eight times since the October 2019 Assembly. It met in 156 Collins Street and is very grateful to the Scots' Church team for both the practical meeting room and their assistance in setting it up for its meetings. From March 2020 onwards it met by Zoom. The committee is made up of ten people appointed by the Assembly and two by the PWMU. All members are continuing, and the committee thanks the new members, Rev Joel Mestry and Mrs Sue Hammond, for their contributions.

2. Missionary interviews, applicants, departures and endorsements

Apart from regular items of business, the committee also met with and interviewed the following missionaries on home assignment, leaving APWM, or preparing to return to the field. These included: Tumirin and Sheridan Indarto (West Papua), Rev John and Mrs Kara Dekker (Vanuatu), Laszlo and Eva Mihalyi (Hungary), Ben and Penny (South Asia), Daniel and Courtney (South Asia), Yousif Kunda and Vivian Ajawin (Sydney/Kangaroo Ground), and Douglas and Jeanette Bennett (Kangaroo Ground). The committee always appreciates meeting with its missionaries, as it gives them the opportunity to review and discuss firsthand their experiences and concerns, and to share any special needs they may have.

The committee also met twice the APWM National Director, Rev Kevin Murray, in order to be kept up to date with developments within APWM National. The committee also met with the past Moderator, Rev John Stasse, concerning his moderatorial visit to Andrew Adams (Japan), and with the current moderator, elder Colin Morrow, with his wife Alison, to discuss proposed visits to missionaries in the field and also to receive their report on the visits they completed to Hannah Davies (France) and Rosie T (UK).

Two new applicants were approved during the reporting year: Rev Samuel and Mrs Dhruti Christian (IRFA, India) and Rev Chris and Mrs Julie Dean (CMS, East Timor). At the time of writing, both these couples are still waiting to visit churches and groups as they seek to raise prayer and financial supporters. Several of the team are still in their country of service waiting to return to Victoria while some are here in Victoria hoping to return to their field of service soon.

The following no longer have membership with APWM Vic either by reason of resignation, change of plans, or translation to other avenues of service: Rev John and Mrs Kara Dekker, Rev Chuol and Mrs Katherine Yat, Michael Graham, Paul and Janae Denness, Aaron and Katie Rigg, and Tumirin and Sheridan Indarto.

The committee realises that not all missionaries who seek financial and prayerful support from the wider church have applied for the endorsement of this committee. However, if anyone has the desire and intention to give priority to APWM-endorsed missionaries or if anyone has any concerns about missionaries who come seeking financial support, the committee suggests that the convener or the secretary be contacted to enquire about the status of that missionary with respect to this committee.

3. Missionary Poster

The committee expects to have a new poster in 2021.

4. Finances

The committee continues to praise God for his wonderful provision through the Simon Fraser Trust (now down from \$45,000 per annum to less than \$40,000). This enables the committee, on behalf of the Assembly, to assist our missionaries, while they are on home assignment, with reimbursement for rental, utilities, phone, and internet costs. Single missionary units can now claim up to \$1,000, married missionary units up to \$1,500, and family missionary units up to \$2,000 per year of service since the last claim.

The committee was also pleased to apply the surplus in the Simon Fraser Trust to the specified superannuation grant as 'one-off' donations toward our missionaries' superannuation funds. It also used Grants—Christmas Gifts to send gifts to APWM Vic adults and children each November. Both these grants will be decreasing this financial year.

The committee's Trust Funds continue to provide support for its Vanuatu Partner Church missionaries plus scholarship assistance for students from the Talua Ministry Training Centre (Vanuatu) and the Presbyterian Theological Seminary Dehra Dun (India), as well as ministry among Aboriginal peoples through the ministries of Rev Rick and Mrs Kayleen Manton (APWM NSW), and Alvin and Narelle Chai (PIM, Mount Magnet, WA).

The committee wishes to thank churches who take a specific and committed interest in any of our missionaries, for both prayer and financial support. While missionaries are financially supported by individuals, it is actually the support of the churches (perhaps with a tithing of income), which keeps these special people in the work. Contrary to the understanding of some, the GMP is only partially allocated by a small percentage to the work of APWM Vic missionaries.

Thanks are due too to John Vandenberg in the PCV Office who faithfully and carefully advises us in financial matters and administers our finances.

5. Coins for Mission (C4M)

The committee continues to praise God for the 30 Victorian churches that gave more than \$22,000 in the last financial year. The committee was able to give funds from C4M to assist with emergency health/medical and travel needs, repairs and purchases not covered by normal supply funds as well as support shortfall. All monies that are given through the C4M program are distributed by the APWM Vic Committee.

Again, the committee wants to point out that the program was never meant to replace a church's or individual's missionary giving, but it is a supplementary effort. The committee encourages churches to let it know of any urgent needs of which they are aware in relation to any APWM missionaries they support. The church should prayerfully consider their participation in this program and the wonderful blessings it provides to missionaries.

The C4M representative is now Rev Rod Waterhouse. Rev Len and Mrs Wendy Pearce are willing to visit any church anywhere in Victoria to help promote this program. Rod can be contacted at coins@apwmvic.org.au

6. Cars for missionaries on Home Assignment

The four cars owned by the PCV which are available for use by our missionaries on furlough have been in big demand, with sincere thanks from those using them.

7. Prayer Updates

The committee has continued to distribute a bi-monthly Prayer Update to the PCV email network and other interested parties. The Update gives the latest news regarding missionary movements and a summary of prayer needs. If anyone or any congregation is not included in the circulation of the Update and would like to be, a request can be emailed to secretary@apwmvic.org.au.

8. Mission Lunch

Last year's Mission Lunch was a great success with over 110 people gathering to enjoy good food and to hear APWM Vic missionaries Alan and Faye Canavan, and their ministry in Townsville and the Pacific. With fewer than 300 language consultants in the world who are qualified to check and approve Scripture translations before they can be published, Alan's skills and ministry gifts are vital. The Old Testament Selections book in the Bwanabwana language has now been published with an easy to read print, as well as colour and black and white photos.

The primary purpose of the Mission Lunch is to build a bridge between missionaries and the members of the Assembly so that members can get to know who they are, what they do, what they need, and how members can be their partners in mission. The committee wishes to thank the Assembly for previous years of faithful support of the Mission Lunch and looks forward to continued support when the Assembly is able to meet face-to-face.

9. Current Project

Two families from within the missionary team have returned to Melbourne after spending several years overseas learning the language and culture of specific people groups. These families will not be returning to their overseas location, but their mission agency is keen for them to continue working with their people group in the Melbourne area. At the moment, the GAA regulations require that APWM missionaries within Australia must be working in Aboriginal ministry or working to assist mission work overseas. Therefore, the committee is exploring, with the APWM National Committee, how it may continue to retain these missionaries under the APWM banner. The committee is moving ahead, and a subcommittee of the National Committee is working to develop and then write up how APWM missionaries may continue with APWM and their Partner Mission Agency on their return home.

10. Partner Churches and Partner Mission Agencies

The committee has been enabled to continue, with APWM National, to support and encourage relationships with PTS India and Partner Churches in South Sudan, Malawi, Zambia, Myanmar, Vanuatu, Timor Leste, Ethiopia, North India, and Japan. In addition, the committee seeks to work closely with the many Partner Mission Agencies within Australia (with whom most of our missionaries serve) in order to provide a more comprehensive pastoral service to missionaries in the field and on home assignment.

11. Presbyterian Women's Missionary Union

The PWMU State Council has continued to take a strong interest in the work of the committee and the missionary team across the world and continues to be represented

on the committee through two members. The committee thanks them for their support and generosity, and interest in and love for missionaries while on the field and at home.

12. APWM National

APWM Vic has two members (the Convener and Mrs Lyn Ellis) on the APWM National Committee, which meets annually in Sydney for the AGM and an additional three meetings throughout the year. The committee greatly appreciates the support, encouragement, and partnership it enjoys with the APWM National Director, Rev Kevin Murray, and the members of the National Committee.

Noel Johnston
CONVENER

BELGRAVE HEIGHTS CHRISTIAN SCHOOL (Min 26)

The past year has been a good year for the school in many ways, particularly the outcome of the Federal election, which seems to indicate the various legislative proposals that would hamper the ability of Christian schools to operate in a way consistent with our faith, are less likely to occur in the short term. We do, however, need to continue to pray for our legislators to uphold religious freedom and work on legislation that would ensure it. We also encourage parents and friends of BHCS to talk to their elected representatives and ask them to do everything they possibly can to secure religious freedom in our country. This is, without doubt, the biggest issue facing the school in our time. Without the protection of religious freedom, schools like BHCS would not be able to provide the distinctive educational opportunities and environment for students that we do now.

There has been much to give thanks for as the Lord continued to bless the work of this school throughout the past year. His grace and goodness have no limits, and we have seen that again in so many ways.

There is no doubt that in the minds of many people, particularly in the Christian schooling sector, that a certain anxiousness prevailed as we approached the last Federal election. The reason being that several potentially damaging policy initiatives were flagged by the Labor party as being imminent if they won power. Mercifully, the Morrison government was elected, which has a much more favourable view of faith-based education and the important role it plays in Australia. This gives us at least a measure of breathing space to continue operating as a truly Christian school, without having to comply with new laws and regulations that would work against us. We can by no means become complacent on this issue and must continue to do everything we can to ensure that religious freedom is preserved in our land.

So much happens in the life of the school for which we can praise and thank God that it would be too great a task to mention everything, but I would like to mention just a few things.

Firstly, we are delighted our Principal, Andy Callow, has agreed to continue in the role for at least another two years, and possibly three. Given that even this amount of time can go very quickly, we now need to turn our minds to the task of finding someone to carry forward the magnificent work Andy has done. In matters as important as this, we ask the Assembly to support us with prayer and call on our merciful God to lead us to the person he has prepared for the good work that is still to be done at the school.

Other developments on the personnel front included the retirement of Glenn Campbell from the position of Business Manager and the appointment of William Neil to that position. We are extremely thankful for the extraordinary job Glenn has done in managing the finances of the school over the years in such a way as to put us in a very good position to provide our students with the best possible education and to weather the storms that may come along. We are also grateful that he has taken on the role of Capital Projects Manager to guide us through current and hopefully future developments of school infrastructure.

Will Neil has moved into his new role with confidence, having been well-coached by Glenn, and is already doing an exceptionally good job. We are thankful for Will's growing contribution and the new dimension he adds to the role.

Our hallmark school events, Open Day and Grandparents Day, were once again extraordinarily successful. At the well-attended Open Day, around three hundred of our students attended to show visitors around and demonstrate the positive character for which they have become known. In anticipation that the numbers attending Grandparents Day would be extremely high, the event was divided into two. The first day alone attracted two hundred and fifty-four visitors. Both these events, and the Easter service we, unfortunately, were not able to have, form a crucial part of building our school.

The Christian Schools Australia dinner held at BHCS was a great success and an excellent opportunity for a number of Council members to get some unique insights into what is happening in the wider Christian school sector. Hearing what other schools are doing and experiencing was valuable and encouraging to us.

We learned more this year about Story-based Learning from Dave Hughes, Head of Learning & Innovation at BHCS, and the potential it has to achieve better outcomes for our students. We also learned a bit more, through the Mitchell Report and other information, about the challenges students face post-graduation and the increasing need to ensure the education they receive is more effective in preparing them for their future, in a very different world to that which we faced when leaving school. To address this critical challenge and develop more effective teaching and learning methods with which to equip our excellent teachers, we launched the BHCS New Heights Project. We believe the team at BHCS have the talent and expertise to excel in this important initiative, and we anticipate an excellent outcome.

Our shortage of parking was somewhat alleviated by the Belgrave Heights Presbyterian Church graciously allowing us to construct some temporary parking spaces on the lower portion of their land. The process of the school buying this land moved forward when the PCV passed a resolution at the 2019 Assembly meeting, granting the local congregation permission to sell the lower block of land and designating the school as the purchaser. Now the sale process is in the final stages, and the school is looking forward to commencing the development of this land with additional facilities for students and the parking required to relieve the long-standing traffic issues.

A significant re-development of the Junior School was approved by Council. After a long wait and much frustration, a Planning Permit was eventually issued. However, the Planning Permit contains many conditions to be met before a Building Permit can be issued, and this has posed a new set of frustrations. Nevertheless, we have great confidence that Glenn Campbell will be able to resolve these issues, but we also need to uphold him in prayer as this is no small task.

During the year, several Council members undertook specific governance training, and as a result, our attention to this important area of our responsibility has improved—and will hopefully continue to do so. Several new sub-committees of the Council have been established and have been active through the year. We have been blessed by all who serve on these committees with the extra time they have been willing to take out of their already busy lives to attend to this important work.

The most dramatic event of the year has certainly been the COVID-19 crisis that has turned the world as we know it upside-down and brought a whole new level of

challenge to our management and staff. The leadership team has recently adopted the practice of creating a theme for each year. Well before the pandemic arrived, the theme selected for 2020 was 'The Courage to Grow'. There is no doubt that the events of this year have required everyone to have the courage, and we will all undoubtedly grow from the experience.

What we have learned from the parent surveys currently being conducted is that it is clear once again that the BHCS staff have risen to the occasion and handled this enormous issue of the pandemic extremely well. There will undoubtedly be further ramifications of this crisis that will put new pressures on the school. We, therefore, need to continually be in prayer for the Lord's leading, both for the Council and for our people at the coalface. Fortunately, the school has a great team, and is in a good financial position, to deal with what may lie ahead.

In summary, then, it has been another year of highs and lows, but through it, all one thing remains clear, the Lord's hand is upon BHCS, and he is always to be trusted and depended on. Please pray that we, as a School Council, would be given the grace to be ever more faithful to God as we fulfil our duties and responsibilities with diligence, integrity, and love.

'Unless the Lord builds the house, they labour in vain who build it;
Unless the Lord guards the city, the watchman stays awake in vain' *Ps 127:1*

Dirk Jackson
CHAIRMAN

BOARD OF INVESTMENT AND FINANCE (Min 17)

Duties

The Board of Investment and Finance (BIF) is elected by the General Assembly. Its regulations are approved by the General Assembly, as for any other Committee. The board consists of ten members, each of whom is required to retire after five years from the date of appointment but is eligible for re-election for a second five-year term. Members of BIF also form the membership of the Trusts Corporation.

The duties of BIF are to:

- Administer the financial affairs of, and act as Treasurer of, the General Assembly
- Maintain the office of the General Assembly including engaging staff for this purpose
- Co-operate with other committees of the Assembly in the appointment of office or other staff and determine the salary conditions and employment of such staff
- Present to the Commission of the Assembly a recommended Budget for approval
- Formulate a budget and allocation of the General Mission Program for approval by the Assembly
- Manage the property of the Presbyterian Church of Victoria for which responsibility is not vested in another committee
- Take steps to prevent committees from incurring expenditure beyond their means or in unauthorised ways
- Approve urgent applications for the sale, mortgage or lease of property
- Hold the proceeds of the sale of a property in the Sites Reserve account and disburse funds as approved by the presbytery and the General Assembly
- Administer the Capital Fund, including the approval of loans from the fund.

Membership of the Board of Investment and Finance

Membership and committee responsibilities in the past year were as follows:

Rev Barry Oakes	Chairman (from December 2019), Vice-Chairman (to December 2019), Audit Committee
Mr Tony Arnold	Investment Committee
Mr James Bligh	Audit Committee
Mr Edward de Zilwa	Vice-Chairman, Audit Committee
Mr Adam Foster	Audit Committee
Mr David Graham	Investment Committee
Mr Stuart Williamson	Investment Committee
Rev Andrew Venn	Secretary, Vice-Chairman, Investment Committee
Mr John Walter	Audit Committee

Rev Stephen Deroon retired from BIF in December 2019. Stephen served the church in this role for more than seven years during which time he showed a strong dedication and commitment to the responsibilities of the position. From June 2017 until his retirement he was Chairman of both BIF and Trusts Corporation during which time he led with wisdom and grace. BIF expresses its appreciation to him for his faithful and humble service to the church.

Church Office

The board continues to be grateful to God as well as to the persons involved for the efficient and cheerful operation of the Office of the General Assembly under the leadership of Mr Michael Ellison, General Manager.

Retirement of Mr John Vandenberg

Mr John Vandenberg has announced his retirement after 16 years in the position of Accountant. The General Manager and the board express their gratitude to him for his diligent and faithful service in keeping the finances and accounts of the PCV General Office running smoothly. His advice and encouragement have been appreciated by many treasurers and committee members. The board wishes him a safe and happy retirement.

Bequests

A bequest of \$2,357 was received from the estate of Hugh McLean for the benefit of Skipton Presbyterian Church.

Law Agent's retainer

In accordance with the Code 5.16c the Trusts Corporation and BIF has fixed the Law Agent's retainer for the 2020/21 year at \$41,000.

Assembly rate

BIF recommends that a zero rate be set for the 2020-21 year in accordance with BIF regulation 10.

General Mission Program receipts – 2019/20

A report showing all charges and their annual contributions to GMP during the preceding year is attached in accordance with BIF regulation 12(d).

Capital Fund

The interest rate charged on Capital Fund loans is 3.0% a year. The costs of funds borrowed from the Trusts Corporation is 4.0% a year. Income from the investment of the Capital Fund reserves is used to fund the difference in interest and provide a low cost of funds to congregations and schools.

In response to the COVID-19 crisis, the board provided temporary relief for borrowers by a rebate of interest charged on loans for six months from April 2020. This was funded from the surplus in accordance with the regulations of the fund.

A summary of accounts in relation to the Capital Fund follows:

	2018/19	2019/20
	\$	\$
Receipts		
Interest on loans to congregations	81,911	79,250
Interest from Common Fund	152,382	128,892
Other Investment Income	1,180	560
Total Income	235,473	208,703
Payments		
Interest paid on loans from Common Fund	136,520	126,104
Interest paid on deposits	672	586

Grants to borrowers	0	69,710
Grant to Property Development Fund	98,281	0
Total Expenditure	235,473	208,624
Surplus	0	79
Balance of Capital Fund Reserve	1,498,429	1,498,426
Deposits held for congregations,	58,445	58,924
Loans to Congregations and Schools	2,922,922	2,342,777

Property matters

Approval was given by the board under BIF reg. 16 (a) for the following urgent property transactions:

- sale of 1.47 ha of land north of the easement on the property at 104 Tivendale Road Officer (Vol 09085 Fol 738);
- lease of the manse at 38 Radiata Street Frankston North (Vol 8450 Fol 528) for 2 years at \$1,516 per month;
- lease of the manse at 12 Erwin Drive, Seaford (Vol 8988 Fol 570) for 2 years at \$1,885 per month;
- lease of the manse at 40 Radiata Street Frankston North (Vol 8450 Fol 533) for 2 years at \$1,083 per month, and to report this to the General Assembly.

Additional expenditure

Since last reporting to the Commission of Assembly, the board has approved the following amendment to committee budgets in accordance with BIF regulation 9(b)(ii)(1):

Committee	Amount \$	Purpose
Maintenance of the Ministry	\$7,200	Sustentation grants: funded by additional income not included in budget

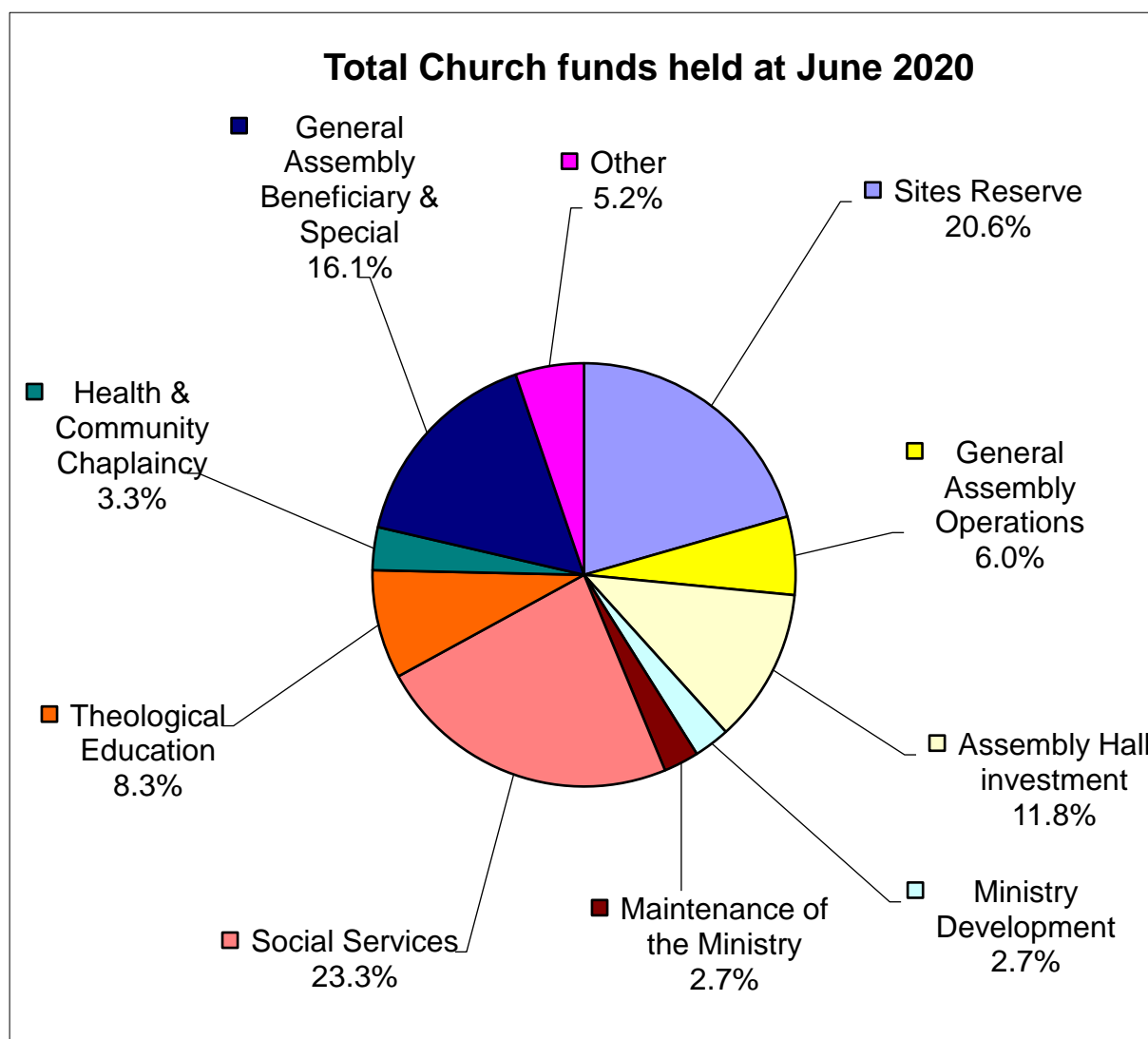
Church Funds

The funds available to the church to meet its ministry objectives are shown in the table below. The Assembly has allocated the funds to each committee and given the committees authority to spend the funds within the specific purposes relevant to each trust and in accordance with the committee's regulations. When considering existing and future needs, these funds represent the resources available to the Assembly.

The investment in the Assembly Hall that is held by the PCV for home mission and church extension forms part of the funding available to the church. That investment comes with a potential liability for maintenance and repairs, which is not the case with the other funds shown below.

	June 2019	Balance as at 30 June 2020			
	Total Invested	Common Fund	Separate Investments	Total Funds Invested	% of Total
Social Services	26,572,780	545,285	19,950,452	20,495,737	22%
Sites Reserve	19,123,399	9,205,671	8,878,150	18,083,821	21%
GA - Beneficiary & Special	13,033,748	6,797,356	7,399,842	14,197,197	16%
Assembly Hall held for HM	10,360,000	-	-	10,360,000	12%
Theological Education	7,102,838	7,314,081	-	7,314,081	8%
General Assembly Operations	4,367,971	5,259,047	-	5,259,047	6%
Health & Community Chaplaincy	2,948,869	1,698,744	1,182,501	2,881,245	3%
Ministry Development	3,293,374	2,412,756	-	2,412,756	3%
Maintenance of the Ministry	2,336,000	2,370,517	-	2,370,517	3%
Christian Education & Nurture	1,487,432	1,461,545	-	1,461,545	2%
APWM (Victoria)	837,737	820,792	-	820,792	1%
METRO	807,827	771,407	-	771,407	1%
Property Development Fund	468,366	509,422	-	509,422	1%
Presbyterian Youth Victoria	474,013	476,426	-	476,426	1%
Church & Nation	363,566	355,053	-	355,053	0%
Church Planting	241,479	81,586	-	81,586	0%
State News	56,634	65,104	-	65,104	0%
Safe Church	52,189	64,792	-	64,792	0%
Total Church funds	93,928,221	40,209,586	37,410,944	87,980,530	100%

The chart below shows the relative percentages of trust funds which are allocated to the various ministries and bodies of the church. The allocation of funds in this way is generally determined by the purposes of the underlying trusts and bequests as well as the decisions of the Assembly where it has the discretion to do so.



If the Assembly desires to allocate or reallocate funds to new ministries, it should look to these entities. The questions for the Assembly to consider would be: a) Which of these current purposes would the Assembly want to take funding from in order to meet the 'new' needs; and; b) Does it have the legal ability to apply the funds to a new purpose?

Funds where the Assembly does have discretion to apply to purposes include:
Unallocated Trusts:

Account	Description	Balance \$	Purpose
5083.34	Balance of funds returned to the Assembly from the Church and Nation committee	97,292	At the discretion of the General Assembly. Interest currently being paid to the General Assembly
6080.32	Balance remaining from Pensioners Reserve Fund after all liabilities have been extinguished	316,949	At the discretion of the Trusts Corporation. Interest currently being paid to the General Assembly

Trusts with general purposes at the discretion of the Assembly:

Account	Trust Name	Current purpose	Balance \$	Purpose
6031.32	Deakin	Moderator Expenses	260,482	To be applied towards the Presbyterian Budget or for such other religious purposes as the church shall see fit
6040.32	Balfour	Ministers holiday housing	990,341	Such charitable or religious purposes in connection with the PCV as the General Assembly shall determine from time to time
6042.32	Fraser	Rent for missionaries on home assignment up to \$40K with any unspent balance to missionaries' superannuation, balance of income to GA general operations	917,339	For charitable or religious purposes in connection with the PCV as the General Assembly decides
		Unallocated Sites Reserve Funds	15 Million	Funds where the purpose has not previously been allocated by the General Assembly

These are the funds the Assembly would need to look to should it have to fund any unmet liabilities which may, for example, include a shortfall in Social Services funds.

Sites Reserve accounts

The Sites Reserve Account holds funds which are the proceeds of the sale of church property. The following is a summary of movements in the accounts for the year:

	2018/19	2019/20
	\$	\$
Balance at 1 July	19,756,788	19,123,399
Plus		
Receipts from Sale of Property	707,802	636,968
Interest & Other Income	1,148,743	1,159,513
Capital gain/(loss) on Separate Investments	(86,000)	(508,220)
Less		
Payments – ministry support	(685,139)	(720,966)
Property improvements and expenses	(886,535)	(835,678)
Funding of National Redress Scheme	(832,261)	(771,196)
Balance at 30 June	19,123,399	18,083,821

David and Sarah Donaldson Trust

The income of the David and Sarah Donaldson trust is to be used for the benefit of Ministers of Religion and or their spouses or widows who shall be in needy circumstances. Despite the best endeavours of BIF to advertise this fund and disburse the income appropriately, the fund has accumulated significantly over recent years. BIF has reformulated the guidelines applicable to the trust to address this situation.

The will which gave rise to this trust requires that regulations for administering the trust be made in a form acceptable to the General Assembly of the Presbyterian Church of Victoria. We now submit the redrafted guidelines for the approval of the Assembly as drafted in deliverance 3.

The major change to the guidelines is the addition of grants to retired ministers who are receiving the aged pension (see paragraph 2 of the guidelines), as well as the inclusion of more categories as examples in paragraph 3. The presentation of the guidelines has also been redrafted in an attempt to make them clearer.

NRS legal identity

The Commission of Assembly in May 2019 in minute 10 resolved to:

8. Agree to establish a new corporate entity for the purpose of acting as the representative of the Presbyterian Church of Victoria participating group in the National Redress Scheme.
9. Direct the Board of Investment and Finance to report to the General Assembly in October on the formation of a new corporate entity for the purpose of acting as the representative of the Presbyterian Church of Victoria participating group in the National Redress Scheme.

The direction from the Assembly involved considerably more time than was perhaps initially contemplated. BIF recommends the Constitution for PRESBYTERIAN CHURCH OF VICTORIA (NATIONAL REDRESS SCHEME) LIMITED to the Assembly for its approval and subsequent establishment. This legal entity has a very limited purpose and role, which is confined to matters relating to the National Redress Scheme. It is considered that BIF is best placed to fill this role as it already has the responsibility as trustee of the NRS Fund. It is proposed that BIF members constitute both the membership and directors of the company. This is similar to the manner in which the Trusts Corporation is constituted, which seems appropriate in the circumstances and does not burden the Assembly with a cumbersome appointment or additional governance obligations. The legal opinion is that it is not necessary for the company to seek registration with ACNC as a charitable organisation.

JobKeeper

The PCV satisfies the qualification criteria to be eligible for the government's JobKeeper assistance based on the July turnover. This was in part driven by the changes at Kirkbrae, which experienced a significant decline in income associated with the fall in residents, including those directly affected by COVID-19. The turnover of the PCV (excluding parishes) also fell in July 2020.

Turnover Test – The PCV as an entity

The legislation is drafted so that the turnover test is determined at the entity level. Kirkbrae is not considered an entity in its own right; it is part of PCV. The whole of the PCV, as an entity, satisfies the eligibility criteria. In accordance with the legislation, the turnover was assessed based on PCV activities which largely match those reported in the Financial Statements which BIF has published and are circulated with this report. This includes all committees of the church and the activities of the General Assembly, but not the activities of the parishes.

Like most issues which are administered by the Australian Taxation Office, the JobKeeper assistance is based on self-assessment by the employer. The published guidelines state that the scheme is potentially subject to future audit by the tax office, which is always the case. BIF has taken professional advice in relation to the scheme and our application and has clarified particular details with the ATO. We have confidence that the application will stand up to any scrutiny in the future. In the unlikely event that there is some adjustment to the benefits paid under the scheme at a future time, any costs associated with this would be charged to the parish, Assembly committee or organisation that has received the benefit.

Turnover Test – Charges

While the turnover of the charges was not included in the assessment, those ministers and other workers who are paid through the PCV General Office are considered employees of the PCV and so are eligible employees subject to meeting other criteria.

Charges who pay their minister and other workers themselves will need to qualify independently based on their own turnover in order to access JobKeeper assistance.

Assistance to the Employer

Although there is a requirement on the employer to make payments of at least \$1,500 per fortnight for each eligible employee, it is important to note that the financial assistance is provided to the employer, not the employee. That is, the assistance is provided to the PCV. Employees are required to sign a declaration confirming that their personal circumstances meet the eligibility criteria, but that does not constitute a decision to apply to join the scheme. That decision is taken by the employer once on behalf of the entity.

As the benefit is paid to the employer, not the employee, it is up to the PCV to determine how the funds are used for the best purpose within the church. In the first instance, the funds are directed to the body within the church that is responsible for meeting the remuneration of the worker.

Opportunities to Help Kirkbrae

However, we also recognise that one of the most pressing financial needs in the church at the moment is Kirkbrae. This funding presents the church with an opportunity to provide additional financial support to Kirkbrae to give it the best chance of being able

to survive the present challenges it is facing. It is up to individual parishes and Assembly committees to choose to make this opportunity a reality. This use of JobKeeper funds would be consistent with the government objectives in providing funds to help organisations survive the financial challenges faced due to the pandemic at the same time as supporting employment and spending.

In this regard, several parishes have indicated that they do not need the funding, which is notionally attached to their minister/worker. Assembly Committees are in a similar position to varying degrees. Aside from funds required to meet the extra payments for employees earning less than \$1,500 per fortnight, all committee wage entitlements have been budgeted for in full for 2020/21. We understand that committees are facing financial challenges too and could benefit from additional funding.

BIF is therefore proposing that the Assembly apply the funds arising from the JobKeeper program in the following way:

1. To meet the costs of legal advice associated with the application
2. To cover any additional expense in ensuring that eligible employees are paid \$1,500 per fortnight.
3. Then to each parish, each Assembly committee, and Kirkbrae based on the number of eligible employees in each case, adjusted for the costs in 1 and 2 which are relevant.

In this way, the funds are directed in the first instance to the body within the church that is responsible for meeting the remuneration of the worker. So that the expenses are properly covered, and to cater for any unforeseen matters, it would be prudent to give BIF some discretion in relation to the specific details as to how this will ultimately work.

Possible Appeal to Use Surplus Funds

Further, in light of the pressing financial needs at Kirkbrae, BIF suggests that the Assembly consider approving an appeal open to all within the church but specifically to allow those parishes and committees who do not need all of the funding associated with JobKeeper to voluntarily contribute as little or as much as they decide to the appeal. We stress that any response to this appeal is a purely voluntary one for individual recipients and entities receiving funds which are surplus to their needs. The appeal funds could be directed to Kirkbrae or any other purpose which the Assembly may consider worthy.

Scots Church Properties Trust

The Board of Investment and Finance as the Assembly treasurer has received a copy of the Statement of Receipts and Payments for the year ended 30 June 2020 of the Scots Church Properties Trust. The Board forwards the report to the Assembly.

Membership of the Board of Investment and Finance

The Board of Investment and Finance has two vacancies to fill and nominates Mr Matt Gibson and Mr Dennis Wright.

Mr Gibson is a financial planner and SMSF specialist advisor. He is the founding director of Discover Financial Planners which commenced operations in 2008. He has a Graduate Diploma in Financial Planning Grad Dip FP, undergraduate Honors Degree in Surveying BSurv (Hons), Certified Financial Planner CFP and Specialist Self-Managed Superannuation Adviser SSA TM. He has a young family and is a member of Darebin Presbyterian Church.

Mr Wright is well known to many members of the General Assembly and the Presbyterian Church of Victoria. He previously served on the Board 2004–2013, as well as various other Assembly committees. He is currently convener of the Maintenance of the Ministry Committee and is a member of the Theological Education Committee. He also audits the accounts of many Presbyterian congregations and assists them in many ways in his role on the Maintenance of the Ministry Committee.

Mr Wright is a qualified accountant with a Bachelor of Business (Accounting) and is a Member of the Institute of Public Accountants. He is now semi-retired after selling his accounting practice in 2007. He is an Elder at Melton Presbyterian Church and a member of the Presbytery of Melbourne West. He regularly preaches at Melton and provides supply to several other parishes.

Barry R Oakes
CHAIRMAN

RK Draft dated 12 June 2020

**PRESBYTERIAN CHURCH OF VICTORIA
(NATIONAL REDRESS SCHEME) LIMITED**

CONSTITUTION

A public company limited by guarantee under
the *Corporations Act 2001* (Cth)

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PRESBYTERIAN CHURCH OF VICTORIA (NATIONAL REDRESS SCHEME) LIMITED

CONSTITUTION

1 PURPOSE OF THE COMPANY

1.1 The Company is a not-for-profit and charitable institution established and operated in Australia solely to support the purposes of the Church by:

- 1.1.1 co-ordinating the establishment of the Participating Group under the National Redress Scheme Act in Australia;
- 1.1.2 acting as the declared NRS Representative of any Participating Group and its members under the National Redress Scheme Act in Australia;
- 1.1.3 co-ordinating the provision of redress under the National Redress Scheme by the Participating Group and its members for survivors of institutional child sexual abuse;
- 1.1.4 promoting participation in the National Redress Scheme amongst its Associated Entities;
- 1.1.5 enabling appropriate responses to survivors of institutional child sexual abuse by Participating Groups and its members arising under the National Redress Scheme;
- 1.1.6 liaising with the National Redress Scheme for the purposes of the National Redress Scheme Act, including on behalf of the Participating Group and its members; and
- 1.1.7 doing all lawful things consistent with, necessary or desirable to support and further the purposes in this clause 1.1,

(collectively, the **Purpose**).

2 NOT-FOR-PROFIT AND CHARITABLE NATURE OF THE COMPANY

2.1 Powers

Solely to carry out the Purpose, the Company has all the powers of an individual and a company limited by guarantee under the Corporations Act.

2.2 Income applied for the Purpose

The Company's income and property:

- 2.2.1 must be applied solely towards the Purpose; and
- 2.2.2 must not be paid or given to a Member, directly or indirectly, by way of dividend, bonus or otherwise, unless permitted by clause 2.3 or 2.5.

2.3 Permitted payments to Members

The Company may pay a Member in good faith with prior Board approval up to a fair and reasonable amount for:

- 2.3.1 expenses properly incurred for the Company;
- 2.3.2 goods or services supplied to the Company;

2.3.3 interest on money lent to the Company; or

2.3.4 rent for premises let to the Company.

2.4 Winding up

The Company's surplus assets, after satisfying all liabilities on wind up or dissolution:

2.4.1 must not be paid or given to current or former Members; and

2.4.2 must be paid to the Church, if the Church is an eligible recipient under clause 2.5, otherwise in any other case, must be paid to other eligible recipients under clause 2.5 selected under clause 2.6.

2.5 Eligible recipients

An entity is an eligible recipient if it:

2.5.1 has not-for-profit and charitable purposes;

2.5.2 prohibits its income and property from being paid to members on at least the terms of this clause 2;

2.5.3 is a charity registered under Relevant Laws if the Company had been; and

2.5.4 is income tax exempt under Commonwealth taxation Laws if the Company had been.

2.6 Selection of eligible recipients

Eligible recipients to receive any surplus referred to in clause 2.5 must be selected:

2.6.1 by Member special resolution and the prior written consent of the Church;

2.6.2 failing clause 2.6.1, by Board resolution; and

2.6.3 failing clause 2.6.2, by application to the Supreme Court in the state or territory in which the Company's registered office is located.

2.7 Property

Where the Company acquires a legal and beneficial interest in property, the Company will hold such interests on charitable trust for the Purpose.

3 MEMBERSHIP

3.1 Limited liability of Members / guarantee

3.1.1 A Member's liability is limited to the guaranteed amount in clause 3.1.2.

3.1.2 If the Company is wound up, each Member and former Member in the previous year must contribute up to one dollar (\$1) towards:

(a) the Company's liabilities contracted before the person ceased to be a Member; and

(b) costs, charges and expenses to wind up and adjust the rights of the contributories among themselves.

3.2 Classes of Members and eligibility

The Members of the Company comprise the ordinary members, being the members of the Church Board of Investment and Finance who consent to become a member of the Company.

3.3 Member rights and obligations

3.3.1 Members have the right to receive notice of, participate in the requisition of, attend, speak at, vote at and join in the demand for a poll at general meetings.

3.3.2 Members do not have the right to appoint a representative to exercise the Member's rights.

3.4 Rights not transferrable

A person's membership rights and privileges:

3.4.1 apply only whilst the person is a Member;

3.4.2 are held on trust for the Church; and

3.4.3 are personal and may not be transferred or transmitted.

3.5 No membership period or fees

3.5.1 Members are not required to take any steps to renew or otherwise continue membership.

3.5.2 No fees are payable to the Company in order to apply for, be admitted or continue as a Member.

3.6 Register of Members, including closure of register

The Company must maintain a register of Members in accordance with the Corporations Act which contains the name, addresses for notices and membership start/end dates for current and recent former Members.

3.7 Change of Member details

A Member must notify the Company if the Member's addresses for notices change within 28 days of the change.

4 BECOMING AND CEASING TO BE A MEMBER

4.1 Admission of Members

4.1.1 The Board must admit a person as a Member if the person:

(a) is a member of the Church Board of Investment and Finance;

(b) signs a consent to be bound by this Constitution; and

(c) submits the consent to the Company.

4.1.2 Successful applicants become Members when added to the register of Members.

4.2 Resignation of Members

4.2.1 A person may resign as Member by written notice to the Company.

4.2.2 The resignation takes effect when the Company receives the Member's notice or on a later date specified in the notice.

4.3 Ceasing to be a Member

A person automatically ceases to be a Member if the person:

4.3.1 ceases to be a member of the Church Board of Investment and Finance;

4.3.2 dies;

4.3.3 becomes bankrupt, or makes any arrangement or composition with the Member's creditors generally; or

4.3.4 becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under the law relating to mental health.

4.4 Discipline of Members

The Board has no power to discipline Members.

4.5 Initial Members

The initial Members of the Company are those persons named in the application to the Australian Securities and Investments Commission to register the Company.

5 GENERAL MEETINGS

5.1 Convening an annual general meeting

5.1.1 The Board must convene an annual general meeting to be held at least once every year. The requirements for convening an annual general meeting may otherwise be set out in the Corporations Act or Relevant Laws.

5.1.2 The business of an annual general meeting is to:

(a) consider the Board's, financial and auditor's report;

(b) appoint an auditor if that office is or will become vacant;

(c) consider any other matter required by the Corporations Act or Relevant Laws; and

(d) consider any special business, the general nature of which is specified in the notice of meeting.

5.2 Convening a special general meeting

5.2.1 General meetings other than annual general meetings are called special general meetings.

5.2.2 The Board must convene and hold special general meetings of the Members if required by the Corporations Act or Relevant Laws.

- 5.2.3 The Board or 2 Directors may convene special general meetings of the Members.
- 5.2.4 The notice of special general meeting must specify the general nature of special business, unless the Corporations Act or Relevant Laws require otherwise.

5.3 **Notice of meeting**

- 5.3.1 At least 21 days' notice of any general meeting must be given specifying the meeting's place, date and time, unless the Corporations Act or Relevant Laws require or permit some other period of notice.
- 5.3.2 Notice of every general meeting must be given in writing in accordance with clause 10.7 to:
- (a) every Director;
 - (b) every Member entitled to attend who has supplied an address for notices to the Company; and
 - (c) the Company's auditor.
- 5.3.3 No other person is entitled to receive notices of general meetings.
- 5.3.4 A general meeting and any resolution passed at the meeting is not invalid merely because of:
- (a) the accidental omission to give notice of the meeting; or
 - (b) the non-receipt of any such notice.

5.4 **Postponement**

- 5.4.1 The Board may postpone, relocate or cancel a general meeting which it convened by giving at least 5 days' notice to the Members.
- 5.4.2 Clause 5.4.1 does not apply to a meeting requisitioned by Members or convened by the Members, by individual Directors under clause 5.2.3 or by court order.

5.5 **Quorum**

- 5.5.1 A general meeting may not transact business unless a quorum is present when the meeting proceeds to business.
- 5.5.2 The quorum for general meetings is three (3) voting Members present in person.
- 5.5.3 If a quorum is not present within 30 minutes of the time scheduled to start the general meeting:
- (a) the meeting, if requisitioned by Members, is dissolved; and
 - (b) in any other case, the meeting is adjourned to such other place, date and time as the Board determines and notifies to Members (if required to do so by clause 5.7).
- 5.5.4 If a quorum is not present within 30 minutes of the time scheduled to start the adjourned general meeting, the meeting is dissolved.

5.6 Meeting chair

5.6.1 The Chair may chair a general meeting.

5.6.2 If the Chair is not present and willing to act:

- (a) the Directors present may choose one of their number to chair the meeting; and
- (b) if no Director is present, or if all the Directors present decline to chair, the Members present must choose one of their number to chair.

5.6.3 In addition to powers conferred by law, the meeting chair may:

- (a) determine the meeting's conduct and procedures to ensure proper and orderly discussion or debate;
- (b) make rulings without putting a question to the vote, or terminate discussion or debate and require that matter to be put to a vote;
- (c) refuse to allow debate or discussion on any matter which is not ordinary or special business; and
- (d) refuse any person admission to a general meeting (including for causing offence or disruption), or expel the person from the general meeting and not permit them to return.

5.6.4 All procedural decisions by the meeting chair are final.

5.7 Adjournment

5.7.1 The meeting chair:

- (a) may, with the consent of any general meeting at which a quorum is present; and
 - (b) must, if so directed by the meeting,
- adjourn the meeting to some other time or place.

5.7.2 The adjourned meeting may only transact unfinished business from the original meeting.

5.7.3 If a meeting is adjourned for 30 days or more, notice of the adjourned meeting must be given as required for the original meeting. It is not otherwise necessary to give any notice of an adjournment or of the business to be transacted at an adjourned meeting.

5.8 Voting – show of hands / poll

5.8.1 By default, resolutions at general meetings must be voted on by a show of hands.

5.8.2 The meeting chair does not have a second or casting vote.

5.8.3 The meeting chair must declare whether resolutions were carried, carried unanimously, carried by particular majority or lost. These voting results must be minuted.

- 5.8.4 The minutes of the voting results are conclusive without the need to record the number or proportion of, or manner in which votes were cast.
- 5.8.5 A poll may be demanded by the meeting chair or at least two Members present in person and entitled to vote.
- 5.8.6 A demand for a poll must be made on or before the result being declared, and may be withdrawn.
- 5.8.7 A poll to elect a meeting chair or adjourn the meeting must be taken immediately. Polls must otherwise be taken at that meeting in the manner directed by the meeting chair.
- 5.8.8 The meeting chair must decide all voting disputes, and that decision is final.

5.9 **Proxies**

A Member may not appoint a proxy to act on the Member's behalf.

5.10 **Use of technology**

General meetings may be held at more than one place, provided that the technology that is used enables each Member present at all places the meeting is held to clearly and simultaneously communicate with every other such Member.

5.11 **Circular resolution**

- 5.11.1 The Board may if it thinks fit submit any question or resolution to the vote of all Members entitled to a vote at a general meeting by circular resolution, unless the Corporations Act or Relevant Laws require a general meeting.
- 5.11.2 The Board may determine in the Regulations:
 - (a) the form of the circular resolution;
 - (b) the polling date;
 - (c) the method for responding to the circular resolution; and
 - (d) whether voting on the circular resolution is to be by secret ballot.
- 5.11.3 A resolution approved by a majority or specific majority of the Members has the same force and effect as such a resolution passed in a general meeting

6 **BOARD**

6.1 **Structure of Board / Number of Directors**

The Board will comprise the members of the Church Board of Investment and Finance from time to time, subject to those persons consenting to become Directors.

6.2 **Eligibility to be a Director**

A person is eligible to become a Director if he or she:

- 6.2.1 is appointed to the Church Board of Investment and Finance pursuant to the Code Committee Regulations, Regulation 4 "Board of Investment and Finance", sub-regulation 2 or is otherwise eligible under clause 6.4.2

- 6.2.2 is over the age of 18 years;
- 6.2.3 consents in writing to become a Director;
- 6.2.4 is not prohibited, disqualified or otherwise prevented from being a Director under the Corporations Act or Relevant Laws; and
- 6.2.5 is not an employee of the Company.

6.3 **No limits on period of office as a Director**

There is no limit to the continuous or total period of office a Director may serve.

6.4 **Casual vacancies**

In the event of a vacancy pursuant to clause 6.6 or 6.7:

- 6.4.1 the Board does not have the power to appoint casual vacancies; and
- 6.4.2 the Church may appoint an individual to fill casual vacancies.

6.5 **Office bearers**

The Board may elect and remove the following office bearers from the Directors:

- 6.5.1 Chair; and
- 6.5.2 such other office bearers with titles determined from time to time by the Church.

6.6 **Resignation of Directors**

- 6.6.1 A Director may resign as Director by written notice to the Company.
- 6.6.2 The resignation takes effect when the Company receives the Director's notice or on a later date specified in the notice.

6.7 **Ceasing to be a Director**

- 6.7.1 The Members may remove any Director in accordance with the Corporations Act.
- 6.7.2 A directorship automatically ceases if the Director:
 - (a) ceases to be a member of the Church Board of Investment and Finance;
 - (b) dies or is physically incapable of fulfilling his or her duties as a Director;
 - (c) becomes disqualified from being a Director pursuant to the Corporations Act or Relevant Laws;
 - (d) becomes a bankrupt or makes any arrangement or composition with personal creditors generally; or
 - (e) becomes of unsound mind or a person whose person or estate is liable to be dealt with in any way under the law relating to mental health.

6.8 Director remuneration and reimbursement

- 6.8.1 The Directors are not entitled to any fees or remuneration for undertaking the ordinary duties of a Director.
- 6.8.2 Despite clause 2, the Directors may be reimbursed for reasonable travel and other expenses incurred by them when engaged in the Company's business, attending meetings or otherwise in carrying out the duties of a Director where payment does not exceed any amount previously approved by the Board.
- 6.8.3 Despite clause 2, the Directors may be paid for any service rendered to the Company in a professional or technical capacity outside the scope of the Director's ordinary duties where:
- (a) the service and amount payable is on reasonable and proper terms; and
 - (b) the provision of that service has the Board's prior approval.

6.9 Initial Board

The initial Directors of the Company are those persons named in the application to the Australian Securities and Investments Commission to register the Company.

7 BOARD POWERS

7.1 Management vests in Board

- 7.1.1 The Board is responsible for the governance, business and affairs of the Company. In addition to the specific powers conferred on the Board by this Constitution, the Board may exercise all the Company's powers which are not by the Corporations Act, Relevant Laws or this Constitution required to be exercised by the Members in general meeting.
- 7.1.2 The powers under clause 7.1.1 are subject to:
- (a) this Constitution;
 - (b) the Corporations Act and Relevant Laws; and
 - (c) such resolution, not being inconsistent with those provisions, as may be passed by the Members in general meeting.
- 7.1.3 A resolution under clause 7.1.2 does not invalidate any prior act of the Board which would have been valid before the resolution was passed or made.

7.2 Power to delegate

- 7.2.1 The Board may delegate its powers and functions in writing to:
- (a) an officer or employee of the Company; or
 - (b) a committee under clause 9.
- 7.2.2 The Board may amend or revoke the terms of its delegation at any time.

7.3 Power to appoint Chief Executive Officer

- 7.3.1 The Board may appoint a Chief Executive Officer on such terms and conditions as the Board determines from time to time.
- 7.3.2 The Board may remove a Chief Executive Officer, subject to the terms of any agreement between the Company and the Chief Executive Officer.
- 7.3.3 The Chief Executive Officer is entitled to attend Board meetings and general meetings, if so directed by the Board from time to time.
- 7.3.4 The Chief Executive Officer will have the responsibilities determined by the Board.

7.4 Power to appoint Company Secretary

- 7.4.1 The Board must appoint at least one Company Secretary on such terms and conditions as the Board determines from time to time.
- 7.4.2 The Company Secretary may, but need not, be a Director or the Chief Executive Officer.
- 7.4.3 A Company Secretary may attend Board meetings and general meetings, if so directed by the Board from time to time.
- 7.4.4 The Company Secretary will have the responsibilities set out in the Corporations Act and Relevant Laws.

7.5 Power to make Regulations

- 7.5.1 The Board may from time to time make, vary and rescind Regulations in relation to the Company.
- 7.5.2 The Regulations for the time being in force, and which are not inconsistent with this Constitution, are binding on Members and have full effect accordingly.

8 BOARD MEETINGS

Subject to this clause 8, the Board may meet to consider business, adjourn and otherwise regulate its meetings as it thinks fit.

8.1 Number of meetings

The Board must meet at least 4 times per year.

8.2 Convening meetings

The Company Secretary must arrange a Board meeting:

- 8.2.1 at the request of the Chair; or
- 8.2.2 on the requisition of 2 or more Directors.

8.3 Notice of meeting

- 8.3.1 At least 5 days' notice of any Board meeting must be given unless the Board decides otherwise or in emergencies.

8.3.2 The notice must specify the business to be transacted. The Board may only transact business of a routine nature unless notice of any other business has been given either in the notice convening the meeting or in some other notice given at least 3 days' before the meeting.

8.3.3 The decision of the meeting chair as to whether business is routine is conclusive.

8.4 **Quorum**

8.4.1 The quorum for a Board meeting is three (3). A meeting at which a quorum is present may exercise all powers and discretions of the Board.

8.4.2 If a Board meeting is adjourned due to lack of quorum, the Chair must set a further date for the adjourned meeting.

8.5 **Meeting chair**

8.5.1 The Chair may chair a Board meeting.

8.5.2 In the absence of the Chair, the Directors may appoint a meeting chair from among their number.

8.6 **Voting**

8.6.1 Each Director present and entitled to vote at a Board meeting has one vote. Proxy voting and alternate Directors are not permitted.

8.6.2 Questions arising at a Board meeting must be decided by a majority of votes. Such a decision is for all purposes a decision of the Board.

8.6.3 In the event of an equality of votes the meeting chair has a second or casting vote.

8.7 **Use of technology**

The Board may hold a technology enabled meeting if:

8.7.1 all Directors (other than any Director on leave of absence) have access to the technology to be used for the meeting; and

8.7.2 those Directors participating by technological means can hear, or can hear and read the communications of all other participating Directors.

8.8 **Circulating resolutions**

8.8.1 The Board may make resolutions without meeting, provided that:

(a) a majority of the Directors provide written support for the proposed resolution; and

(b) no Director requests to discuss the proposed resolution in a Board meeting.

8.8.2 Any written resolution referred to in this clause 8.8 may be in the form of a facsimile transmission or by other technological approval.

8.8.3 The Board may make Regulations relating to the consideration and approval of written resolutions.

8.9 Conflicts and personal interests

- 8.9.1 A Director who has a material personal interest in a matter that relates to the Company's affairs must give the other Directors written notice of the interest unless the Corporations Act or Relevant Laws require otherwise.
- 8.9.2 To the maximum extent required by Law, a Director who has a material personal interest in a matter that is being considered by the Board must not be present while the matter is being considered, or vote on the matter.

8.10 Minutes

- 8.10.1 The Board must ensure that minutes of all proceedings of general, Board, committee meetings (and meetings of any other Board entity) are recorded in a minute book within one month after the relevant meeting is held.
- 8.10.2 The minutes must be signed by the meeting chair at which the proceedings took place or by the meeting chair of the next succeeding meeting.
- 8.10.3 Minutes entered and signed are prima facie evidence of the proceedings to which they relate.

8.11 Validity of acts / procedural defects

- 8.11.1 A Board act or decision will not be invalid by reason only of a defect or irregularity in connection with the election or appointment of a Director.
- 8.11.2 For entered and signed minutes, unless the contrary is proved:
 - (a) the meeting is deemed to have been convened and held;
 - (b) all proceedings that are recorded in the minutes as having taken place are deemed to have taken place; and
 - (c) all appointments that are recorded in the minutes as having been made are deemed to have been validly made.

9 COMMITTEES

9.1 Board's power to establish committees

The Board may establish committees as follows:

- 9.1.1 a committee will comprise two or more committee members, of which at least one must be a Director;
- 9.1.2 the committee members otherwise need not be a Director or Member;
- 9.1.3 the committee has the purpose set out in its charter approved by the Board, and may undertake the powers and functions delegated to it by the Board; and
- 9.1.4 in the absence of any provision in the committee charter, meetings and proceedings of any committee are governed by the provisions of clause 8.

10 ADMINISTRATION

10.1 Change of name

The Members may change the Company's name by special resolution in accordance with the Corporations Act provided the Church has given its prior written consent. Such a resolution authorises the Board to update all references to the Company's name in this Constitution.

10.2 Amendment of Constitution

10.2.1 The Members may amend this Constitution by special resolution in accordance with the Corporations Act and Relevant Laws provided the Church has given its prior written consent.

10.2.2 If the Company is registered under Relevant Laws, a special resolution under clause 10.2.1 (unless it expressly provides otherwise) does not take effect if it would cause the Company to lose any entitlements to registration under Relevant Laws.

10.3 Special resolution

A special resolution of the members of the Company in general meeting will not take effect unless it has the prior written consent of the Church.

10.4 Accounts

The Board must cause:

10.4.1 proper accounting and other records to be kept in accordance with the requirements of the Corporations Act and Relevant Laws;

10.4.2 financial statements to be made and laid before each annual general meeting as required by the Corporations Act and Relevant Laws; and

10.4.3 financial statements to be presented to the General Assembly.

10.5 Audits

A properly qualified auditor must be appointed and the auditor's duties regulated in accordance with the requirements of the Corporations Act and Relevant Laws.

10.6 Records and inspection

A Member (other than a Director) is not entitled to inspect any document of the Company, except as provided by law or authorised by the Board.

10.7 Service of notices

10.7.1 Notices must be in writing and may be given by the Company to any Member:

- (a) in person;
- (b) by sending it by post to the Member at the Member's registered address; or
- (c) by sending it to the address, facsimile number, e-mail address or other address supplied for receiving notices.

- 10.7.2 A notice sent by post is deemed to have been given 6 Business Days after it was posted. A notice sent by fax, or by other electronic means, is deemed to have been given on the next business day after it was sent.

10.8 **Indemnity of officers**

- 10.8.1 The Company indemnifies current and former Directors (**Indemnified Officer**) out of its assets against any Liability incurred by the Indemnified Officer in or arising out of:

- (a) the conduct of the Company's affairs or business; or
- (b) the discharge of the Indemnified Officer's duties.

but only to the extent that:

- (c) the Indemnified Officer has acted in good faith and is not otherwise entitled or actually indemnified by a third party;
- (d) the Company is not precluded by Law from doing so; and
- (e) the Liability is not a cost or expense for an unsuccessful application to a Court for relief under the Corporations Act, or the defence of civil or criminal proceedings where judgement is given against the Indemnified Officer or in which the Indemnified Officer is not acquitted.

- 10.8.2 The Company may execute any deed in favour of any Indemnified Officer to confirm the indemnities conferred by clause 10.8.1 in relation to that person.

- 10.8.3 Clause 10.8.1 applies whether or not any deed is executed under clause 10.8.2.

10.9 **Insurance**

- 10.9.1 The Company may pay or agree to pay premiums for directors and officers insurance to insure Indemnified Officers against any Liability incurred by the Indemnified Officer referred to in clause 10.8.

- 10.9.2 The Company may execute any deed in favour of any Indemnified Officer to take out insurance referred to in clause 10.9.1, on such terms as the Board considers appropriate.

10.10 **Seal**

- 10.10.1 The Board will determine whether or not the Company is to have a seal (known as the common seal) and, if so, will provide for the safe custody of such seal.

- 10.10.2 The seal, if any, of the Company may only be affixed to any instrument with the Board's authority.

- 10.10.3 The affixing of the seal must be attested by the signatures of persons authorised by the Board for that purpose.

10.11 **Definitions**

In this Constitution:

Associated Entities has the same meaning as in the NRS Act;

Board means the board of Directors of the Company with a quorum to transact business;

Business Day means a weekday which is not a public holiday in the state or territory of Victoria;

Chair means the Director and office bearer under clause 6.5.1;

Church means the Presbyterian Church of Victoria ABN 89 276 382 053 continuing to function under the name or style of the Presbyterian Church of Victoria in accordance with clause 18 of Part III of the Schedule to the *Presbyterian Church of Australia Act 1971* (Vic);

Church Board of Investment and Finance means the committee, however named or described, for the purposes of administering the Church's finances as established by the General Assembly of the Church Chapter 5, Section Three of the Code, and regulated by the Church Board of Investment and Finance Regulations and General Assembly Committee Regulation 4;

Code means the Code Book of the Church as approved by the General Assembly as in force from time to time;

Company means the company named on page 1 of this Constitution;

Company Secretary means a secretary appointed under clause 7.4;

Constitution means this constitution of the Company;

Corporations Act means the *Corporations Act 2001* (Cth);

Director means a person for the time being who performs the role of director of the Company;

General Assembly means the governing body of the Church made up of the Presbyterian Ministers and Elders in Victoria as established by clause 5.1 of the Code;

Indemnified Officer has the meaning given in clause 10.8;

Law includes statute, regulation, legislative instrument, rules, standards, proclamation, ordinance or by-law which, by or under statute, bind a person from time to time;

Liability includes cost, charge, loss, damage, expense or penalty;

Member means a person who is a member of the Company pursuant to clauses 3 and 4;

National Redress Scheme means the scheme created by the Australian Government in response to the Royal Commission into Institutional Responses to Child Sexual Abuse and governed by the National Redress Scheme Act;

National Redress Scheme Act means the *National Redress Scheme for Institutional Child Sexual Abuse Act 2018* (Cth);

NRS Representative means the representative for the Participating Group for the purposes of Part 5-2 of the National Redress Scheme Act;

Participating Group means the participating group of institutions represented by the Company as NRS Representative, as declared by the Minister under section 134(1) of the National Redress Scheme Act;

Purpose has the meaning given in clause 1;

Regulations means regulations made by the Board under clause 7.5;

Relevant Laws means Laws regulating the registration, reporting or governance obligations of the Company and includes:

- (a) *Australian Charities and Not-for-profits Commission Act 2012* (Cth), *Income Tax Assessment Act 1997* (Cth) and the *Charities Act 2013* (Cth); and
- (b) National Redress Scheme Act;

Trusts Corporation means the Presbyterian Church of Victoria Trusts Corporation, being a corporate body established by the General Assembly pursuant to section 3 of the *Presbyterian Trusts Act 1890* (Vic) and whose purpose is to hold and invest the real and personal property of the Church.

10.12 Interpretation rules

Unless the contrary intention appears in this Constitution:

- 10.12.1 words importing the singular include the plural, and words importing the plural include the singular;
- 10.12.2 words importing a gender include every other gender;
- 10.12.3 words used to denote persons generally or importing a natural person include any company, corporation, body corporate or other body (whether or not the body is incorporated);
- 10.12.4 where a word or phrase is given a particular meaning, other parts of speech and grammatical forms of that word or phrase have corresponding meanings;
- 10.12.5 headings and bold text are for convenience only and do not affect its interpretation; and
- 10.12.6 a Member is to be taken to be present at a general meeting if the Member is present in person.

10.13 Interpretation subject to Relevant Laws

- 10.13.1 This Constitution is to be interpreted subject to Relevant Laws. If there is any inconsistency, Relevant Laws prevail.
- 10.13.2 To the extent that Relevant Laws require this Constitution to include provisions so that the Company can hold a registration or exemption status, those provisions are taken to form part of this Constitution.
- 10.13.3 Provisions which are optional replaceable rules under the Corporations Act do not apply to the Company.

BUILDING AND PROPERTY COMMITTEE (Min 29)

This year the committee has continued its regular work, advising and assisting congregations with various building matters and approving plans of proposed works in accordance with the regulations.

This year, the committee has comprised three members: the convener, Ralph Kop, who took over from the previous convener, Rev Matt Tegart, and Elder Dennis Wright and Glenys Wright.

The Church Architect, Mr Les Oliver, whilst not a committee member, is an integral part of the services provided by the committee, which could not do its work without his valued and professional input. The committee again expresses its sincere thanks for his dedication and expertise to ensure that building projects comply with the various regulations and are fit for purpose, and that all relevant matters have been considered. He has also provided valuable advice and assistance to various congregations and their building projects.

Congregations undertaking building projects should be aware that the committee does not receive any funds from the PCV to carry out its work and therefore any costs incurred by the committee in assessing plans and specifications for approval will be passed to that congregation. This includes the cost of engaging the Church Architect to review plans and specifications.

Ralph Kop
CONVENER

CHRISTIAN EDUCATION AND NURTURE COMMITTEE (Min 30)

In January 2020 we said farewell to our retiring Youth Ministry Director (YMD), Rev Brian Harvey, and hello to our new YMD, Mr Andrew Edmonds. You will remember that back in January we were still permitted to conduct youth activities like the Summer Camp. It seems like such a long time ago. Since taking up the YMD role, Andrew has moved his family to Victoria, and he has begun, not only finding his feet but finding new ways to do ministry in this time of restriction and isolation.

The committee again expresses many thanks to the team at Women's Ministries Victoria (WMV). They are thanked for the work they completed in 2019 and for the plans they had prepared for 2020.

PYV Council Report 2020

The work of the PYV Council has continued in 2020 with a varied team of people working together to serve the youth and congregations of the PCV. Since the last meeting of the assembly Suzy Vines has continued to serve in her role as the PYV Administration Officer and Andrew Edmonds commenced as the new Youth Ministries Director replacing Brian Harvey in January. PYV Council has welcomed a new member in charge of the training portfolio – Colin Spackman.

It has been a different year for PYV in many ways. Firstly, the commencement of the new Youth Ministries Director and helping him to get established in the role. Secondly, there have been the challenges and subsequent adaptations that would be necessary for PYV ministry to take place during the COVID-19 pandemic. So far, the PYV leadership and council have amicably been able to work through the challenges of the initial economic impact and the ongoing government restrictions that change how PYV minister and do camps. These challenges continue, and for the meantime, there will be a shift to online camping and consideration and planning of new ways we can serve going forward.

Mr Scott McNabb
PYV Council Convener

Youth Ministries Director Report

At the end of 2019, I moved back to Australia with my wife (Ann) and three kids after spending almost 15 years ministering in North America. In January I started my role as Youth Ministries Director, and I was able to meet people in person, join a church, and along with my family, I started getting acquainted with the PCV and the Australian context. The pandemic has slowed our progress, and the Edmonds family are still living out of our suitcases and have needed to live with extended family while we wait patiently for our house to sell in the United States. By the end of this year, we are hopeful that details will have fallen in place so we can find a permanent location to be set up in Melbourne.

Earlier in March, PYV adjusted the regional West Camp to an online version of camp. Myself, PYV Council and the camp convener Nick Attrill were so glad that the camp was able to happen and that everyone was willing to adjust their expectations and embrace a different experience. It was exciting to be a part of something that we would not normally do, and we experienced a blessing that we would not normally have.

A similar offering from PYV will be Spring Camp Online instead of the (East and North) regional camps that usually take place in September school holidays (19-21 September). Jacob York is our convener, and he has been building a fantastic team and camp program to serve the young people of Victoria. The camp speaker is Bill Medley, Pastor of Frankston Presbyterian Church, who will be sharing from the book of Revelation.

Mr Andrew Edmonds
Youth Ministries Director

Catechism

Recently PYV with CENC (Christian Education and Nurture Committee) launched a revamped Catechism Experience for individuals and families. This version utilises an online platform and draws on the book 'Firm In The Faith' by Dennis Hustedt. People have initially shown a great level of interest and creativity as they contribute what they are learning online. I am convinced that the Catechism is an effective tool that can greatly help discipleship at any age or stage of life. Through learning the Westminster Shorter Catechism in this way, a new generation is depositing biblical truth in the heart and mind.

Women's Ministries Victoria

In August 2019, we ran an 'On The Road' day conference, at the furthest point in the State, Mildura. Our theme was 'Women in Community'. It was aimed at encouraging women to see God's purpose for his people and to commit to and serve in the local church. It has been so encouraging to see country women embrace the opportunities to grow together, connect with other regional Christian women, pray together, and take time out to refresh in God's Word.

Face to face ministry for WMV will take a hiatus for now as we wait to see what the future holds. May God continue to bless and strengthen ministry to the women of our State.

Mairi Girgis
WMV Convener

See For Yourself Primary

The CENC continues to oversee the writing and production of a primary version of 'See for Yourself'. Lesson content is being written by our writer Miss Alison Gaskell. Lessons, suitable for schools and church Sunday school, have now been written for years Prep to Grade 4 (age 9). In due course, these lessons will be made available on our web site.

Conclusion

The committee concludes with a word of thanks to God for Mr Robert Allan, whose legacy lives on through the generous bequest he made in 1875. The PCV owes Mr Allan a debt of gratitude for his significant financial contribution to advancing the Christian faith amongst the youth of our State.

Matthew F W James
CONVENER

CHURCH AND NATION COMMITTEE (Min 31)

Committee Composition and Membership

The committee thanks the Lord for the Church and Nation Committee members comprising Mr Ian Waller (Secretary), Mr John Ballantyne, Mr Shane Robertson, Mrs Jeanette McHardy, Mr Joseph Ting (Treasurer) and Mrs Moira Deeming (Researcher and non-voting)—for all their diligent hard work, contribution, and commitment to the work of the committee. Mr Joseph Ting has just stepped down due to family and other ministry commitments. He is thanked for his valuable service over the past three years. Mr Peter Stanton from Point Cook Presbyterian Church has just joined.

In the past twelve months, the committee has presented three submissions to the Federal Government (The Religious Discrimination Draft 1 and 2) and the Magnitsky Act 2012. It also presented submissions to the Victorian State Government on legislation to ban LGBT ‘conversion therapy’ and the Victorian Whole of Government LGBTIQ Strategy.

Religion in the Public Square Colloquium C19, 15 - 16 November 2019

The committee would like to thank all those who supported the 2019 Colloquium, Religion in the Public Square (C19) and encouraged people to attend. The committee is pleased to report that it reached in excess of 240 registrations over the two days. Certainly, there was a higher number of GAV members, congregational members and support from the wider church. The convener would like to thank the entire committee for its tireless efforts in helping to make the C19 a success and the Scots Church for their support and co-operation regarding the facility and services. This was a first for this committee although previous colloquiums have been held.

The committee would also like to thank the keynote international speakers, Rev Dr Jo Boot, Professor Matthew Tuininga who were both very well received, as were the Australian speakers Rev Peter Hastie, Prof John Whitehall, Prof Margaret Sommerville, Prof Nicholas Aroney, Ms Wendy Francis, and Dr Bernie Powers.

During the evaluation of C19, the committee found that it could do some things better or differently. The schedule of talks and speakers was very full and ambitious, although well received.

Delegate feedback received was very positive, with 95% of respondents reporting they were either very satisfied or satisfied with the conference overall. The speakers and their topics were also well received, with 96% of respondents reporting they were either very satisfied or satisfied with the presentations. The comments section was full of thanks and appreciation.

In addition to feedback forms, the committee received many in-person comments delivered directly to the organisers during the conference.

One group of attendees commented on how inspiring it was to see Matthew Tuininga and Joseph Boot disagree so strongly, and yet with such respect for each other as brothers in Christ. They said that they found this to be edifying and humbling and appreciated the maturity it would have taken on each man’s behalf.

One attendee said he was a non-Christian doctor, a child specialist who preferred not to give his name. He had seen the advertisement on Facebook and came along to

hear John Whitehall but stayed for some other talks. Discussions with this man revealed that he too, like Professor Whitehall, had suffered greatly for trying to stand up against the unscientific and damaging treatments being recommended for children with gender dysphoria. He related his devastation over the loss of his career and said that he was grateful that Christians were standing up to the transgender ideology. He was quite emotional and mentioned that even though he was quite a bitter and long-time lapsed Catholic, the speeches by John Whitehall and Joseph Boot, in particular, were making him wonder about God again.

Other personal feedback repeatedly included the following sentiments:

- That this was the first year attendees had heard about the religion in the Public Square conferences.
- Praise for the high-quality speakers and presentations.
- Gratitude for publicly addressing controversial topics.
- Affirmation of the need for Christians to receive training and education in order to be able to make an impact on culture.

Negative responses were mainly about the venue, catering and IT. In addition, the schedule of talks and speakers was very full and ambitious.

Religious Freedom—The Religious Discrimination Bill

The Church and Nation Committee wrote submissions for *The Religious Discrimination Bill* Draft 1 in October 2019, and Draft 2 in January 2020.

The committee believes that religious freedom is being diminished in Australia and that this will be damaging to all of society. Religious freedom is a basic human right, and in a peaceful, democratic, multicultural society, it ought to be balanced with other rights, not replaced by state-mandated beliefs. However, the changes to the Marriage Act in 2017, and associated changes in anti-discrimination legislation have resulted in religious institutions and individuals being discriminated against. Examples of this include Archbishop Porteous being called before the Equal Opportunity Board in Tasmania after communicating the Roman Catholic Church's position on Christian marriage amongst its own Parish Catholic Schools and the Israel Folau saga.

Our committee had concerns with the first draft of the Bill, and it remains concerned that the second draft will not adequately protect religious freedom. In fact, if the wording is not absolutely right, Christians may lose even more freedom than they have already.

Our submission included the following:

1. In the western canon of common law, a person has never been compelled to support views that are contrary to their sincerely held religious convictions. This inviolability of the human conscience is a fundamental principle in common law, the Bible, and many other religious texts, and it should be explicitly stated in the Bill.
2. Courts must never determine religious doctrine. In the explanatory memoranda, the current draft allows a judge to determine what would be considered legitimate religious expression based on the imaginary opinion of a 'hypothetical' believer. This test is unacceptable. It fails to acknowledge the obvious and self-evident fact that adherents of a particular religion can agree to disagree on particular theological issues and still consider the

others to be fellow-believers or even that intractable disagreements over theology can exist between genuine adherents of the same faith. This test for religious belief must be replaced with the tried and tested common law definition: 'For the purposes of this Act where an individual or entity holds a religious or conscientious belief, that belief is to be taken to be genuine if the holding of belief is neither fictitious, nor capricious, and is not an artifice.'

3. The provision for the establishment of a 'Religious Discrimination Commissioner' should be removed. A clear, coherent, comprehensive regime of protections for religious believers, organisations and institutions is all that is necessary. A concentration of power such as a Religious Discrimination Commissioner is far too vulnerable to politicisation and bias.
4. The protections for religious speech should cover complaints under anti-discrimination law as well as complaints made under State or Territory vilification laws. State-based vilification provisions are notorious for infringing upon free religious speech and must be subject to protections offered under the Bill. If this is not addressed, it will entrench an incoherent regime of laws and create chaos and injustice.
5. The definition of what constitutes a 'Religious Body' excludes many faith-based and religious charities not currently excluded by Commonwealth anti-discrimination laws and prevents many faith-based or charitable organisations from operating in accordance with their religious beliefs. (In particular, the new rules for aged care and hospitals do not allow them to act in accordance with their religious convictions (including in respect of euthanasia or IVF). Notably, this regime of exclusions has no precedent in any anti-discrimination law in any jurisdiction in Australia (or any Anglophone democracy)'. Therefore, the commercial activities test for religious institutions and faith-based charities should be removed, and a provision included which allows a religious belief to be attributed to a corporate body and the *Charities Act 2013* amended to clarify that holding a traditional view of marriage, gender or family does not cause a charity to fail the public benefit test.
6. Clause 5, which allows states to render particular 'religious activities' unlawful, forfeits any protection under the Bill and therefore must be amended. The proliferation of state laws which redefine 'conversion therapy' to include ordinary religious teachings and activities, and then ban them, prove the gaping hole this leaves in religious protection. The definition of 'lawful religious activity' needs to explicitly include not just prayer, worship and religious observances, but also religious statements, counselling and teaching on matters such as marriage, gender, family.
7. Protection from discrimination over reasonable statements of belief by employees and professionals should be explicitly protected for activities both inside and outside of the workplace. These protections should apply universally, and in no way should they be impacted by whether or not their employer is the Government or the profit margins of their private employer. Furthermore, there should be a presumption that a simple statement of belief is not unreasonable.

8. Protection from discrimination in the determination of funding and allocation of State and Territory government contracts and tenders for religious schools and charities needs to be explicitly ensured.
9. Protection from discrimination by 'Qualifying Bodies' needs to explicitly cover individuals, faith-based organisations and accredited service providers.
10. Protection from discrimination over conscientious objection needs to cover explicitly individual health practitioners and faith-based health institutions, and explicitly cover conscientious objection to providing a particular service (e.g., abortion) and conscientious objection to providing a particular service to a particular class of persons (e.g., providing IVF to single and same-sex couples).
11. The Bill needs to explicitly enshrine the rights of parents to educate their children in accordance with their beliefs. One of the most fundamental rights in the sphere of religious freedom is the raising and educating of children. Australia is a signatory to the United Nations Declaration of Human Rights (1945), which states that 'parents have a prior right to choose the kind of education that shall be given to their children' and Christians should take this opportunity to shore up this right.
12. The Bill should clarify the evidentiary requirements for determining and assessing an organisation's religious beliefs. Many faith-based schools and organisations are non-denominational, and as such, require explicit standards/instructions about how to demonstrate a set of beliefs for the purpose of lodging or defending a discrimination claim.
13. It should be made explicit within the text of the Bill, that employers cannot impose a rule that it is an inherent requirement, that employees not contravene the secular 'corporate values' of the organisation. (Otherwise, religious people could only be employed by religious organisations.)
14. Explicit protections for, 'for profit' religious businesses such as medical practices and law firms should be included so that they can lawfully maintain their ethos by preferencing the hiring of employees who share and practice their ethos, at all levels of the organisation.
15. The Bill should explicitly provide for any inevitable conflicts between anti-discrimination laws and religious discrimination laws to be balanced according to the 'necessary limitations' standard set out in the *International Covenant on Civil and Political Rights*, which Australia has signed and ratified.

We believe that this is an area which requires much prayer and wisdom.

March for the Babies 10th Anniversary Rally

The 2019 'March For The Babies' was a big success with approximately 3,500 attendees, with anecdotal reports indicating a much higher participation rate by Presbyterian church members than in previous years.

Our researcher, Mrs Moira Deeming joined as Secretary of the MFTB committee just three months prior to the date of the event and was an instrumental organiser. She was very thankful to God for answered prayers where everything fell into place.

Plans for *March for The Babies* 2020

Due to the COVID-19 lock downs, the 2020 MFTB will be a live stream event rather than a 'march'. The MFTB committee plans to launch a new website and revamp the MFTB logo. The March For The Babies committee would very much appreciate prayer for the success of the 2020 live stream event.

Transgenderism in Australia

Transgender ideology has had a significant impact on Australia's laws and culture. In the 1984 Sex Discrimination Act, 'man' was defined as 'a member of the male sex irrespective of age' and 'woman' as 'a member of the female sex irrespective of age'. 'Sex' was clearly understood to be one of the two biological categories, either male or female.

However, the 2013 Sex Discrimination Amendment Act repealed the definitions of man, woman, and all references to sex as a biological category. It replaced them with 'gender identity', 'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth'.

Effectively, sex was redefined in law as a personal choice to which all other considerations and rights were made secondary. Biological sex as a standard in law was erased, man no longer meant biological males and woman no longer meant biological females. Even the concept of the male/female binary of sex was undermined by removing the phrases 'the opposite sex' and substituting them with 'a different sex'.

The removal of sex from the definition of the Marriage Act in December 2017 (from between one man and one woman, to between two people) served to strengthen and accelerate the destruction of objective language about sex, gender, sexuality and marriage in culture and law. Under the guise of LGBTIQ 'inclusion', the Victorian Government led the charge towards removing any remaining religious exemptions or protections in law, and indeed in making ordinary religious beliefs and practices, criminal offences.

The consequences of this ideology are dire, and include:

- Children being confused about the nature of their sex, their bodies and reality (with or without parental consent).
- Children being subjected to unproven, irreversible and damaging 'gender affirmation' drugs and surgeries (with or without parental consent).
- Forced use of self-declared pronouns (either incorrect sex pronouns or new, 'created' ones).
- Forced inclusion of males into female and females into male spaces, services and roles (toilets, changerooms, shelters, gyms, doctors, sports etc).
- Removal of religious exemptions from discrimination laws in employment, membership and internal operations for churches, religious institutions and religious individuals.
- The criminalisation of disagreement with transgender ideology.
- A general confusion permeating society about the reality of biological sex.

- A culture of oppression throughout law and culture, as some people are mercilessly punished for disagreement and others are cowed into self-censorship.

The Church and Nation Committee have worked alone and in concert with many other Christian organisations to combat transgender ideology on many fronts this year.

The committee has:

- Made submissions to the Victorian Government on Conversion Therapy bans and the Whole of Government LGBTIQ strategy.
- Made submissions to the Federal Government on the Religious Discrimination Bills, version 1 and 2.
- Written an open letter to the Prime Minister of Australia, Deputy Prime Minister of Australia and federal Health minister, advocating for a parliamentary inquiry into the affirmation model of transgender treatment for minors.
- Written an article for Australian Presbyterian magazine.
- Produced monthly 'updates' to help the Presbyterian congregations in Victoria keep abreast of and pray over cultural and legal changes being promoted through transgender ideology, including:
 - The Victorian Births, Deaths and Marriages Registration Amendment Bill, which allows people to lie about their biological sex on their birth certificates and access opposite-sex spaces and services.
 - The Health Complaints Commissioner Inquiry into Conversion Therapy report (HCC Report) which the Government used to justify legislation to ban so-called 'conversion' practices in Victoria.
 - The Victorian Sex Party's proposed Racial and Religious Tolerance Amendment Bill 2019, which among other things, will enforce personally chosen pronouns and make disagreement with transgender ideology a criminal offence if it causes offence, regardless of whether offence was intended.
 - The proposed 'Whole of Government LGBTIQ strategy', which advocates the removal of all religious exemptions from discrimination laws regarding sex, gender and marriage in employment, membership and practice.
 - The federal Religious Discrimination Bill consultation processes.
 - 'Safe Schools' and 'Comprehensive Sexuality Education' curriculums that promote transgender ideology as fact to children.
 - Cultural watersheds, such as Twitter adding 'misgendering' (referring to a person's biological sex rather than gender identity) to its hateful conduct policy, resulting in people who express gender-critical views being subject to both temporary and permanent bans.

The committee prays that its work would have a positive impact.

Submission on the Proposal for Legislation to Ban LGBT 'Conversion Therapy'
Being a conservative, evangelical, Christian, Protestant church denomination, the PCV holds to the traditional teachings of the faith which have been practised since the beginning of the Christianity some two thousand years ago.

The PCV believes the Bible is the supreme authority from which it derives its doctrine and the teachings of its faith. Its mission is to teach and preach the Good news of Jesus Christ with a view to transforming or 'converting' the 'heart'. Indeed, in Christianity, 'conversion' is a positive, spiritual experience. Christians, Christian

churches, and ministers in particular are constantly in the business of ‘conversion’—the joyful spiritual conversion that happens when a person comes to faith in Jesus Christ.

As such, it was with great interest that, on behalf of the PCV, the Church and Nation Committee wrote a submission against the proposed ‘conversion therapy ban’ and also personally meet with government representatives to further press its concerns. Whilst it appreciated the consultative approach taken by the Government, the wording of the proposed legislation is extremely concerning. It was also disappointing that the Government’s own Conversion Practices Discussion Paper does not cite any opinions of endocrinologists or pediatric specialists or any other opinion contrary to theirs.

As a denomination, the PCV has not specifically set up counselling organisations that target people with same-sex attraction or gender dysphoria. Still, PCV’s general, biblical counselling services would, without doubt, contravene this legislation. The only ban the committee agreed with was that of any individual or organisation ‘guaranteeing’ to change a person’s sexual preferences or gender dysphoria, as an obvious impossibility.

However, if passed in its current form, the ordinary beliefs and practices regarding sexuality and gender to which Christian churches, schools, parents, individuals and businesses subscribe and prescribe, would be made illegal (the only vague wording regarded whether or not the consequences should be dealt with under civil or criminal law.)

We believe that there are already sufficient protections in law to safeguard against physical assault, bullying, and harassment for inappropriate or coercive behaviours in society, and are more than happy to submit to these laws. This legislation goes too far, criminalising even *voluntary engagement* with Christian teachings, as well as the rights of Christian parents to raise their children according to their beliefs.

Christians and Christian institutions are biblically mandated to provide loving, and specifically Christian perspectives on life, including direct instruction and advice. The committee’s practice (both professionally and personally) is to present these in a biblical, truthful and loving manner. In any of these contexts, people can agree to be prayed for, study the Bible, listen to sermons or join a support group, amongst other options. Obviously, there is no obligation for anybody to receive counselling or to retain membership of a church or organisation should they find themselves disagreeing with the ethics postulated, or the counselling to be unhelpful or offensive. The committee advocates for free choice in counselling and that includes pursuing a desire not to have same-sex attraction or to realign gender identity with biological sex.

However, the committee was also deeply concerned about the difference between adults who have the power to consent to such teaching and advice, and children, who do not but whose parents provide consent on their behalf. The committee supports the rights of parents to offer biblical counselling and advice to their own children, directly and through schools, clubs and churches. This includes affirming them in their biological sex as opposed to any conflicting gender identity, and in God’s design for their sexuality, as opposed to any desires they may experience. The proposed legislation represents an attack on these fundamental parental rights to raise children according to one’s own values and beliefs. The committee opposes any attempts to remove these parental rights in the strongest possible terms.

If this proposed definition of 'Conversion Therapy' is adopted, then the State will have the power to dictate what is allowable religious doctrine or belief. The committee believes that this is unacceptable.

The position the committee presented in its submission and during our face-to-face meeting was that the Human right to Freedom of Religion and to teach the doctrines of one's faith within the family and the church must be balanced with, not superseded by LGBT rights. There should be no fear of the possibility of breaking civil or criminal law when one is teaching and living out one's religious faith or personal beliefs. Christian ministers, pastors, teachers and people of faith, who disagree with these ideologies, do not deserve to lose their assets if such a ban were to come under civil law. They also do not deserve to go to gaol if the ban comes under criminal law. They do not deserve to lose custody of their own children. Christians desire to live peaceably in society with all people, even those with whom there are fundamental disagreements.

There should be legal space for all to live together peacefully, rather than legal regimes forcing people on pain of humiliation, financial ruin or jail to pretend everyone agrees with each other. In fact, any type of forced 'mediation' will both incentivise and weaponise incidences where offence (or 'harm') was deliberately taken, even though none was intended. This means that people will be tied up in legal battles ad infinitum. This will only increase tensions between groups in society with different values, not lessen them.

Conclusion

The committee believes that under existing laws, there is sufficient protection for harassment, bullying, and coercion. The proposed definition of conversion therapy will decimate the basic human rights of every single person and institution with a Christian or traditional worldview in the areas of freedom of religion, association, conscience and speech. The Government should scrap this ban on 'conversion therapy' or provide exemptions for freedom of religion, association, conscience, and speech.

Submission on the Proposal for Australia to enact legislation comparable to the United States's Global Magnitsky Act 2012

In December 2019, the Minister for Foreign Affairs and Minister for Women, Senator the Hon Marise Payne, asked the Joint Standing Committee on Foreign Affairs, Defence and Trade Human Rights Sub-committee to inquire into the use of targeted sanctions to address human rights abuses. In January 2020, the Church and Nation Committee received an email suggesting that it write a submission to the inquiry in favour of such laws, known colloquially as 'Magnitsky Laws'. The committee was more than happy to do so.

As well as being an intolerable injustice, large scale, serious corruption and human rights abuses threaten the stability of international political and economic regimes by sabotaging democratic institutions, degrading the rule of law, fanning violent conflicts, and undermining free markets.

Furthermore, Christians believe that every human being is created by God in His own image and likeness and is endowed with immutable dignity and responsibility. Therefore, it is held that there are 'human rights' and 'human duties' which are properly universal, that is, they apply in all places and all times. The committee believes that these rights are granted by God, not human-made laws. It is believed that as a richly

blessed co-heir of Judeo-Christian culture, the nation-state of Australia has a moral duty to promote these God-ordained human rights around the world, as they are essential for justice, stability, security and functionality in every society.

'Magnitsky legislation' delivers punitive consequences to individuals engaged in corruption and human rights abuses, in the all too common instances where their own governments are complicit in their crimes or are incapable of stopping or punishing them. If enacted, targets of Magnitsky sanctions would not be able to 'park' their profits in Australian assets, enjoy them through Australian services, multiply them through transactions with Australian businesses or banks, or even enter Australia at all.

Background

Sadly, after World War Two, the international human rights norms which were established and promoted through various United Nations and international 'cooperative' treaties, name and shame 'lists' and countrywide sanctions were often found to be ineffective at preventing such crimes (United Nations, n.d.). Individuals interested in committing gross corruption and human rights violations were rich and powerful enough to escape the consequences of 'national shame' or state sanctions, whilst their fellow citizens, the actual victims of their corruption, were not (Robertson, 2018). Furthermore, political and economic 'considerations' often meant there was no chance of a consensus amongst the UN countries with a veto, so that sanctions were rarely employed (Robertson, 2018).

'Magnitsky' laws are effective because they are executed independently and efficiently, via domestic legislation, placing financial and visa sanctions on specific individuals assessed to have committed gross corruption or human rights abuses. They do not aim to achieve traditional justice against foreign criminals via domestic or international criminal courts and prison, which is notoriously difficult. They aim to disincentivise and disrupt gross corruption and human rights abuses. The effectiveness lies not only in the elimination of the capacity of individual criminals to enjoy the profits of their crimes, but because the sanctions are so precisely targeted, that they do so without punishing innocent bystanders or creating international political crises.

The effectiveness of Magnitsky laws increases with every country that introduces them. Similar versions of the US GMA have already passed in the UK, Canada, Estonia, Latvia and Lithuania, and it is vital that they pass in parliaments where they are under currently under consideration. (Australia, the EU, France, Germany, Ireland, Sweden, Denmark, Romania, Italy, Ukraine amongst others.) As Magnitsky laws spread, Australia will have the opportunity to work in concert with other countries to maximise the effectiveness of the sanctions on targeted individuals, and by extension, disincentivise others who might consider trying to profit off human rights abuses.

Australia's stable, fair, and transparent government and low-risk economy (Australian Government, Australian Trade and Investment Commission) make us a desirable destination for human rights abusers to enjoy the fruits of their corruption.

Therefore, the committee recommended that the Australian Autonomous Sanctions Act (2011) be amended to create coherent and efficient 'Magnitsky' legislation, similar to the US Global Magnitsky Act (2012) as soon as possible.

Result

Representatives from the committee were invited to speak on the submission in person at the inquiry in Canberra, but the onset of COVID-19 lockdowns prohibited attendance. The inquiry has not made any recommendations as yet.

Committee Finances

The committee is thankful to God for his continuing provision of financial resources for its work during the past 2019–2020 financial year. Although there were high attendances at the Colloquium, expenses were certainly higher, with two international speakers and added security. Going forward, like most committees, finances will be lower, which may curb some activities.

Christopher T Duke
CONVENER

CHURCH PLANTING COMMITTEE (Min 32)

'Unprecedented' is the word we keep hearing in 2020, the year of the plague. It is overwhelming and even confusing at times. The book of Ezekiel begins with the exiles living as slaves on the banks of the Kebar River feeling shocked and confused by their circumstances. In the midst of it all, the Lord gives Ezekiel a vision of his glory and awesome power to remind him that he is still on the throne. That no matter the circumstances of life, nothing is outside of his plans. It was this vision that Ezekiel and the exiles needed to endure, it is a vision that we need to endure today.

In the year of the plague, we need to remember that the Lord is still on the throne. The world has been humbled by a tiny virus, but none of this is a surprise to the Lord. His great commission to make disciples of the nations still stands and the early church thrived and grew despite severe plagues in days of the Roman empire.

Victoria is greatly blessed to have so many of the nations of the world coming to live amongst us. The PCV continues to have great opportunities for mission in the State and must not lose courage to press on with proclaiming Christ with clarity and conviction. The PCV must be calling on people to repent and trust in Jesus. He is the only hope for our world.

No time to hit pause

The temptation is to hit the pause button on new initiatives and wait till the vaccine arrives and the pandemic is over. However, church planting is not something you can just switch on and off. It literally takes years to plant a church. The committee needs to identify the mission field, find and equip the church planter, gather the core team, find a place to meet, buy land, and build the financial and spiritual support. A longer lead time will often get better results.

The reality is that church planting is still decades behind where it should be. There are significant areas of Victoria without a good church. A slow-down in immigration and the growth of Victoria for a couple of years gives us a chance to begin to catch up.

The committee will continue to pray and plan and have the conversations so that the mission can press ahead. As a denomination, the PCV needs to continue to be discipling the next generation of leaders and encouraging the gifted and godly to be training for full-time ministry. The denomination needs to be challenging the next generation to give up their temporary ambitions for this world and preach in a way that will deepen convictions to prepare people for the world to come.

Time to think strategically

With the brownfield inner-city suburbs becoming the next growth areas, the PCV needs to be thinking about how it reaches the many young, professional immigrants who often move into these areas. The PCV already owns property in many of those areas, and it needs to think about how to make the most of the resources the Lord has given it. There will sometimes be occasions when the most prudent way ahead will be to close a struggling congregation down for a short period before planting a new congregation in the old building. It has been seen at Darebin how God can bless and grow a new congregation in an inner-city suburb where the PCV has struggled in the past. Darebin Presbyterian Church desperately needs a place of worship that they can call home to capitalise on the extraordinary work of God there in recent years.

The workers are few

Please pray with the committee that it might plant at least one new Presbyterian church per year. After a pause in planting due to financial constraints in recent years, the committee is thankful for the increased funding that will soon be available, and it is looking forward to getting back on track. The city of Melbourne continues to be one of the most gospel-poor cities in the developed world, while our regional cities and towns tend to be better served for the most part. Can the committee request Assembly members to set aside time in your regular services to pray for the mission field of Melbourne and the planting of new churches in the same way that Assembly members regularly pray for overseas missionaries? The local mission field is no less important.

Sponsoring a church plant

Assembly members may be in churches in a suburb where there is no current need for a church plant. However, such churches could become strategic partners with a church plant. This is already happening in a number of places. Some mature churches have committed to praying regularly, providing assessor elders, and giving financial and moral support. Perhaps the congregations of Assembly members has people that they know will soon be moving to the greenfields for a cheaper block of land. They could share with those people the vision of the Presbyterian church to grow the kingdom and encourage them to join one of the new churches and give it a head start. The day may come when some of their children will be moving back to the inner suburbs for study or work, and the regeneration will be returned.

Current Church Plants

The Officer congregation continues to grow. The committee is encouraged by quarterly reports of the work. Even in the midst of restrictions, the work continues.

The property, while not being used at the time of writing, is proving to be a limiting factor for the church. Recent attempts to gain council approval to improve the facilities have been frustrated by local government requiring the congregation to fund the costs of road upgrades before any building works are approved. This cost, in excess of \$500,000, is far beyond the cost of the building works envisaged at this stage in the life of the congregation.

Grants Approved

Only one church plant received a grant in the reporting period. The Officer charge received approval for a grant of \$48,000 for the 2020 calendar year. The CPC routinely distributes the grant with 55% passed on in the first six months and the remaining 45% for the final six months. This is to provide a somewhat smoother transition from year to year, with the expectation that the church plant will continue to grow and its giving with that. The plant continues to see its grants diminish in keeping with the five years of funding afforded by regulation 7.

Future Church Plants

The Presbytery of Melbourne North anticipates planting a congregation in Donnybrook in 2021 with Mr Ben Kelada (final year candidate) as pastor. The CPC and Melbourne North both have representation on the Exit Students Committee, which is responsible for exiting Mr Kelada. The committee through the CPE continues to engage with Mr Kelada and the presbytery.

The committee is also working with the Presbytery of Maroondah to explore the possibility of a church plant within St Andrew's College. The school is keen to make its

facilities available, but they will not wait forever. The committee is in conversations with a PCNSW member who is in the process of becoming a candidate. It is unlikely that, should the person be approved as a candidate, they will be able to commence until 2022 or possibly 2023. Even if all necessary approvals are forthcoming, the ability of the CPC to fund the plant is somewhat difficult to determine given the financial constraints facing the committee.

Accredited Church Planters

Following the 2019 Assembly, the CPC is now able to process and approve ministers and licentiates as 'accredited' church planters. During the reporting period, one application was received but was outside the scope of regulation 6. The regulation specifically says 'ministers and licentiates' are able to seek accreditation, but this does not enable a final year candidate to be accredited and exit to a church plant. It would aid presbyteries, the Exit Students Committee and the Church Planting Committee if candidates were also able to seek accreditation prior to being licensed. While the committee is able to make some determinations subject to presbytery making a decision, it seems difficult to receive an application that is outside the regulations with such a proviso. The committee has asked the Code and General Administration Committee to provide relief by advancing to a future assembly a revised regulation 6 that allows the committee to receive and process applications of candidates subject to presbytery licence in much the same way the Exit Students Committee makes appointments.

Land Banking

The committee continues to speak with presbyteries and seek properties that suit the future needs of the church. The most significant needs remain in Melbourne's three growth corridors and those regional cities mentioned in previous reports of the committee (see BB 2017, pp 273–277; BB 2018, p 234).

Exploring properties near Baxter within the Presbytery of Flinders has highlighted a new hindrance to the work of church planting. Some local government areas are specifically excluding places of worship within the zoning of properties that suit the future work of the church. This would require going to VCAT to have the exclusion lifted.

Finances

The committee is continuing to work within the budget constraints arising from the legal fees from the SCPT v PCVTC case being recouped by the Trustees. The Ministry Development Committee (MDC) has made the CPC aware of its desire to postpone discussions concerning the future SCPT distribution ratio between the committees. While the CPC sees no need to postpone the discussions, it also has no desire to contest the request of the MDC given these unique circumstances. The committee is encouraged that the MDC is committed to future negotiations, albeit to occur at a later date.

The committee is still of the opinion that the best way forward is not for the committees to come to an uneasy agreement but for the Assembly to make a considered determination of its priorities within the realm of home mission and church extension. Flowing from this priority, the Assembly would then be able to distribute the available resources in a way that is a clear expression of the Assembly's commitment.

Church Planter Evangelist Position Description

The committee flagged in its 2019 assembly report the desire to bring a new position description for the CPE to a future assembly for approval. The CPC has now finished its third draft of the revised description and anticipates, after consulting with the Board of Investment and Finance and Code Committee over the next year, to have the position description approved at the 2021 Assembly, to ensure the necessary steps of rule 5.19.3 can be followed so that the CPC can bring a name to the 2022 Assembly for appointment to begin 1 January 2023. The committee is encouraged by the Presbytery of Melbourne North's keen interest in the matter and its desire to see a draft of the proposed position.

The Christian Reformed Churches of Australia

The 2019 GAA approved an MOU with the Christian Reformed Churches of Australia, which, among other things, speaks of the churches undertaking their respective 'Church Planting work with consideration for one another.' The CPC convener has started conversations with the CRCA and looks forward to reporting to a future assembly as to how the two denominations might work together to establish new congregations to reach the lost.

Past Church Plants

The committee was encouraged to see the Point Cook charge raised from an Appointment Charge to a Pastoral Charge, and then proceeding to call Rev Peter Owen.

Cameron Garrett
CONVENER

CLERKSHIP COMMITTEE (Min 33)

Since the last Assembly, the Clerkship Committee has conducted its business by email protocol where appropriate and has met twice via Zoom conference.

The new committee membership structure put in place at last year's Assembly appears to be working satisfactorily, with the retiring member for this year, Kevin Childs, happy to continue on the committee. The committee has been able to fulfil its mandate of providing pastoral care, support, oversight and advice as required. The committee would like to take this opportunity to thank the members of the committee for their willing cooperation and participation in the work of the committee throughout the year.

Acting Clerk

As foreshadowed in last year's report, the Clerk has been on combined annual and long service leave, 25 December 2019 – 15 June 2020. During that period, the Deputy Clerk, Rev Peter Phillips, was the Acting Clerk, assisted by Rev Dean Carroll as Acting Deputy Clerk.

Altered Remuneration

The 2019 Assembly approved the appointment of the Acting Clerk for two days per week, working from the Clerk's Office, with a night's accommodation per week provided at the Victoria Hotel. This arrangement proved inadequate once the COVID-19 restrictions were implemented by the State and Federal governments, so at its meeting on 11 April, the committee amended the remuneration arrangements for the Acting Clerk to reflect hours worked in excess of the previously agreed two days per week, backdated to the week beginning 16 March 2020. For many weeks, the Acting Clerk was fully occupied with Assembly related business five days a week, but graciously donated his time for one day each week. The committee wishes to place on record its appreciation of the Acting Clerk's generosity in this matter and also its appreciation of the Board of Investment and Finance's prompt attention to the committee's request.

Acting Clerk's Report

The Acting Clerk was approached and asked to provide a report on his time as acting clerk and to identify any matters to be taken into account by the committee in future. His report, which reads as follows, highlights the challenges experienced when stepping into this role and the need for flexibility in the allocation of time to do the job:

You asked for a report on my stint as Acting Clerk while John Wilson was on extended leave.

There is not a lot to say, really. I endeavoured to do well what needed to be done as promptly as possible and to keep watch on the matters for which the Clerk is responsible without bothering him with questions so he could enjoy his leave uninterrupted, while remembering that I was not the Clerk, but only filling in for him until he returned from leave.

The transition into the role was on the whole smooth, with a steep learning curve at first in regard to Safe Church matters. Given that the Clerk has Safe Church-related responsibilities that belong to him alone, I do not see how that could have been avoided; however, Fiona Bligh was very helpful and briefed me well, and I was and am grateful for her assistance. It was good to be able to rely on

Dean Carroll, and Michael Ellison, and the other office staff, especially Siew Teng Yap, were also very supportive and helpful. I was glad to be part of a team. I also greatly appreciated the support of the moderator, Colin Morrow.

I was much busier than I had anticipated, and the two days a week in the office arrangement did not work out as expected. This was due in large measure to circumstances not likely to be repeated—the two Kirkbrae committees and COVID-19, which created much busyness and working entirely from home. However, even before the shutdown, I was attending to Clerk's business from home outside of the two days per week I was spending in the Church Office. That was to be expected—it is not possible for the Acting Clerk to say when someone asks for help, 'Wait till next week when I am on duty again!' The result was that there were few weekdays while I was Acting Clerk when I did not do some clerking. That is not a complaint; just a report.

On the whole, I enjoyed the opportunity to serve and hope that I was able to make a useful contribution to the administration of our church.

The committee wishes to publicly acknowledge its appreciation of Peter's wise and conscientious commitment to the task before him, which included not only the normal day-to-day clerking duties but much extra work in relation to the Kirkbrae committees and the organising of the Commission by Zoom conference. It would be remiss not to single out, in particular, the significant contribution made by both Peter Phillips and Dean Carroll to the organising and smooth running of the Commission. The Assembly is blessed indeed to have men of such calibre to call on in such times.

Assembly Clerk

Report on LSL Activity

While not required to do so, the Clerk kept the committee briefed on his professional activities during his period of leave and has provided the following summary report:

I am very grateful for the provision of long-service leave. After two decades without it, this period away from the constancy of assembly and committee work was a real blessing. While I understand that the entitlement is part of my terms of settlement, I consider this year's offer of LSL to be a bonus—a kind and generous gift from the church. Thank you.

I consider long service leave to be a provision for the church's benefit as well as for the minister. It is all seen in the return to work—where a refreshed attitude and re-focussed vision serve the church well for the next ten years.

Reading

I have used the time to read and digest books in such a way that I have never paused to read before, excepting in a rushed way, and usually in order to fulfil background study for a lecture or sermon. There is much joy in unhurried reading of Scripture and delving deeply into Christian books.

Research

I have been delighting in research with four writing projects, and I want to give back to the church the fruit of the work I have been engaged in:

1. 'Strength for today, bright hope for tomorrow': a statistical survey of PCV's progress over 40 years, in which I trace the trends in our church life since Union in such a way that ministers with their sessions will be able to engage in useful forward planning for their own congregation, and committees of the Assembly such as MDC and CPC likewise. I include a brief review of the UCA statistical progress over the same period of time.

2. A cumulative index of GAV Blue Books 1974–2019: this being for a more exclusive use (i.e. a researcher). It will be useful as a fully searchable online tool for quickly finding, for example, answers to questions such as: In what year did the Assembly make a declaration about (*a particular subject*), and what did we say?

3. 'Nine truths you cannot live without': a complete re-write of my Preparation for Membership booklet (nine interactive Bible studies for inquirers).

4. 'A noble task': a re-write of my Preparation for Eldership booklet (six interactive Bible studies for aspiring elders).

Upon return to work, I found everything in order and all responsibilities of the Clerk's office having been attended to in an efficient and thorough way—and thanks for this goes to Siew Teng Yap's cheerful diligence and the attentive, hard work of Peter Phillips and Dean Carroll, and also to Michael Ellison, who, when called on, stepped in to fill a gap when needed. Nothing was left undone in my absence.

I make special mention of Peter Phillips, who masterfully attended to some significant issues that arose. I thank Peter for deputising for me, and his wife Lorraine, in that both of them gave up a huge portion of their year to attend to serve the church.

So, now that LSL is out the way, it is business as usual from the Clerk's Office for the next four or five years (DV).

Proposed Mission to Malawi and Zambia

At the beginning of April, the committee was approached by the Clerk regarding a proposed four-week teaching and encouragement mission to Malawi and Zambia which he had planned and organised to take place during his LSL. The coronavirus lockdown has prevented the mission going ahead as planned, but John is still deeply burdened by the need of the church in Central Africa.

The Clerk approached the committee seeking its advice on his request for permission to work through Christmas 2020 and New Year 2021 without taking any leave in order to take his annual leave sometime later in 2021. That would enable him to conduct, at his own expense, the planned mission to the churches in Malawi and Zambia while on leave.

The committee is very conscious of the enormous workload that the Clerk has carried with such distinction over the last three years and also of the faithful ministry he has exercised, at considerable personal cost and over many years, to the brethren in Malawi and Zambia. Whilst the committee applauds John's faithful ministry to the

Central African churches and his integrity and professionalism in planning to conduct the mission as a private venture at his own expense during his annual leave, it does not believe it is in the best interests of either the Clerk or the wider church for him to do so. In the interests of both himself and our denomination, the Clerk's leave periods need to be jealously guarded. To conduct such a mission, even though an uplifting experience, is a demanding and draining exercise and is certainly not a relaxing holiday.

However, the committee is fully supportive of the Clerk's desire to fulfil his undertaking to the churches in Malawi and Zambia and in view of the exceptional circumstances which prevented him from doing so as planned, believes that in this particular instance time should be made available for him to do so without jeopardising his annual leave entitlements. Accordingly, the committee has informed him that he is at liberty to organise such a trip at his own expense at a mutually suitable time during 2021, without sacrificing his annual leave to do so.

Robert W White
CONVENER

CODE AND GENERAL ADMINISTRATION COMMITTEE (Min 61)

The committee met six times since the last General Assembly and attended to all matters referred to it. The members enjoy meeting together, and there is always a cooperative and consultative spirit applied to every subject under discussion. There have been some difficult and complex items referred to the committee this year, but members have not balked at the time and thought necessary to return to committees and this Assembly with ripened advice.

The committee is acutely aware of its responsibilities which, in part, demand that it thinks widely and draws conclusions and constructs proposals that go to the broader implications of church life within the PCV. Ours is the task of moving towards a greater measure of co-ordination and co-operation among committees and, generally, increased efficiency in the work of the church.

The committee is one member short of a full complement. While the Assembly does not insist on parity in membership, it would be helpful if, on each of the Assembly's committees, there was a mix of ministers, elders, and other members of the denomination where appropriate. The committee would very much like to hear from an experienced elder of the church (whether a member of Assembly or not) who is a clear thinker and would like to volunteer to be part of the Code Committee. Can anyone suggest an elder's name to the convener?

Of all the items of business before the committee this year, it is deferring approximately half until the first General Assembly next year, and proceeding only with what follows. Assembly members will notice, for ease of following the business, that numbered paragraphs of this report have correspondingly numbered clauses in the proposed deliverance.

1. Remit return from presbyteries – Presbytery Visitation Questions

This remit (originating from GAV 2019, Overture 2, min 95) proposed an additional sub-clause 4.88.2 that would include seven basic metrics regarding church health in presbytery visitation questions.

Presbyteries voted 9/11 in favour of this remit. The committee recommends that the General Assembly approve this change by enacting a new sub-clause and renumbering the remaining parts of the rule (*see clause 1*).

2. Remit return from presbyteries – MDC's ten-year limit on funding

This remit (originating from GAV 2019, Overture 3, min 36) proposed a freshly worded rule 4.83 that would overcome its current inconsistency and therefore lack of clarity.

Presbyteries voted 10/11 in favour of this remit. The committee recommends that the General Assembly approve this change by replacing the rule with the proposed new words (*see clause 2*).

3. Remit return from presbyteries – Appointment of home missionaries and church planters

This remit (originating from GAV 2019, Overture 4, min 111) proposed a change firstly to rule 2.4 in order to shift the authority to appoint home missionaries and church planters from committee to presbytery, and then subsequent necessary changes to rules 4.63 and 4.73 to reflect this shift.

Presbyteries voted 11/11 in favour of this remit. The committee recommends that the General Assembly approve this change by rewriting these rules (*see sub-clause 3(a)*).

Following the 2019 General Assembly, it was pointed out that the committee had failed to see that one further necessary subsequent amendment is also needed – this time to rule 4.74. Just as the Assembly altered rule 4.73 to reflect the substantive change in appointments of home missionaries, so the committee should have proposed the identical alteration in rule 4.74 for church planters. The committee is asking the Assembly to accept that this was an administrative oversight and, seeing as the principal change has been universally accepted and it was given interim authority, that the change to rule 4.74 should be made, in this instance only, forthwith (*see sub-clauses 3(b)-(d)*).

4. Remit return from presbyteries – the process of uniting two congregations

This remit (originating from GAV 2019, Overture 5, min 112) proposed an additional rule to immediately follow rule 4.68 (Union, adjustment or dissolution of congregations) to fully outline the process of uniting two congregations into one – such rule to be numbered 4.68A.

Presbyteries voted unanimously (11/11) in favour of this remit. The committee recommends that the General Assembly approve this change by enacting the new rule (*see clause 4*).

5. Remit return from presbyteries—quorums and winding-up of congregations

This remit (originating from GAV 2019, Overture 6, min 113) proposed two new rules to define congregational and presbytery responsibilities in the cases where a congregation dwindles to a size where dissolution is considered, namely: a new rule 2.13A to define a congregational quorum (which has never been determined before) and a new rule 4.68B which defines triggers for and steps required prior to considering dissolution.

Presbyteries voted 8/11 in favour of this remit. Comments for improvement were received as well. Even after the feedback, there remained considerable support for the need to define a congregational quorum. The committee has determined that it will press ahead with a recommendation to add the new rule 2.13A.

However, because only eight of our presbyteries voted in favour of the remit as a whole, and also because the committee received two very helpful critiques and suggested improvements to the proposed 4.68B, the committee recommends not proceeding with the changes with regard to rule 4.68 at this time, but rather to consider a refined approach by another overture (*see clause 5 and Overture 1*).

6. Instruction from GAV 2018—PCV Ministers Long Service Leave regulations

This instruction (originating from GAV 2018, Overture 3, min 67) came from the Presbytery of Gippsland's set of questions designed to explore whether the regulations could be written with greater clarity and in particular whether assistants to the minister who are not ministers are to be included in the scheme or not.

The committee apologises for taking two years to return to the General Assembly as instructed. The reason for the delay lies not in negligence, but it reflects the complexity of the process required to develop regulations that have sufficient clarity to serve all

members of the General Assembly and are not out-of-synch with today's work practice but also to bring the Maintenance of the Ministry Committee and the Board of Investment and Finance along with the committee towards a common mind. It has been a long journey.

The new PCV Ministers LSL and LSL Fund regulations are set out in the proposed deliverance. The committee commends this to the General Assembly for adoption. The committee has addressed all the concerns raised by the Gippsland Presbytery overturists, and have reached a position where the Maintenance of the Ministry Committee and the Board of Investment and Finance have both signed-off on this set of regulations. The committee thinks this will serve the church well for years to come (see *clause 6*).

7. Consequential shortening of MMC regulations

As a direct result of excising all LSL regulations from the Maintenance of the Ministry Committee, the regulations of that committee have been reduced significantly. Further, that committee asked for an extra sentence in regulation 14 declaring that the maximum sustentation grant paid to a charge is 15% of the annually approved remuneration for ministers. So that you can identify this addition quickly, the sentence is underlined in the proposed deliverance. Other than that, the regulations have not been altered (see *clause 7*).

8. Exit Committee regulation 10 – removal expenses for exit students

In the course of reviewing Ministry Development Committee regulations, it was brought to our attention that a minor alteration in regulation 14 is required, namely: excising the words 'Removal expenses of exit students appointed to pastoral or appointment charges shall be borne by the charge.' These words should always have appeared in the Exit Students Committee regulations, and so they will form a new regulation 10 (see *clause 8*).

9. Instruction from GAV 2019 - State News Committee regulations

This instruction (originating from GAV 2019, min 31.3) came from the State News Committee asking the General Assembly to refashion its regulations and to approve a job description for the position of Editor.

The committee is in general agreement with the State News Committee's plans, its new regulations and the job description for the Editor. The proposals set out in the proposed deliverance reflect this agreement, and the committee urges the General Assembly to approve the changes (see *clause 9*).

10. Instruction from GAV 2019 – Women's Ministries Victoria Committee regulations

This instruction (originating from GAV 2019, min 66.10) came from the Christian Education and Nurture Committee asking the General Assembly to create regulations for the new Women's Ministries Victoria Committee.

The committee is in general agreement with the proposed regulations submitted by the ad hoc Women's Ministries Victoria Strategic Planning Committee. The regulations set out in the proposed deliverance reflect this agreement and the committee urges the General Assembly to approve them (see *clause 10*).

11. Selection Committee nominees

The Code and General Administration Committee has the responsibility of bringing nominations to the General Assembly for appointment to the Selection Committee, and these nominations are outlined in *clause 11*.

12. From Safe Church Committee Report GAV 2019 (BB p. 353) – Safe Church checks and requirements when making appointments

The Safe Church Committee alerted the General Assembly that our rules do not consistently alert sessions and presbyteries, when engaging workers, to the necessity of checking that the proposed worker has a current WWCC and also has satisfied all relevant PCV Safe Church requirements.

Without waiting for a specific Assembly instruction, the committee has put forward a number of proposed changes for mandating Safe Church checks in rules 3.40, 3.45, 4.70 and 4.132 and these additions are advanced by way of overture.

In the overture, as well as remitting this to presbyteries under the Barrier Act, the committee will also be asking the General Assembly to give approval to the proposed changes by giving them interim authority under rule 5.47.1(b) which will bring our procedures into line with the best of Safe Church policies (*see overture 2*).

13. In the light of present-day COVID-19 restrictions – Rules that permit boards of management and church courts to meet via technological means

It is happening anyway because of necessity, but the absence of a specific provision in the rules of the church means that some people are nervous about the legitimacy of such meetings. For example, while the government forbids Victorians to leave home, the Assembly has no formal church permission to meet via Zoom.

Without waiting for a specific Assembly instruction, the committee has put forward via overture a number of proposed changes to allow Boards of Management and Courts of the Church to meet via Zoom or other internet/technological means.

In the overture, as well as remitting this to presbyteries under the Barrier Act, the committee will also be asking the General Assembly to give approval to the proposed changes by giving them interim authority under rule 5.47.1(b) which will then bring our procedures into line with current necessary situations. The changes required to achieve this are new rules 2.12A, 2.38.6 and 6.12A (*see overture 3*).

14. Rule changes that permit boards of management, sessions and presbyteries to use email protocol, in specific circumstances only, for decision-making

Though the procedure should be used only for specific purposes and not commonly applied, the committee notes that while committees of the General Assembly may do this, there is no similar permission for boards of management, presbyteries, or sessions to do so when they believe that urgency requires it.

Without waiting for a specific Assembly instruction, the committee has put forward a proposed change in rule 2.38 and new rule 6.12B, and these changes are advanced via overture.

In the overture, as well as remitting this to presbyteries under the Barrier Act, the committee will also be asking the General Assembly to give approval to the proposed

changes by giving them interim authority under rule 5.47.1(b) which will then bring our procedures into line with best practice (*see overture 4*).

15. Items deferred until the next General Assembly in the light of the request from the 4 August Commission of Assembly, min 5.4

	item of deferred discussion	source
1	Is setting the Assembly Rate in October each year best practice?	GAV 2019, min 25.5
2	Review of committee membership and revision of Selection Committee regulations	GAV 2019, min 76.5
3	Proposed rule changes to alter the ACR regime – preparing an overture to change rules 2.14, 2.44, 2.45, 4.81 and 4.82	GAV 2019, min 80
4	Eligibility for election as elders - adding a note to rule 3.11 that references CoD 9.19	question raised from a presbytery
5	Paedocommunion ruling from GAA – amendments to rule 3.24, and new rule 3.24A	GAA 2019, min 74
6	Confirmation of the minutes of commissions of church courts: rule 6.50.3	question raised at Commission
7	CoD censures on ministers and possibility of removal: clarification of rule 3.32	Clerk, GAA
8	Commission for Church Institutions regulations: Appendix 5	question raised by the moderator
9	Review of PCV structure – broader discussion with the BIF	GAV 2019, min 25.6
10	Review of how PCV church workers are employed – broader discussion with the BIF	BIF discussion paper

John P Wilson
CONVENER

COMMISSION FOR CHURCH INSTITUTIONS (Min 42)

The Commission has not finalised all the appointments for the year 2020–2021. It is not always possible to have every school board ready for an annual appointment at the same time, and this year the work must continue after the General Assembly. At the time of writing, the following appointments have been made for the 2020–2021 council years:

Belgrave Heights Christian School Council

i) General Assembly – Presbyterian nominees (7):

Mr Ian Birchall
Mr Ian Byles
Rev Warwick F Davidson
Mr Tom Hoerner
Mr Dirk Jackson (chair)
Mr Andrew Pennycuik
Mr Chris White

ii) BHCS Association (Parents Association) nominees (4):

Mrs Sandra Aggromito
Mrs Yolanda Cox
Mrs Amanda Wight
Mr Trent Young

Presbyterian Ladies College Council

Group A appoint:

Mr Daniel J Gregor
Rev Benjamin P Johnson
Mrs Elizabeth McGregor
Dr Emily Roberts
Dr Peter Y K Yong

Group B appoint:

Ms Mui-Chun Chew
Mrs Sze Lin Foong
Mrs Christine Hopper
Dr Andrew McDonald
Mrs Jan Markham

Group C approve & appoint:

Prof Greg Barton
Mr Wing Chang
Rev Mark Chew (chair)
Mrs Priscilla Mellado
Mr Wayne Rice
Mrs Kate Sampson
Mr Ben de Waard

St Andrews Christian College Board

i) Nominator, the Presbytery of the bounds:

Mrs Susan Dunn, term concludes 2021
Mr Vincent Lopes, term concludes 2021
Rev Barry Porter, term concludes 2022
Mr James Bligh, term concludes 2023 (chair)

ii) Nominator, retiring members of the Board:

Mr Peter Lewis, term concludes 2021
vacancy, term concludes 2022
Mrs Sharon Rowland, term concludes 2023
Mr Jonathan Green, term concludes 2023

iii) Nominator, the Company in General Meeting (Parent Group):

Mr Alan MacGavin, term concludes 2021
Mr Sab Ambrosino, term concludes 2022
Mr John O'Donnell, term concludes 2022
Mr Thomas Chong, term concludes 2023

Scotch College Council**Group A appoint:**

Mr David P Graham
Mr W Duncan McGregor
Rev Graham J Nicholson
Mr John Walter
Rev Dr John P Wilson

Group B appoint:

Mr Jonathan P Buckley
Hon Dr David A Kemp AC (chair)
Assoc Prof Doug W Lording AM
Mr Robert W Phillpot
Mr Alex Sloan

Group C approve & appoint:

Mr James Douglas
Mrs Alison Legge
Mr Richard Loveridge
Mrs Fiona Pearce
Mr Michael Sim
Ms Debra Stirling
Mr Hamish Tadgell

John P Wilson
CLERK OF ASSEMBLY

DEFENCE FORCE CHAPLAINCY COMMITTEE (Min 43)

The Defence Force Chaplaincy Committee (DFCC) meets annually and this year met for the first time, like many committees, virtually over PIM Congregation Connect. The committee is comprised of the following people: Rev Trevor Cox, Rev Phillip Mercer, Mr Bryce Weigandt, and all Defence Force chaplains serving in Victoria.

Defence chaplaincy is a unique role, and ways of entering have been opened up to ministry students through an inservice training program. Mr Bryce Weigandt continues in the inservice program in preparation for ministry in the RAAF and is being mentored by chaplains Peter Owen and Martin de Pyle.

The ideal option is for a serving minister of at least three years of pastoral experience who has a desire to reach and support the tens of thousands of Australian Defence Force personnel and their families. The opportunities are vast.

Reserve chaplaincy enables a minister to enhance his skills and practice in a unique workplace. As a Reserve Navy Chaplain, Miles Fagan has made a significant impact at Cerberus in teaching recruits, pastorally caring for trainees, and developing professional and ethical relationships with staff. As an Army Reserve Chaplain, Kyung Ee works alongside staff and trainees alike at the School of Ordnance and actively engages with Scripture classes and Wednesday worship service. As an Air Force Chaplain, Peter Owen leads the base chapel service every Sunday as a part of his Sunday worship service responsibilities for his own congregation.

Defence Force Recruiting has resources to support those considering Defence Force Chaplaincy. A good place to start would be firstly to speak to a committee member or our Presbyterian RACS (Religious Advisory Committee to the Services) member, Rev Martin de Pyle.

During the past year, our Victorian chaplains have provided significant support to Bushfire ASSIST and COVID ASSIST.

Please pray for your chaplains as the workforce is facing new challenges both from within and without.

Chaplains currently members of this Assembly are:

Navy

Chaplain Barry Porter	RAN	HMAS Cerberus
Chaplain Paul Lee	RAN	HMAS Cerberus
Chaplain Miles Fagan	RAN	HMAS Cerberus

Army

Chaplain Kyung Ee	ARES	School of Ordnance
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RAAF

Chaplain Peter Owen	RAAFSR	21 SQN RAAF Williams
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Miles Fagan
CONVENER

EXIT STUDENTS COMMITTEE (Min 44)

The Exit Students Committee (ESC) meets with the sole function of the placement of exit students for ministry in charges where there is a reasonable prospect of obtaining a settlement. The membership of the committee varies from year to year. In 2020 the committee consists of MDC member Rev Gerald Vanderwert (convener ESC reg 2(a)), Ministry Development Officer Rev Chris Siriweera, Rev Peter Hastie, Principal of the PTC (on some occasions represented by Acting Principal Rev Dr Jared Hood), Rev John Huynh representing the Church Planting Committee, and a presbytery representative from each candidate's presbytery: Rev Peter Orchard (Maroondah), Rev Ben Nelson (Melbourne East), Rev Neil Chambers (Melbourne North) and Rev John Ellis (Melbourne West). In 2019, Rev Ian Hutton was ESC convener.

As noted in our report to the 2019 GAV, four exit appointments were made shortly before that Assembly. Three of appointments went ahead as planned: Dong Choi to Canterbury, Matt Deroon to North Geelong-Bannockburn, and Oliver Blythe to Surrey Hills, all as assistants. Wayne McArdle declined his appointment to Heywood-Portland.

There are five exiting PCV ministry candidates available for an appointment this year. They are Billy Kurniawan, John Hudson, Ben Kelada, Andrew Wong, and Xien Yao. At the time of writing the committee has not finalised the appointments for this year.

From time to time, the ESC juggles many competing demands in undertaking their purpose. The clear function of the committee is to make appointments to a charge 'where there is a reasonable prospect of obtaining a settlement' (ESC Reg 3). Naturally, the committee takes this seriously. Consultation with candidates and prospective contexts aims at providing the best prospect of settlement. In the majority instances, this is prayerfully achieved. However, the committee did want to make a general comment on the financial aspects involved in this equation. Without singling out any one charge involved, it must be said that the financial aspect of 'prospect of settlement' is a concerning factor. In many instances, the finances presented are what could be described as precarious. This is concerning because the length of tenure is a key factor in successful ministry. The MDC has reviewed the application forms to ensure sufficient and reliable financial information is available when ESC applications are being assessed.

In early September the committee made the following appointments of exit students, subject to exit certificates and licensing;

John Hudson to Brimbank

Ben Kelada to the Donnybrook Church Plant under the Presbytery of Melbourne North

Billy Kurniawan to Burwood

Andrew Wong to Flemington

Xien Yao to Donvale

It is our prayer that the exit students would know the Lord's blessing on their ministries.

Gerald M Vanderwert
CONVENER

HEALTH AND COMMUNITY CHAPLAINCY COMMITTEE (Min 45)

As requested by the Commission of Assembly of 4 August 2020, this report presents only those matters that the committee considers to be important to be presented at this time. It is the committee's intention to present a more comprehensive report to a future General Assembly.

The committee's responsibilities are twofold:

- to arrange for spiritual welfare through various forms of chaplaincy.
- to support the pastoral care of ministers and their families.

Healthcare chaplaincy

During the 2019–2020 financial year, our four part-time employed paediatric chaplains made a total of 1,656 patient contacts across three public hospitals: Royal Children's Hospital, Western Health, and Northern Health.

After many years of faithful and dedicated service, Mrs Christine Le Page retired on 30 June 2020 from her part-time employment as the committee's paediatric chaplain at Northern Health. The committee thanks God for her ministry and prays his blessing on her and her husband for their years ahead.

The continuing record-low interest rates generated by the Harold Hughes Trust have made the ongoing employment of all three remaining part-time paediatric chaplains in public hospitals unsustainable. Consequently, the committee's forward planning assumes that only two part-time positions will be able to be sustainably funded from July 2021 onwards. The aim is to continue a paediatric chaplaincy presence at the Royal Children's Hospital for as long as financially viable. In an effort to bolster the capital of the Hughes Trust, the funding received from the State Government's Safer Health Victoria to support hospital chaplaincy is now being added to it.

The eight volunteer visiting hospital chaplains have, with some rare exceptions, been unable to make hospital visits since COVID-19 restrictions started in mid-March. Nonetheless, they managed to make a total of 794 patient contacts during the 2019–2020 financial year.

Police chaplaincy

The committee now has seven volunteer police chaplains, an increase of two since the last report.

On 22 April, the deaths of four serving police officers on the Eastern Freeway shocked and distressed the nation, and was particularly upsetting for the officers, staff, and families of Victoria Police. The PCV's police chaplains responded well to the sudden and increased need for their ministry and much goodwill was generated amongst officers and staff at all levels.

Good Friday Appeal

The committee's annual Good Friday Appeal supports its budget and allows it to contribute to various chaplaincy-related ministries including deaf chaplaincy, prison chaplaincy, police chaplaincy, Australian Fellowship of Evangelical Students, and others.

As at 30 June, this year's appeal raised \$16,614 from PCV congregations and individuals. Given the COVID-19 restrictions on gathered worship, this is a heartening result, and very nearly met our budget estimate.

Ministry family camp

The camp was held in 2019 for the second time at Neerim South's Forest Edge Campsite. The committee thanks the guest preacher, the Director of the Centre for Biblical Preaching, Rev Mike Raiter, who preached from Revelation. The book distribution, given to all families attending the camp, was *Take Care of Yourself: Survive and Thrive in Christian Ministry* by Pablo Martinez.

Last year, the committee decided not to hold a family camp in 2020—a decision which, given the subsequent pandemic, has turned out to be particularly providential. A survey was conducted, via the PCV Email Network, to assist the committee to assess the worth and future viability of family camps before committing to any more such events. That assessment is ongoing, and the committee hopes to be in a position to report further on this to the next General Assembly.

Ministry family assistance

The Ministry Family Assistance Program provides up to four free counselling sessions per family per year to working ministers, licentiates and home missionaries, spouses and dependent children. It has been well utilised this last year, particularly with the added stress of ministers and their families dealing with the impact of COVID-19 restrictions on so many aspects of ministry and congregational life.

Pastoral support for ministry wives

Our part-time pastoral support worker for ministry wives, Mrs Robyn Johnson, is appointed for a term of three years through to February 2021. The series of 'Day Apart' programs for ministers' wives came to a grinding halt not long before the event scheduled for 18 April at Kangaroo Ground was to occur. Despite this setback, Robyn has continued to engage with and assist many ministry wives across the state.

Chaplaincy Support Worker

Our part-time chaplaincy support worker, Mr Ashley Manly, commenced in November 2019, allowing a period of transition and handover before the retirements of Mrs Kathy James and Mrs Anne Harvey in December 2019. Ashley has settled in well to his role and has been instrumental in several reforms that have improved the efficiency of our administration.

Committee membership

Due to his extended absence from Victoria, Rev Choul Yat resigned from the committee in June 2020. The committee thanks him for his previous service and wishes him every blessing in his future endeavours.

The committee has been faced with a challenging environment this year and has had to make some difficult decisions. However, in God's grace, it has maintained cohesion and focus on the twin mandates entrusted to it: spiritual welfare through chaplaincy and pastoral care for ministry families.

Philip Court
CONVENER

MAINTENANCE OF THE MINISTRY COMMITTEE (Min 46)

Annual Charge Report

The Maintenance of the Ministry Committee (MMC) is working with the Code Committee on changes to the Annual Charge Report (ACR) as per the directions of the 2019 Assembly. It anticipates bringing proposals to the next Assembly.

Long Service Leave

In accordance with an Overture at the 2018 Assembly, the committee has been working with the Code Committee to refine its rules and regulations in regard to those ministers and others who qualify to receive the benefits of the Long Service Leave Fund.

The MMC supports the changes to the Long Service Leave regulations which are now being presented to the Assembly by the Code Committee. The MMC considers the changes to be a helpful and clear rewrite which will make for substantially improved administration of the Long Service Leave Fund provisions.

Sustentation Grant—15% of Minimum Remuneration

Part of the function of the MMC is to 'report to the General Assembly on all matters connected with the maintenance of the ministry, and make such recommendations as it sees fit from time to time' (regulation 3e). In accordance with this, your committee seeks the approval of the Assembly for the addition of a further sentence within regulation 14, 'Sustentation grants'. This sentence shall read: 'The rate of Sustentation Grant shall be not less than 15% of the annually approved minimum remuneration.'

The reason this addition is sought is that, as a committee which monitors and assesses the cost of church and ministry expenses, it has been concerned at the gradual reduction in the amount of the annual Sustentation Grant paid to charges requiring it. The grant has fallen from \$10,872 in 2017–2018 (20% of minimum remuneration) to \$8,424 for the current financial year. The current rate of the Sustentation Grant is approximately 15% of minimum remuneration. This equates to around 10% of total annual congregational expenditure when the expense of minimum remuneration is added to an estimated additional \$25,000 p.a. (for churches that own their building; \$22,000 for those which do not) for property insurances, disability and third party insurances, Safe Church Levy, utilities, phone and office costs, routine building maintenance, and superannuation and other regular yearly outlays which congregations have.

Overall, sustentation is not a large grant. It is a grant which enables some congregations to achieve their budget for the year. In that regard, the committee considers a grant which equates to around 10% of regular yearly congregational expenses, and 15% of the minimum remuneration, to be the right percentage. Accordingly, your committee seeks the approval of Assembly to add to regulation 14, Sustentation grants, the following: 'The rate of Sustentation Grant shall be not less than 15% of the annually approved minimum remuneration.'

Membership and Meetings of the Committee

The committee functioned with three members and meetings were held centrally in Melton until COVID-19 lock-down and then on Zoom.

The committee believes it has functioned satisfactorily and there was very little delay in processing the various requests, including the ACRs that came to the committee.

Last Financial Year Sustentation Grants

Eight applications for sustentation were received, approved, and paid for in the 2019–2020 financial year. Supplementary payments were also made to those eight congregations.

Long Service Leave

A total of 14 ministers (15 in 2018–2019) requested long service leave in the past year, and all requests were granted. Two ministers were received from interstate.

Again, the committee thanks Mr Michael Ellison and the PCV office staff for supplying this and other information on its behalf, particularly in respect of LSL entitlements owing and accrued.

Interest-Free Component of Ministers' Car Loans

The Ministers' Car Loans Scheme continues to be operated by the Board of Investment and Finance. A subsidy, overseen by this committee, holds the rate payable to a maximum of 5% on the first portion of the loan.

In all, \$4,002 (\$5,244 in 2018–2019) was used to subsidise loans under this scheme during the past year. Two (three in 2018–2019) new loans were made, and there are eleven loans totalling \$92,345 outstanding at the beginning of this current financial year.

Finance

Your committee reports an income on general operations for the year ended 30 June 2020 of \$88,987 (budgeted \$94,600) and expenditure \$89,913 (budgeted \$94,200), resulting in a surplus of \$74 (budgeted surplus \$400). The Long Service Leave funds had a surplus of \$50,759 (budgeted surplus \$8,174). The committee praises God for his generous provision of the financial needs of the committee and looks forward to the future with confidence and hope in support of the work of the ministry of the PCV.

Individual Charge Assistance

The convener/registrar is willing, on an availability basis, to give help to local church treasurers. The convener can arrange a visit (restrictions permitting or 'on-line'), preferably in daylight hours, during the week, including visits to country charges.

Dennis K Wright
CONVENER

METRO COMMITTEE (Min 47)

In trying times such as at the moment, the gospel of our Lord Jesus Christ is still Victoria's greatest need. Although our lives have been changed dramatically, the gospel and our role to train God's people to serve his church and reach the lost has not. The METRO committee has continued to partner with churches of the PCV to enable gospel workers to be trained and equipped through our three METRO traineeships.

YouthMETRO and EquipMETRO enable church members to undertake a one year part-time traineeship and METRO enables church members to undertake a two-year full-time traineeship.

We thank the Assembly for approving our Memorandum of Understanding with MTS (Ministry Training Scheme) at the 2019 Assembly. This has enabled the METRO committee to continue to facilitate METRO traineeships with PCV churches at a much more sustainable level financially and also provide our METRO trainees more flexibility with their traineeships. The other great bonus is that trainees will be able to receive tax-free donations during their two-year METRO traineeships as well as their theological studies. The committee looks forward to the first METRO trainees starting under this new pathway in 2021.

Toby J McIntosh
CONVENER

MINISTRY DEVELOPMENT COMMITTEE (Min 48)

A. Personnel

Committee

The membership of the committee currently consists of Rev Stuart Withers (Convener) and six committee members: Dr Bruce Ellis, Rev Dr Tony Bird, Rev Gerald Vanderwert, Rev Peter Greiner, Rev Ian Hutton, and Elder Iain Bramley. The committee membership is in a season of renewal as Dr Bruce Ellis retires at this Assembly and other members anticipate retiring at the completion of nine years' service. The committee is thankful for Dr Ellis's contribution and prays that he will continue to look for opportunities to serve the Lord.

In addition, the committee wishes to thank Rev Dr Tony Bird for his valuable contribution to the work of the committee over a number of years. While Dr Bird is available for reappointment for a further three-year period, he has decided to not seek reappointment under the Selection Committee's Regulation 3(a)(f)(iii). The committee prays for Dr Bird as he continues to serve the Lord in other ways.

The committee also wants to express its thanks to Rev Ian Hutton who stood down from the convenership earlier this year. Rev Hutton served as the convener for six years. The committee is grateful for his thoughtful approach. In particular, the committee wants to recognise the volume of work he undertook when the MDC Director was on extended leave and later when the committee was without a Ministry Development Officer (MDO). It was much more than ordinarily expected. His hard work and thoughtful leadership helped guide the committee through the transition of employing a new MDO and all that lay ahead.

As the season of change unfolds, the committee will be proactive in seeking to secure a range of people and skills to serve the PCV through the committee's ongoing work. In particular, the committee would value finding female representation and elders, but above all people with a strong interest in providing robust debate about how the committee can best serve the PCV in 'Helping Grow Healthy Churches by His Spirit and for His Glory'.

Ministry Development Officer

The committee is pleased with the ongoing work of the MDO, Rev Chris Siriweera. Across the first two years of his appointment, the MDO has been developing and updating materials and presentations for the revitalisation seminars and work he undertakes. It is always a work in progress. It has been pleasing to see how extensive reading and conference materials are being integrated into what is presented by the MDO. We trust that those who interact with the MDO in local revitalisation efforts will endeavour to engage with the principles over the long term. We pray that, under God, these things will help grow healthy churches for God's glory. The details of the MDO's work across the past year are provided later in this report.

During this past year, the committee formed a review panel which undertook a performance review of the MDO in May–June 2020 (MDO Job Description 6b). The panel review had the simple aim of providing valuable feedback to help in the performance and development of the role and to give appropriate advice and support to the MDO. To do this, the panel interviewed the MDO and different stakeholders

within the PCV namely: three grant receiving charges, two peer support group members, two revitalisation training places, three presbytery clerks, four home missionaries, and the committee administration officer. The review has been an immensely helpful process. It has been encouraging to discover how PCV stakeholders are benefiting from the MDO's labours. The committee was able to commend the MDO for his work. The review also prompted constructive conversations that uncovered reflections which will help refine the role and responsibilities of the MDO as he seeks to fulfil the committee's mandate.

In particular, the review highlighted what the MDO can and cannot do in revitalisation work. The MDO can teach and show elders and congregations what is involved in taking steps towards greater church health. The MDO is able to provide helpful resources and speak about biblical commitments and pathways that bring healthy change, but the MDO is not able to take those steps for a congregation. Local elders in local congregations are the spiritual leaders who do real gospel work. Likewise, presbyteries are the natural point of oversight and accountability for the health and wellbeing of congregations. While these observations are not new ideas, the review underscored them. As a result, this clarity will shape how the MDO engages with stakeholders so that congregations may grapple with the ministry dynamics of revitalisation over an extended period of time, presbyteries will be urged to discover how they can be proactively involved in peer support and accountability for revitalisation efforts, and also to explore how the internet may be used to provide a format for engaging in learning, further training, and ongoing review.

Additionally, the review identified an area of professional development for the MDO. In his role, the MDO is often seen as an 'outside' neutral third party to ministry situations, and so from time to time, he is involved in some confidential conversations. In recognising this the committee has asked the MDO to identify a source of suitable training so that his basic counselling skills are enhanced and refreshed. The aim is not for the MDO to become a counsellor but for him to be better equipped to provide initial help and wise assistance as needs arise.

The internal review refocused the committee on the MDO's job description and the aims and goals which had been set by the committee for the current three-year contract. It has become clear that the MDO's excellent initiative to set up ministry peer support groups has been an organic development rather than a stated goal. Likewise, while evangelism training is prescribed, the committee is not wedded to it being a priority for the MDO. The committee is of the view that evangelism training is best led and taught by local elders. We mention these things as it highlights the committee's desire to ensure that more work is undertaken to secure clarity on the MDO's role and responsibilities. The committee wants to guard against the MDO's role becoming 'an inch deep and a mile wide.' Well-focused time and effort increase the likelihood of the MDO being effective in serving the PCV well in the role.

Commissioners would remember that the MDO was appointed on 1 June 2018 and that any reappointment is subject to the committee facilitating a professional review of the MDO. Because the initial appointment was made at a special meeting of the GAV, the committee faces some minor timing issues in bringing a name to the Assembly for appointment or reappointment. As set out in the proposed deliverance (clause 11) the committee is seeking a seven-month extension to the MDO's three-year contract so that it expires on 31 December 2021. This extension will enable the committee to plan and undertake the professional review by June 2021. In particular, the intention is to

establish a revised job description, which reflects clarified aims and goals for a new five-year contract term. With these things in place, GAV 2021 would be able to make informed decisions for an appointment or reappointment that would commence on 1 January 2022.

MDC Administration Officer

The committee would also like to acknowledge the helpful administrative work done by Mr Ben Palmer in assisting the MDO and the committee. His skills and experience are invaluable as he is often the first person responding to queries and clarifying processes for those dealing with the committee.

Home Missionaries

The committee is mindful that it has a long and valued history with home missions and church extension across the PCV. At present, the committee is connected with a number of home missionaries who serve in Victoria. The table below provides a summary of the home missionary appointments and charges. The committee is thankful for these men and the gospel ministry they undertake.

For the sake of clarity, the committee felt it might be helpful to outline the nature of the relationship between home missionaries, presbyteries, and the committee. For example: what role does the committee have with home missionaries and home mission charges?

The committee regulations state three central areas of duty, namely:

- 4(b) seek, train, accredit and recommend home missionaries to presbyteries for appointment to home mission charges;
- 4(d) provide support to home missionaries and home mission charges;
- 4(f) administer financial support to congregations where such support falls within the sphere of the committee's responsibilities;

Regulation 4(d) and (f) are straightforward. The committee, to the limit of its annual funding, can provide financial support to home missionaries and home mission charges. Also, home missionaries can access ministry support from the committee via the MDO who is willing to provide on-site training and advice (cf. reg 12). However, it is increasingly apparent to the committee that regulation 4(b) needs some time and energy in thinking through what it means in practice. It is also the area in which there has been some confusion about where roles and responsibilities begin and end.

For the sake of clarity, the committee would like to underscore that presbyteries alone hold the responsibility for appointing and overseeing home missionaries and the work undertaken in a home mission charge (rule 4.73.1-3). The committee does not make home mission appointments. It only recommends home missionaries to presbyteries for appointment (reg 4(b)). Helpfully, the Board of Investment and Finance (BIF) provides approved employment contracts for presbyteries to use when making an appointment (rule 4.72.3). Presently, the committee regulations allow for the committee to develop home missionary application forms and to undertake the accreditation process for a presbytery. However, this is where greater clarity is needed. At what point does the committee's work to seek, train and accredit become a presbytery responsibility?

The MDC notes that there have been ongoing difficulties in recruiting and training home missionary candidates for home missionary accreditation and service in recent times.

As such the committee seeks the authorisation of the Assembly to investigate the matter. Such a report would investigate the role of home missionaries, ministry expectations, the present practice of paying home missionaries 85% of ministers' minimum stipend, whether there is a general lack of awareness of this kind of ministry opportunity, and so on. The committee offers no fixed view on these matters but would like to commence a review of what historically has been a much blessed and useful ministry in the PCV. Accordingly, within the deliverance, there is a clause which asks the committee to provide leadership for this discussion.

	Home Mission Charge	Home Missionary/Minister
1	Blackburn	Rev Graham Bradbeer
2	Cardinia	Vacant
3	Castlemaine / Carisbrook	Vacant
4	Clarinda	Michael Lee
5	Deaf Presbyterian Church	Rev Tony Salisbury
6	Footscray West	Rev Martin De Pyle
7	Kangaroo Ground	Stephen Kilner
8	Kaniva / Nhill	Tobias Crabb
9	Leongatha	Rev Gary Wentworth
10	Pyramid Hill	Vacant
11	Sale	Vacant
12	Seymour / Nagambie / Yea	Vacant
13	Sunraysia	Colin Morrow
14	Templestowe	Adrian Kebbe
15	Warburton	Vacant

Supply Preachers

The committee's website has a list of presbytery-approved men who have made themselves available for supply preaching. The supply preachers listed on the webpage have been confirmed as having completed safe church training, and as holding current Victorian Working with Children Check Cards.

B. Committee Projects

Ministry Development Grants

Across the past year, the committee has been engaged in revising the guidelines that are used to provide parameters for those seeking funding for ministry. The guidelines for second worker and cross-cultural worker grants reflect the committee's understanding of their provision and purpose. Up-to-date versions can be found on our website. In what follows the committee wanted to take the time to outline the changes being implemented for ministry development grants, formerly known as subsidies. It is hoped that this will provide clarity on the rationale for, and use of, the committee's resources, and that the changes will prove helpful in fulfilling the primary purpose of the grants.

The primary purpose of a ministry development grant (MDG) is to provide a source of funding that supplements a charge's finances so that a suitably gifted Bible teacher can be set apart to help lead a congregation into greater biblical health and practice.

MDGs are about providing the opportunity for church revitalisation, growth, and greater stability for gospel work in a congregation. The clear objective of an MDG is greater church health not necessarily numerical growth. In making this distinction, the committee does not discount the possibility that healthy congregations will see numerical growth. Biblically, we have reason to expect that where a church family has a healthy biblical culture of worship, mission, and nurture, under God, we ordinarily expect to see that church grow, change and develop (Acts 2:42-47). So, under God, MDGs are not about assistance until you are big enough; but, assistance to help a congregation move towards greater biblical health.

Does this mean the question of financial sustainability can be ignored? By no means. A charge's session, and the presbytery with oversight, must grapple with the realities of size, finances, and church health. The committee's resources are limited and dependent on the annual distribution from the SCPT (the financial position of the committee is more fully explained later in this report). Given that the committee always has inherent financial limitations, MDGs are not open-ended. Sessions and presbyteries will need to be both strategic and adaptable in seeking to progress the health of congregations in their care. The level and duration of an MDG need careful assessment by a presbytery in the first instance. The committee hopes that the clear application process with helpful tools and updated guidelines will help sessions and presbyteries to be both strategic and adaptable as they undertake their God-given roles and responsibilities supported by MDG.

Revised Guidelines for Ministry Development Grants

Ministry Development Grants are:

1. a supplement to a charge's ordinary income to allow for the terms of settlement for a minister or home missionary to be met;
2. made annually within the limits of the funds available to MDC;
3. only available to Home Mission and Appointment Charges:
 - a) MDGs are not available to Pastoral Charges;
 - b) Church Plants are funded by the Church Planting Committee (5-year rule);
4. not to be confused with an annual Sustentation Grant from the Maintenance of Ministry Committee – appointment charges needing assistance with funding should in the first instance seek an annual Sustentation Grant from MMC;
5. limited and will not exceed 50% of the terms of settlement for a minister or home missionary in any given year;
6. subject to the formation and implementation of a ministry plan – charges may wish to consult with the Ministry Development Officer in preparing such a plan;
7. provided with the expectation, except in proven exceptional circumstances, that funding requests will reduce by 10-15% year on year;
8. subject to the ten consecutive year rule (4.83.2) – the MDC does not envisage providing MDGs to a charge beyond ten years;
9. applied for only on the forms prescribed by the MDC – such forms can be sourced from the MDC website;
10. applied for on or before 13 May each year – charges that use calendar year accounting must present their applications using a financial year system;
11. required to have presbytery approval prior to submission – the charge is free to seek consultation with or advice from the MDO, but consultation is not considered to be an application; and
12. subject to a session providing a brief presbytery-approved annual report on the progress of a congregation receiving funding.

All MDG applications will follow this basic 5 step process.

1. **Consultation** – a charge ought to contact the MDO when they need to:
 - a) be certain of any details in the application process;
 - b) discuss what is needed in a ministry plan or seek help developing one;
 - c) seek a basic review of the current financial position and options.
2. **Ministry plan** – a grant receiving charge must develop a ministry plan. The MDC does not prescribe what a ministry must look like. Sessions and presbyteries are ultimately responsible for the gospel work in their local areas. They are free to plan what, in their wisdom, is best in each context. However, the MDO has provided a pro forma to assist the development of a ministry plan. Presbyteries are encouraged to assist charges in formulating a ministry plan.
3. **Church Health Inventory (CHI)** – MDC asks charges making their first application (year 1) to complete a CHI. Grant receiving charges will be required to complete the CHI in years 3, 6 and 9 if the charge is still aid-receiving at those times. The CHI is more fully explained below.
4. **Finance information** – the information provided in the MDC application is considerably less than previously required. However, this information must be accompanied by the charge's proposed budget in the form of a presbytery approved Annual Charge Report and the latest audited financial results. Although for charges that use calendar year reporting, these will have to be transformed to present financial year data. Applications must ensure that:
 - a) the MDG financial data is presented using financial year accounting;
 - b) budgeted figures are realistic and are within 'normal' expectations;
 - c) a copy of a presbytery approved ACR accompanies the application;
 - d) first-time MDG applications require ACRE's for the previous two years;
 - e) any MMC sustentation grant is declared;
 - f) any compensation from the Federal Government as a not-for-profit is declared;
 - g) in the case of a linked charge (two or more congregations linked) that only the combined federal board ACR is to be used when providing figures.
5. **Application** - a charge submits points 2-4 to its presbytery for approval and forwarding to MDC on or before 13 May each year.

In the coming year, the committee anticipates developing a priority rating tool which will be used within the application process. If successfully developed it will replace the current A to C priority assessment which presbyteries are asked to provide. The aim of this is to provide a dispassionate ranking which will help the committee assess the competing demands placed on its resources across the PCV.

What is the Church Health Inventory?

The committee has developed an assessment tool called a Church Health Inventory (CHI). It is designed to assess the level of readiness within a congregation to work toward greater health and then subsequently monitor changes over time. MDG receiving charges will be asked to complete the CHI in year 1, and then in years 3, 6, and 9 if they remain grant receiving. The CHI will serve presbyteries by helping them know how things are within the congregation they are overseeing. Likewise, the CHI is a tool designed to help the committee assess the competing demands placed on its resources from across the PCV.

The CHI is a survey built around five key areas which have been identified as markers of church health: knowing God and the gospel, competent leadership, meaningful

membership, meaningful mission, and Christian worship. Below, in no order of priority, is a brief paragraph outlining what is meant by each of these health markers.

- 1. Knowing God and the Gospel:** does the congregation know what Christian truth really is? Could you explain your faith to someone? Healthy congregations know the gospel and understand what they believe. If God's Word is what the Spirit of God uses to bring spiritual life and vitality into a church family, then knowing the Bible and understanding the gospel is essential to growing healthy congregations. It follows that any bible teaching and preaching must be clear, faithful, and contextualised.
- 2. Competent Leadership:** growth and change in church life and culture take time. Competent leadership can, under God, pastor in the context of broken or dysfunctional patterns of church life and establish healthier ones. Ultimately, healthy churches are those who are constantly seeking to embed biblical patterns of church life that will persist beyond the tenure of a minister. Good leadership plans for and articulates life in a healthy church. There are questions in the CHI which seek to understand who exercises authority in the congregation and how competently leadership is being exercised.
- 3. Meaningful Membership:** how church membership is viewed and practised within a local church is another key indicator of church health and vitality. In many congregations that are experiencing decline, there can be inflated membership rolls compared to actual Sunday attendance. As a denomination, we have long held the idea that membership is meaningful. We need each other for spiritual health (1Cor 12:13-27). A key part of a church's health is a biblical understanding of how church families relate to each other as gospel people. Unity is a key component of healthy congregations (Eph 4:1-16). Unity in Christ across generations, gender, and socio-economic differences (Titus 2:1-10). Where division exists, it will drain spiritual life and stifle steps toward church health. Discovering a gospel love for one another is one area of growth that indicates healthy patterns of church life (John 13:35). Some of the questions seek to gauge this marker of health.
- 4. Meaningful Mission:** the church exists in large part for the sake of those who are not yet believers. A healthy church family is one that is seeking to tell the gospel to others (1Tim 3:14-16). With biblical conviction, there is an enduring connection between speaking the gospel and seeing conversions. Where local believers are not engaged in local mission, a congregation will not experience conversion growth (Rom 10:14-17). Growing a culture of meaningful local mission is far more than plug and play evangelism-grant events. Raising up disciples who seek to save the lost, like their Lord, takes time, effort, and deep biblical convictions. The CHI seeks to gauge the existing mission culture within a local church family.
- 5. Worship:** the church exists by God's sovereign grace, and the purpose of redeeming his people is to gather them for worship. When God's people gather each Lord's Day, they gather for corporate worship. What do we do when we gather? We are free to do what God commands in scripture as right worship. God cares about how people worship (Exod 20:4). God is to be worshipped in Spirit and truth (John 4:19-24). A careful reading of 1 Corinthians 14 reveals that worship is regulated by revelation and is mindful of all kinds of people when gathered (1 Cor 14:25). And so healthy Sunday services mean we are reading the scriptures, preaching the scriptures, praying the scriptures, and singing the scriptures. Additionally, the

sacraments are a visible word that assure God's people of new covenant promises. There are questions which ask people to reflect on their experience of Sunday worship individually and corporately.

The CHI will be completed online. The committee is currently evaluating two possible formats for data collection. The first is having a Survey Monkey account which would enable the CHI to be easily sent out as a link in an email. Local distribution and access could be managed by the grant receiving session. The second option rests on the development of a database. An online form would enable charges to complete the CHI online, and data would flow into a database. Importantly whichever system is used, the committee would ensure all information would be password-protected, so that discretion and individual confidentiality were guaranteed. The anonymous results would be compiled by staff at the MDC office in Collins Street. Any reports generated from the information collected would never identify particular individuals and would only be accessible to relevant stakeholders.

The following suite of questions have been developed and form the basis of the CHI.

Section 1 of 4: Demographics Questions

1. Please tell us which congregation you belong to _____
2. Please indicate if you are currently serving in any of these leadership positions?
 - ☐ Minister
 - ☐ Elder
 - ☐ Present member of the Board of Management
 - ☐ Past member of the Board of management
 - ☐ None of the above roles
3. Are you a Communicant Member of the congregation? (as in formal covenant membership)
 - ☐ Yes
 - ☐ No
4. Please indicate your gender.
 - ☐ Male
 - ☐ Female
5. Please indicate which age range currently represents you age.
 - ☐ 0–9
 - ☐ 10–19
 - ☐ 20–29
 - ☐ 30–49
 - ☐ 50–69
 - ☐ 70–84
 - ☐ 85+
6. How many years have you called this congregation home?
 - ☐ Less than 1 year
 - ☐ 2–5 years
 - ☐ 5–10 years
 - ☐ 10 or more years

7. Are you currently involved in a regular small group bible study in your church?
- ☐ Yes
 - ☐ No
8. How regularly do you gather with your church family on Sunday's?
- ☐ I get there less than once a month
 - ☐ I get there about 1–2 times per month
 - ☐ I get there about 2–3 times per month
 - ☐ I get there about 3–4 times per month
 - ☐ I never miss.

Section 2 of 4: General Information Questions

9. How do you see your minister's leadership role?
- ☐ He is the captain of the ship and in full control
 - ☐ He is the leader among our elders
 - ☐ He is one of several elders
10. Have you been asked to use your gifts and talents to contribute to church life?
- ☐ Not that I can ever remember.
 - ☐ Yes, but a long time ago.
 - ☐ Yes, I have been asked recently.
 - ☐ Yes, I am constantly asked.
11. Do you feel as though you are as involved in your church family as much as you would like to be?
- ☐ I would like to be involved much more
 - ☐ I am content with my present level of commitment
 - ☐ I feel overwhelmed because I am doing so much
12. How would you rate the pastoral support and care you receive from your bible study group?
- ☐ Not applicable because I do not go to a group
 - ☐ Very low
 - ☐ Low
 - ☐ Neutral
 - ☐ High
 - ☐ Very pleased
13. Would you say your church family is willing to start new groups, hold events or make new efforts to reach people who do not yet know Jesus?
- ☐ No, not at all.
 - ☐ Not sure many would get involved
 - ☐ Yes, to some extent there is interest
 - ☐ Definitely, just show me how.
14. How confident are you that your minister is going to stay for at least the next five years?
- ☐ No, not at all confident.
 - ☐ Not sure what he is thinking about tenure
 - ☐ We all hope he does.
 - ☐ Yes, I feel he will stay.
 - ☐ He says he is staying long term.

15. The physical facilities of the church and grounds are in good functional order and are well cared for by the Board of management.
- ☐ No, not at all.
 - ☐ Not sure. Uncertain.
 - ☐ Yes, to some extent.
 - ☐ Strongly agree.

Section 3 of 4: Experience of change

Please reflect on your own experience of what things are like for you, and what you feel your church family has experienced over the last three years.

Worship

16. My own experience of Sunday Worship is:

- ☐ Greatly improved now
- ☐ Somewhat improved
- ☐ Unchanged
- ☐ Somewhat diminished
- ☐ Greatly diminished now

17. I feel my Church family's experience of Sunday Worship is:

- ☐ Greatly improved now
- ☐ Somewhat improved
- ☐ Unchanged
- ☐ Somewhat diminished
- ☐ Greatly diminished now

18. Our preaching on Sundays is clear, from the scriptures, Christ-centered, and generally covers the whole counsel of God.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ I do not know/do not have an opinion

19. I am satisfied that the music and the choice of Psalms, Hymns and Songs in our services is appropriate.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Neither agree nor disagree (neutral)
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ I do not know/do not have an opinion

20. A conscious effort is made during services to communicate with those who do not yet believe in Jesus.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ I do not know/do not have an opinion

Knowing God and the Gospel

21. I have, by His grace, placed my faith and trust in Christ alone for my salvation.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ I do not know/do not have an opinion

22. I feel my own walk as a disciple of Jesus is:

- ☐ Greatly improved now
- ☐ Somewhat improved
- ☐ Unchanged
- ☐ Somewhat diminished
- ☐ Greatly diminished now

23. I feel discipleship in my Church family is:

- ☐ Greatly improved now
- ☐ Somewhat improved
- ☐ Unchanged
- ☐ Somewhat diminished
- ☐ Greatly diminished now

24. I maintain an active devotional life consisting of bible reading and prayer.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ I struggle in this area
- ☐ I do not know/do not have an opinion

25. I am developing a clearer understanding of key Christian doctrines

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ I do not know/do not have an opinion

Meaningful Membership

26. My own experience of Church Family life is:

- ☐ Greatly improved now
- ☐ Somewhat improved
- ☐ Unchanged
- ☐ Somewhat diminished
- ☐ Greatly diminished now

27. I feel my Church families love for one another is:

- ☐ Greatly improved now
- ☐ Somewhat improved
- ☐ Unchanged
- ☐ Somewhat diminished
- ☐ Greatly diminished now

28. To what extent do you feel the gospel is uniting people in your church family across gender, ethnic and economic divisions?

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ I do not know/do not have an opinion

29. Are points of difference being resolved between people effectively?

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ I do not know/do not have an opinion

30. I have close, deep and satisfying friendships in my Church family.

- ☐ Strongly agree
- ☐ Somewhat agree
- ☐ Somewhat disagree
- ☐ Strongly disagree
- ☐ I do not know/do not have an opinion

Meaningful Mission

31. My own experience of sharing Jesus with others

- ☐ Greatly improved now
- ☐ Somewhat improved
- ☐ Unchanged
- ☐ Somewhat diminished
- ☐ Greatly diminished now
- ☐ I do not know/do not have an opinion

32. My church family loves our neighbours by sharing Jesus

- ☐ Greatly improved now
- ☐ Somewhat improved
- ☐ Unchanged
- ☐ Somewhat diminished
- ☐ Greatly diminished now
- ☐ I do not know/do not have an opinion

33. I pray for my friends and family who do not know Jesus to be converted.

- ☐ Regularly
- ☐ Yes, most weeks
- ☐ Sometimes
- ☐ Very occasionally
- ☐ Never thought to do it

34. In the last year, I have tried to invite a friend or a family member to spend time socially with my church family or experience my church life in some way.

- o Yes, and they joined in.
- o Tried but they said no.
- o No opportunities
- o Never tried to do it
- o Never thought to do it

35. I believe my financial contributions to mission are important.

- o Strongly agree
- o Somewhat agree
- o Somewhat disagree
- o Strongly disagree
- o I do not know/do not have an opinion

Competent Leadership

36. Are you happy with the pastoral support and visitation from your elders?

- o Strongly agree
- o Somewhat agree
- o Somewhat disagree
- o Strongly disagree
- o I do not know/do not have an opinion

37. Would you say the pastor obviously loves the church, as evidenced in his words, attitude, and actions?

- o Strongly agree
- o Somewhat agree
- o Somewhat disagree
- o Strongly disagree
- o I do not know/do not have an opinion

38. Leadership provided by the eldership is open, transparent, and honest.

- o Strongly agree
- o Somewhat agree
- o Somewhat disagree
- o Strongly disagree
- o I do not know/do not have an opinion

39. The minister and elders are willing to lead the church toward biblical change, even if it results in opposition.

- o Strongly agree
- o Somewhat agree
- o Somewhat disagree
- o Strongly disagree
- o I do not know/do not have an opinion

40. Among the eldership there is an active desire to foster women in ministry within a biblical framework.

- o Strongly agree
- o Somewhat agree
- o Somewhat disagree
- o Strongly disagree

41. In the last six months I have had an elder pray with me

- o No
- o Not sure/cannot remember
- o Yes

42. At our church, the elders do not just teach by life example, but they actively teach from the scriptures at various times.

- o Strongly agree
- o Somewhat agree
- o Somewhat disagree
- o Strongly disagree
- o I do not know/do not have an opinion

43. Would you say the eldership is leading the church to be outwardly focused—to seek, to serve, and to reach those who are not yet in the church?

- o Strongly agree
- o Somewhat agree
- o Somewhat disagree
- o Strongly disagree
- o I do not know/do not have an opinion

Section 4 of 4: Open-ended Questions

The online survey only allows you to enter 150 words for each response. You may find dot points gets to the point while an essay will not fit.

44. What aspects of your church family do you love and appreciate?

45. Are there any issues about church life that you would like to raise as concerns?

46. What changes or improvements do you feel would help your church grow?

47. Are there any historic issues which mean your church has a bad reputation with the wider community?

48. Why will this congregation exist in another generation's time?

49. Why is church membership important to you?

The current circumstance faced by charges across the denomination are challenging. The committee hopes that this revision will help serve the gospel work being undertaken in situations where the committee is called upon for assistance. As has been outlined, the committee does expect those seeking support to clearly specify how the funds will support the revitalisation of our churches. Where the level of support is significant, this is especially important to ensure that churches are growing or developing their membership. The committee is aware that providing subsidy funding can remove a clear trigger point for a charge to deal with necessary change. Grants can allow the status-quo to prevail unless leadership is proactive. The committee trusts that the guidelines being put in place will, to some extent, alleviate this dynamic. As outlined, the committee is committed to a scaled reduction in the level of subsidy provided to individual charges. We urge all grant receiving charges to make the best use of all the assistance that is available to them. The MDO is willing to assist charges through the running of revitalisation seminars, assisting in the development of sound long-term budgeting and promoting prayerful change for greater church health.

It is worth noting in passing that within the PCV there are three committees which provide financial assistance to charges, namely the Ministry Development, Church Planting, and Maintenance of Ministry Committees. The circumstance and conditions of the assistance provided by each committee are different. However, this raises the question; would it be advantageous for the PCV to explore how these resources might be better coordinated to ensure there is integrated financial assistance that is complementary and effective? The committee is proposing a discussion between MDC and MMC to explore future collaboration.

MDC webpage revamped

The committee is pleased that in recent months it has been able to secure the services of New Front Door who have designed a new user-friendly webpage at <http://mdcpcv.org.au/>. The committee is confident that those who are seeking to find resources or download current forms will find this new interface helpful.

Collection of Statistics & Recommendations

Currently, the PCV asks charges to complete an annual statistical return either by a manual paper-based return or a Microsoft Excel spreadsheet. The return consists of a 4-page document which asks respondents to track movement in congregational membership, Sunday service attendance (with an age distribution estimate), office bearers, church camps, administration of sacraments, children and youth ministries and finally small group ministries. The returns are then collated by each presbytery before being forwarded to the MDC.

For some time, it has been known that the accuracy of the data has been less than perfect. At least three factors generate this problem:

1. Some charges do not submit returns. This means older data is used to complete the dataset (BB 2017 p. 329).
2. Some questions require 'best guess' to estimate an entry.
3. Some integrity checking exists, but not all copy errors are discovered.

It is worth noting the GAV has authorised the MDC to: 'trial an electronic means of collecting the Statistical Returns and to report the results of this trial to the... Assembly' (BB 2015 min 88.15). This trial has not been undertaken.

As the committee investigated the use of statistical data across the PCV, it became clear that current usage is low and not the basis of much decision making. The BIF are the one committee of the PCV who consistently use data to formulate allocations for GMP and other Assembly levies. However, it is also clear that if data reports were easily accessible, there are other groups and committees who would benefit. For instance, the State News Committee could easily determine distribution tallies.

The benefits of getting this right and having data reports accessible are potentially substantial. By way of example, imagine a presbytery is undertaking its parish visitation process (rule 4.86). If data were easily available in a meaningful report that showed average Sunday attendance, they would have a useful figure. However, if this is worked out as a percentage of membership or indeed against a widely accepted 'healthy' benchmark (say where 4/5 Sundays per member is considered healthy), the data becomes even more useful as a discussion tool. Presbyteries might then choose to talk about the 'known knowns' that feed into the result and begin to reflect on the changes that might affect the prevailing culture in helpful ways.

At the 2019 GAV an overture presented some metrics which were referred to PCV presbyteries under the Barrier Act. If the GAV adopts the metrics the PCV code will include them as part of the 5 yearly visitation processes for presbyteries. They are listed here.

1. Attendance growth %
2. Membership growth %
3. Visitors to attendance %
4. Annual giving to weekly attendance (per head)
5. The % of children to adults in the congregation
6. The % of the congregation involved in ministry/service
7. The % of the congregation attending mid-week bible studies or discipleship meetings

MDC is of the opinion that these metrics have the potential to be useful tools in the discussion of congregational health. As such, they have been kept in mind when deciding what information is to be collected. Likewise, MDC have reviewed the current PCV statistics questions, and sought feedback from GAV committees and presbyteries to highlight any needs that could be served. Below you will find 22 questions which are being recommended for adoption.

1. Church name
2. Presbytery
3. Minister name
4. Second Minister (name the person)
5. Gospel worker (this might include a women's ministry worker or a metro person, private appointments)
6. Number of active serving elders
7. Number of assessor elders serving
8. Number of deacons serving
9. Number of Board managers serving
10. Rounded to the nearest dollar; what was the total tithe & offering collected for the year? (note: this is collection money only, not other sources of income like interest or big one-off donations)
11. Rounded to the nearest dollar; what is the total amount of accumulated capital reserves held by the charge? (term deposits, site reserve accounts, shares)
12. Rounded to the nearest dollar; what is the total accumulated debt owed by the charge?
13. Communicant Members as at 31 December
14. Adherents as at the 31 December
15. Average service attendance each Lord's day (the unique number of people who attend across all/any services on a Sunday)
16. Number of professions of faith (includes both covenant children & adult believers)
17. How many visitors do you estimate are attending services in the past year?

18. Age Distribution

0–9

10–19

20–29

30–39

40–49

50–59

60–69

70–84

85+

Note these age brackets merge two ABS groupings into one in the hope that census data can be used in comparative analysis

19. Number of infant baptisms

20. Number of adult baptisms

21. Average number of participants in the Lord's Supper

22. What is the total average attendance at all bible study groups?

The committee believes that these questions represent the core statistical data that the PCV has an interest in recording. There are other questions, like how many people undertook YouthMETRO, EquipMETRO, or similar ministry training this year? Again, other than the minister, how many men in the congregation can prepare and preach a sermon if needed? The information is insightful, but the goal was to provide something that is straightforward, simple, and quick to complete while capturing what a denomination needs to know and use.

One further note of explanation is required. The committee is very sympathetic to the idea of developing an online mechanism for recording important administrative information for the PCV. Properly designed relevant data collection would flow directly into a database via simple online forms. Such a database would enable useful reports to be generated from statistics for various groups within the PCV. Users would access information via login password and request relevant reports. The committee anticipates that statistical returns for 2021 will move to an online collection system. Hardcopy versions of the return would then only be made available upon request.

C. Committee Finances

In the next few years, a number of factors will influence the committee budget and reinforce the need for careful budgeting and the management of expenditure. The implementation of the 70:30 (MDC:CPC) split of the SCPT distribution was already going to have an impact on the amount of funding available to the committee. In addition, the decision of the Trusts Corporation, supported by the 2019 General Assembly, to redirect the SCPT distribution to fund the reimbursement of the remaining legal costs owed to the General Assembly also has an impact. An unknown impact on committee funds is the financial impact of the COVID-19 pandemic on the SCPT distribution and the total funds available to the PCV.

The impact of not receiving any SCPT distribution in 2019–2020 and 2020–2021 has meant that the MDC will have reduced its balance of General Funds to zero over the period 2020–2021 and 2021–2022 and will continue to rely on an overdraft facility established with the BIF until 2024-25. The overdraft facility enables the committee to maintain its commitments to existing activities all be it at reduced levels of support for charges that receive subsidies from the committee. As such, there is an ongoing need to undertake further reviews of the level of subsidies available to support existing charges, second workers and cross-cultural workers as the present financial situation

is worked through. In the short to medium term, the committee does not envisage having the resources to entertain the support of any new ministry projects.

SCPT distributions between the MDC and CPC

The 2019 Commission of Assembly agreed that the split of the SCPT distribution would be as follows:

- 2019–2020 at 80:20;
- 2020–2021 at 75:25;
- 2021–2022 at 70:30.

At that time it was also agreed that the MDC and CPC would perform five yearly reviews of the SCPT distribution, beginning in 2021, and after each review to bring to the October Assembly a joint agreement concerning the SCPT distribution between the two committees for the next five years. This decision requires the two committees to review the SCPT distribution by July 2021 to ensure a joint agreement can be considered by the 2021 General Assembly.

The current financial arrangements ensure funding for both the MDC and CPC are by way of an overdraft arrangement. At the time of writing, access to the full SCPT distributions is not forecast until the 2022-23 financial year. If the Negotiation of Sale of Assembly Hall ad hoc committee was to bring a recommendation which the GAV accepted, the financial landscape would be altered. The extent of this is unknown. Therefore, the committee is recommending that the discussions on the future split of the SCPT distributions now take place by July 2022 for the 2022 General Assembly. It is hoped this delay would enable both committees to discuss any future split knowing that the full SCPT distribution is available. Should there be a change whereby access to the full SCPT distribution is available sooner, the committee is willing to enter into discussions with the CPC at that time.

Subsidies

The table below indicates the support various churches are currently receiving and gives an indication of total amounts received over time. Rural and regional churches are shaded.

Charge	<i>Starting year of subsidy</i>	<i>Total subsidies paid</i>	<i>Subsidy paid in 2019–2020</i>	<i>Subsidy Approved for 2020–2021</i>
Ararat-Skipton-Lismore	2005	287,646	6,500	N/A
Bairnsdale	2000	233,000	5,000	N/A
Brimbank	2005	203,416	Nil	7,500
Carisbrook-Castlemaine	2005	215,762	18,000	N/A
Clarinda	2017	100,273	32,356	30,112
Cranbourne	2004	392,794	15,500	12,500
Dandenong	2017	89,500	18,000	15,000

Charge	Starting year of subsidy	Total subsidies paid	Subsidy paid in 2019–2020	Subsidy Approved for 2020–2021
Daylesford	2013	207,100	30,000	25,000
Deaf Church	2002	357,333	25,000	*
Eaglehawk	2013	123,750	23,500	21,150
Heidelberg	2017	39,000	10,000	9,000
Horsham	1994	478,862	13,839	22,000
Hume	2019	36,364	25,000	16,400
Kangaroo Ground	2018	72,000	36,000	27,002
Kaniva-Nhill	2019	9,762	9,762	9,762
Kerang-Swan Hill	2020	5,000	5,000	15,000
Leongatha	2013	227,850	20,000	15,000
Mt Evelyn	2016	65,000	16,000	14,000
Sunraysia	1986	456,762	14,000	13,131
West Footscray	2020	12,500	12,500	37,500

* \$5,000 in funding has been approved to the Deaf Presbyterian Church as interim funding until the GAV.

Second Worker Grants

The primary purpose of this infusion of funds is to enable a church to attain the next level of development through the employment of a second ministry worker. We have supported second workers in the following congregations.

Congregation / Worker	<i>Paid in 2019–2020</i>	<i>Approved for 2020–2021</i>
Ballarat West Second Worker	12,000	N/A
Darebin Second Worker	30,000 (for 2020)	22,500 (for 2021)
Drouin Second Worker	17,500	10,500
Epping Second Worker	40,000 (for 2020)	30,000 (for 2021)
Korean North Balwyn Second Worker	20,000	15,000

Cross-Cultural Worker Grants

As part of its support for second-workers, the committee has made specific grants to support cross-cultural gospel work in the following congregations.

Congregation	Paid in 2019–20	Approved for 2020– 2021
Ashburton	28,000 (for 2019)	22,000 (for 2020)
Bundoora Iranian Worker	15,000	15,000
Clayton	25,000	18,000
Donvale	15,000	N/A
Sunshine	18,500	N/A

Capital Grants

One significant impact of the changed funding arrangements for the committee and the need to reduce the call on funds has been its decision regarding capital grants. In the past, the committee has set aside some of its funds to support charges not in the employment of workers, but in developing and renewing their church property. Due to the need to restrict the level of expenditure, the committee will not be able to support churches in this way for at the least the next six years. The committee cannot envisage offering capital grants of any size until at least the 2026-27 financial year. Even then, the committee cannot guarantee it will be possible to provide these grants as it will depend on the financial position of the committee at that time.

The table below indicates the Capital Grants that the committee has paid out in the reporting period.

Church	Year Approved	Grant Amount	Project description	Stage
Mornington	2011	300,000	New Church	Fully paid out
Moe	2016	100,000	New Hall	Fully paid out
Horsham	2019	22,000	Ceiling Replacement	Fully paid out
Eltham	2019	4,252	Church Signage	Fully paid out

Evangelism Grants

The committee is also responsible for an Evangelism Trust to be used to fund the work of evangelism across the state. Many churches currently apply for Evangelism Grants of up to a total of \$1,500 per year. In 2019–2020 grants totalling \$29,585 were paid to the following charges: Ashburton, Aspendale, Belgrave Heights, Bendigo St John's, Bendigo Reforming, Broadford, Bundoora, Caulfield-Elwood, Clarinda, Clayton, Croydon, Dandenong, Darebin, Daylesford, Donvale, Eaglehawk, Eltham, Heidelberg, Hume, Morwell, Mt Evelyn, Officer, Reservoir, Valley (Doreen), Warrnambool. There were fewer of these grants applied for than usual due to the pandemic.

This fund has also been used to support the work of AFES in the universities and to pay 25% of Second Ministry worker subsidies. Two important and unique projects have been supported by this fund as well: one at Daylesford and another at Bundoora. The Trust also supports evangelism training for students at our Theological College.

D. Ministry Development Officer's Report

My second year in this role has contained many unexpected challenges due to the COVID-19 pandemic and the associated restrictions. An extensive schedule of revitalisation training in city and country congregations and at the PTC has had to be postponed, along with other visits to congregations and ministers. Much of the work, including pastoral support of home missionaries and ministers, has continued online. The disruption has also released additional time for me to work along with the MDC in reassessing many of our policies and procedures, with the goal of more clearly promoting our mission of church revitalisation, and in the way in which we deploy financial support to churches. Whatever the circumstances, the aim continues to be, 'Helping Grow Healthy Churches by His Spirit and for His Glory.'

It has been greatly encouraging to see how our churches have responded to the circumstances of the pandemic; with adaptation to the recording of services and livestreaming. Let us continue to pray for one another and find practical means of supporting each other during this time. The Word of God is not in lockdown!

Summary of Ministry Activities:

Meetings/Contacts

- Seventy-seven one-on-one meetings with PCV ministers, home missionaries, and other related personnel. These frequently involved pastoral care, support, or mentoring.
- Two hundred and thirty-two phone contacts with PCV ministers, home missionaries, and other related personnel.
- As a member of the GAA Reception of Ministers Committee, I have sat on the interview panel to interview applicants.
- Presented at the GAA's Mission to Australia meeting in Sydney.
- Met a number of times with my home mission counterparts from the PCNSW and PCQ to discuss plans to work strategically together, and on responses to the COVID-19 situation.
- Participated as a member of the GAV's Ad Hoc Committee on Women's Ministries Victoria Strategic Planning.
- Acted as an alternate for the MDC on the GAV's Ad Hoc Assembly Hall Committee Meeting.
- Attended the 2020 PTC Ministry Conference.

Preaching/Church visits

- Before COVID-19 restrictions, preached in 11 churches and visited services at 11 others.

Speaking Engagements:

- Croydon Church Camp - spoke on The Sovereignty of God.

Church Revitalisation Seminars

I was able to conduct one further Saturday Revitalisation seminar following the 2019 Assembly, with the Wangaratta and Yarrawonga congregations. Sadly, several congregational seminars planned for 2020 have had to be cancelled due to the pandemic. I look forward to rescheduling these and conducting them when possible.

Church Revitalisation Short Course at Presbyterian Theological College

I taught three evenings of a Short Course in 'Church Revitalisation' at the PTC in March 2020, after which it was suspended due to the pandemic.

Williamstown - Intensive Revitalisation Consultation

I continued to work intensively with the minister, session, and congregation at Williamstown to encourage revitalisation in the church. I thank Rev Dan Dixon and the Session again for the opportunity to work alongside them as they seek under God to see the Williamstown church revitalised for his glory.

Responsibilities with the Presbytery of Melbourne East

- Interim Moderator St Kilda, until the Induction of Rev Luke Isham in January 2020.
- Candidates Committee.

Western Australia Ministry Trip (August 2019)

I spent 12 days in August 2019 working with congregations and the presbytery in the PCWA, as a part of the GAV's ministry of encouragement to them. I undertook revitalisation training on two weekends in different regions of Perth, and a mid-week event in Albany. This was a valuable time with our brothers in the West who face many challenges in ministry.

Peer Support

I am now meeting regularly with two 'Peer Support Groups', comprised of more than 10 of our younger ministers, for mentoring and encouragement. We have been working our way together through 1 Timothy and *Preaching for Revitalization* by Michael F Ross.

Ordinations and Inductions Attended (in Person or Online)

- Rev Damian Meeuwissen at Camperdown-Noorat-Terang
- Rev Luke Isham at St Kilda-Balaclava
- Rev Brian Harvey at Heathmont
- Rev Dean Carroll at Reservoir
- Rev Greg Matthews at Horsham
- Rev Peter Owen at Point Cook
- Rev Rod Waterhouse at Heywood-Portland

European Leadership Forum

In May, I participated in the 2020 European Leadership Forum online along with 5,300 others from 116 countries, which was a great blessing. The Forum brought together evangelical Christian leaders from across Europe and the world for specialised training, mentoring, resource sharing, and networking.

I attended the stream on leadership. The following areas were dealt with:

- Leading with words
- Emotionally Intelligent Leadership
- Balance - Personal and Professional in leadership
- Measurable aspects in leadership
- Organizational development
- Truth that empower change agents [unlocking seven secrets of transformational leadership]

- Leading in complexity
- How to build resilience in leadership
- Understanding the roots of theological liberalism [Friedrich Schleiermacher]
- The communion of giving and receiving
- Glorious transformation

The plenary session was focussed on the exposition of Hebrews. I also sought material from the various workshops.

I found attending the forum extremely valuable in equipping me in my role. Let me briefly highlight two sessions.

- **Emotionally Intelligent Leadership** (John Stevens National Director FIEC UK)
This session focussed on how a leader can navigate challenging situations in ministry and relationships. This involves a degree of relational skills and therefore applying EI [Emotional Intelligence] in various settings is a helpful way of analysing and dealing with such circumstances. It helps leaders better to understand themselves, understand others and communicate effectively in any setting.

In understanding oneself, you are able better to relate to others and see the impact it has on the other person. This is very helpful for leaders in how they respond to challenging relational settings. It also deals with how issues are addressed in the right way and at the right time, for example, reading the signs, the situation and then making the right EI way to respond appropriately.

One of the definitions of EI I found helpful is: 'The capacity to be aware of, control, and express one's emotions, and to handle relationships judiciously and empathetically' (John Stevens, National Director of FIEC UK).

Some areas we looked at included EI in the Bible, examples of EI in leadership, the consequences of a lack of emotional intelligence and Cultivating EI.

Some suggested reading:

- Peter Scazzero, *The Emotionally Healthy Leader*
- Aubrey Malphurs, *Developing Emotionally Healthy Leaders*

- **How To Build Resilience** (Jen Charters Executive Director of Crosslands Training)
This session focussed on the way to build resilience as a leader. In leadership, one can encounter a complexity of issues/circumstances. Therefore, it is important to build in 'resilience' to handle such issues. Whilst, this session was focussed on leaders, I found that building resilience can apply to the normal day to day challenges of life irrespective if one is a leader or not!

The key areas covered were as follows:

1. Core Strength. Having solid foundations and looking for a purpose beyond oneself
2. Stamina. Taking the longer-term view
3. Agility. Having flexibility in thinking patterns and choice
4. Teamwork. The relationship factors
5. Wellbeing. Sleep, hydration, diet

Some suggested reading:

- Tim Chester, *Enjoying God; You Can Change*
- Paul Tripp, *Suffering: Relationships a Mess Worth Making; Instruments in the Redeemers' Hands*
- Jen Wilkin, *None Like Him; In His Image*

Exit Students Committee

This has involved a number of meetings and interviews, along with administration and making connections between students and charges.

PCV Ministers' Family Camp

Attended the PCV family camp in Forest Edge for two days. Had numerous conversations with many ministers.

African Enterprise Board

As a Board member, I am very thankful to the Lord for the opportunity to be part of a vibrant board that is committed to gospel ministry in Africa. It is really encouraging to see what the Lord is doing in Africa in bringing many to saving faith in Christ. I have attended AE Board meetings in Sydney as well as the board retreat where we evaluated and reviewed the performance of the Board and also set strategies and goals for the year ahead.

Police Chaplaincy

I continue in my role as Police Chaplain. Attended a three-day conference in August 2019. The aftermath of the Eastern Freeway crash in April 2020 involved a number of ministry encounters.

Website

I have engaged, on behalf of the MDC, a new web services company to redesign and improve our website, <http://mdcpcv.org.au>.

Where to from here?

Post-COVID, it will be interesting to see how churches will come back, and how we can be supportive of churches. Will older people be reluctant to return to public worship? Will giving be affected? There will be unexpected challenges ahead, and I look forward to partnering with presbyteries and churches in seeking to meet them.

Going forward, I will continue to focus on the theme 'Helping Grow Healthy Churches by His Spirit and for His Glory.'

To enable this to happen, amongst other areas, I will continue to focus on:

- a. Church Revitalisation Seminars.
- b. Mentoring and supporting pastors where the seminars have been conducted to track the progress/follow up.
- c. Peer support to the peer groups established.
- d. Working closely with sessions, presbyteries and congregations to assist in 'Church Health'.
- e. Pastoral support to Ministers and Home missionaries.
- f. Working in partnership with the PTC.

Conclusion

In conclusion, I want to express my thanks to the MDC, its past convener Rev Ian Hutton, and the current convener Rev Stuart Withers for their encouragement and direction of my work. I deeply value their input, wisdom, and guidance in helping me fulfil my role and believe that we have an excellent working relationship.

I am also thankful for the assistance of the MDC's secretary and office administrator Ben Palmer, who handles much of the MDC's administrative load and keeps me on track with all my appointments and for maintaining my schedule. I also want to thank the Assembly Clerk Rev John Wilson and the PCV Office staff, especially the General Manager Mr Michael Ellison. Their help and assistance are invaluable as I seek to fulfil my role.

I am very thankful to Rose, who continues to partner with me in prayer and to support and encourage me in my role. Where possible she has also met with ministers' wives to listen, chat and encourage them.

As we continue to face the challenges of COVID-19 and its implications for us, the church, the nation and the world let us be unwavering in the Lord as we read in Hebrews 10:23, 'Let us hold fast the confession of our hope without wavering, for he who promised is faithful.'

Finally, I want to express my thanks to our Lord for His amazing grace, kindness and enabling given to me throughout this year. I thank Him for his sustaining power and wisdom as I continue to serve him and the PCV.

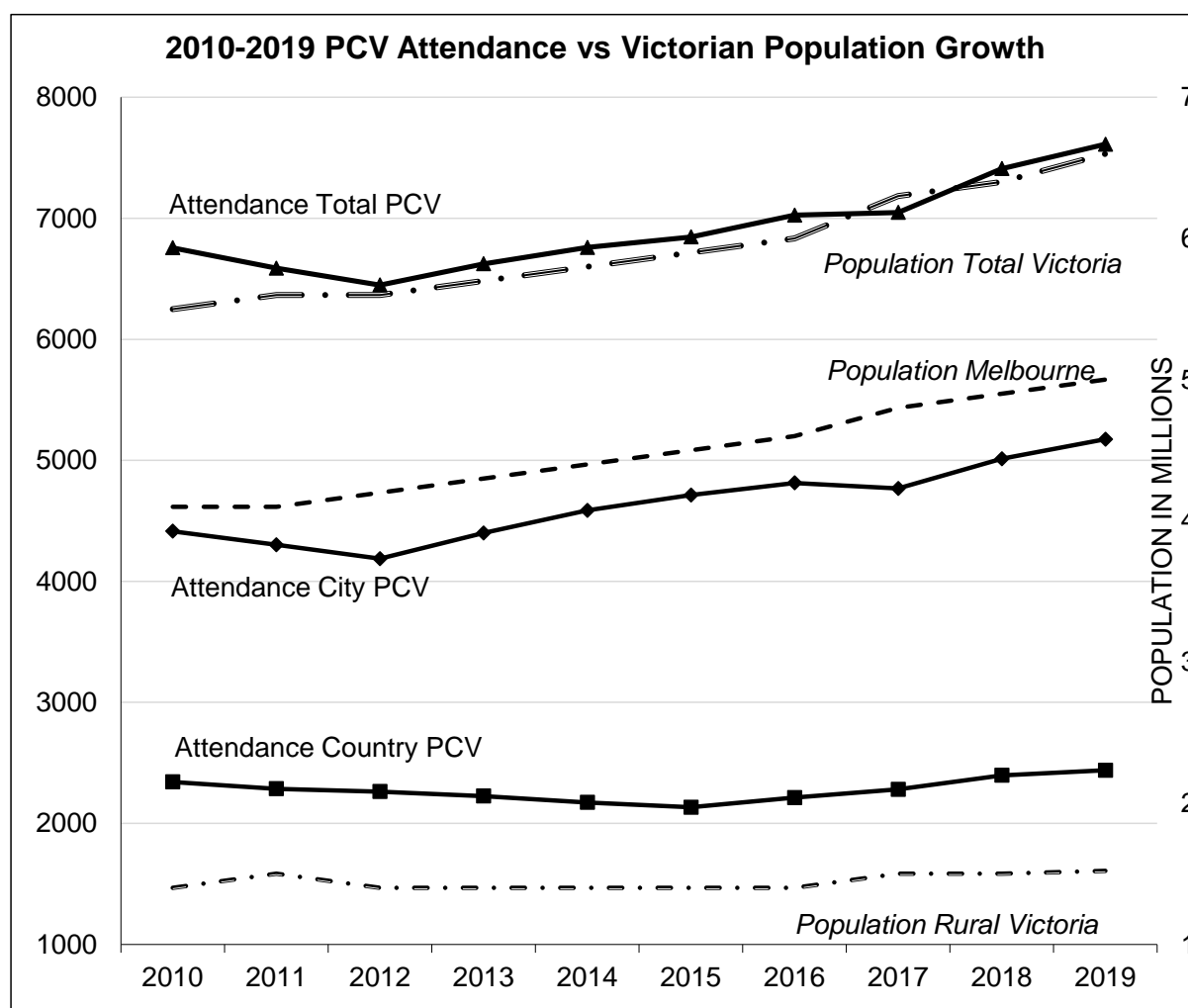
I am deeply honoured to serve the LORD in my role and his precious people in the PCV and beyond.

Soli Deo Gloria.

Rev Chris Siriweera
Ministry Development Officer

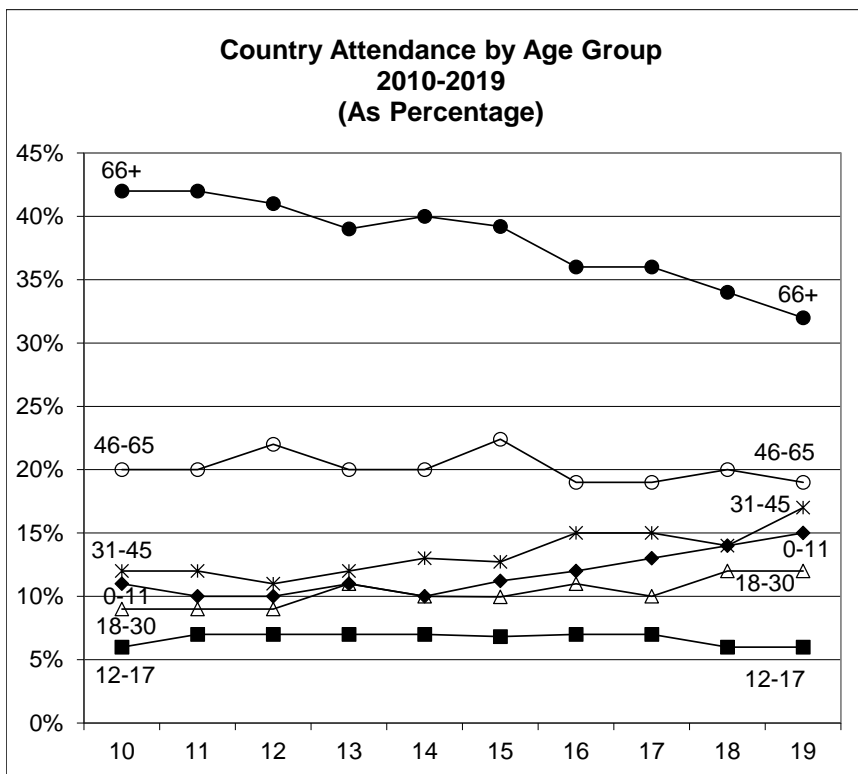
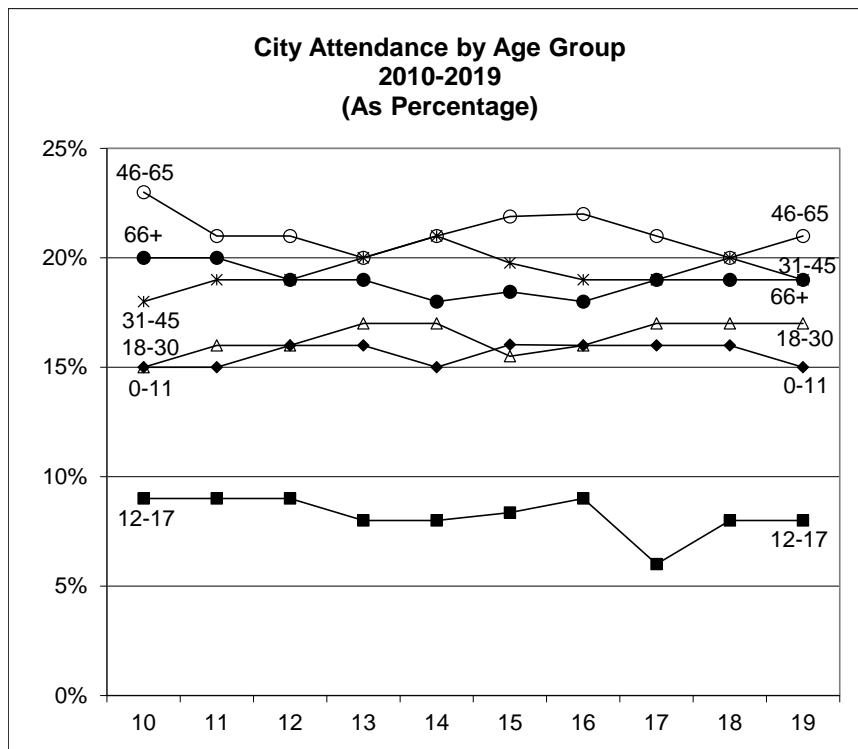
MINISTRY DEVELOPMENT COMMITTEE SUPPLEMENTARY REPORT

PCV Statistical Returns for 2019



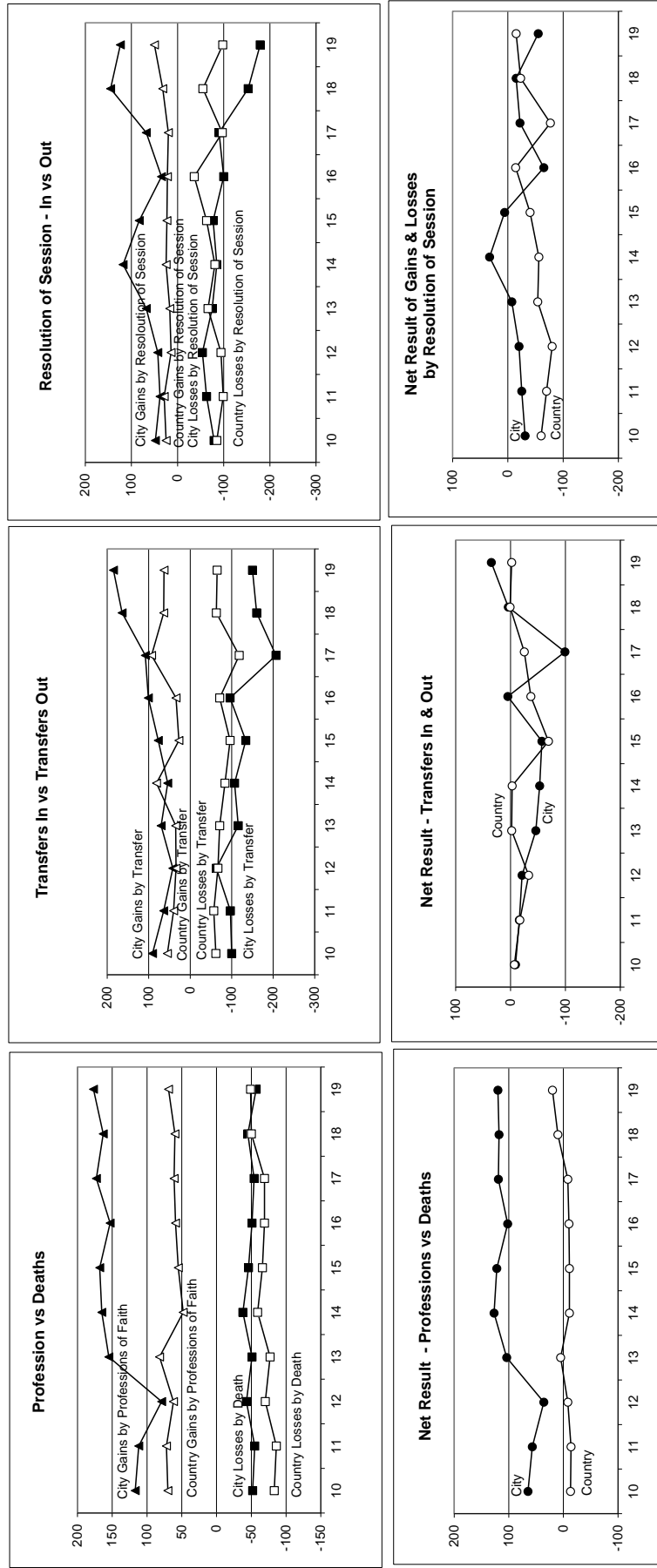
Total average weekly reported attendance at worship services across the Presbyterian Church of Victoria rose by 202 in 2019, to 7612. This is our seventh consecutive year of attendance growth; up 1,163 since 2012. City presbyteries had a total increase of 161 attendees, and country presbyteries increased by 41.

Total population for all of Victoria, Melbourne and Regional Victoria is included above in broken lines, to be read against the right-hand vertical axis. For comparison, between 2010 and 2019, the Victorian population grew by 20%, to 6.6 million. Overall PCV attendance growth over the same period is 13%. Melbourne's population has increased by 22% to 5 million during this period, compared with metropolitan PCV attendance growth of 17%. The rural Victorian population grew by 4% over the same timeframe, with rural PCV attendance also increasing by 4%.

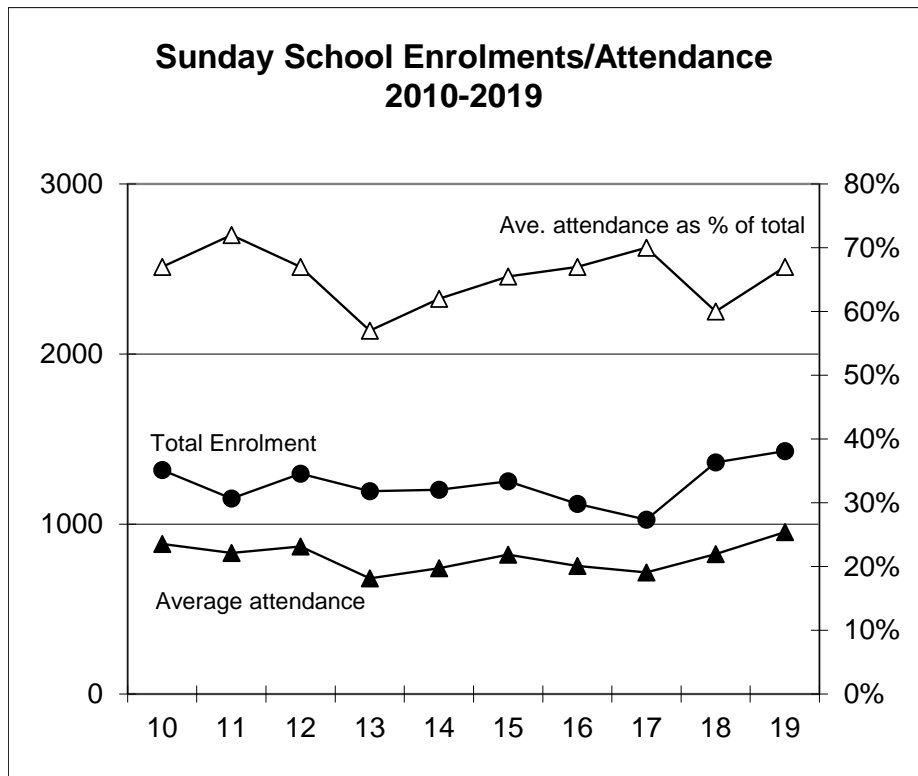


The age profile of country PCV churches continue to become younger. In 2010, 42% of attenders were 66 or older; they now make up 32% of those present. The age profiles of city churches have remained more consistent.

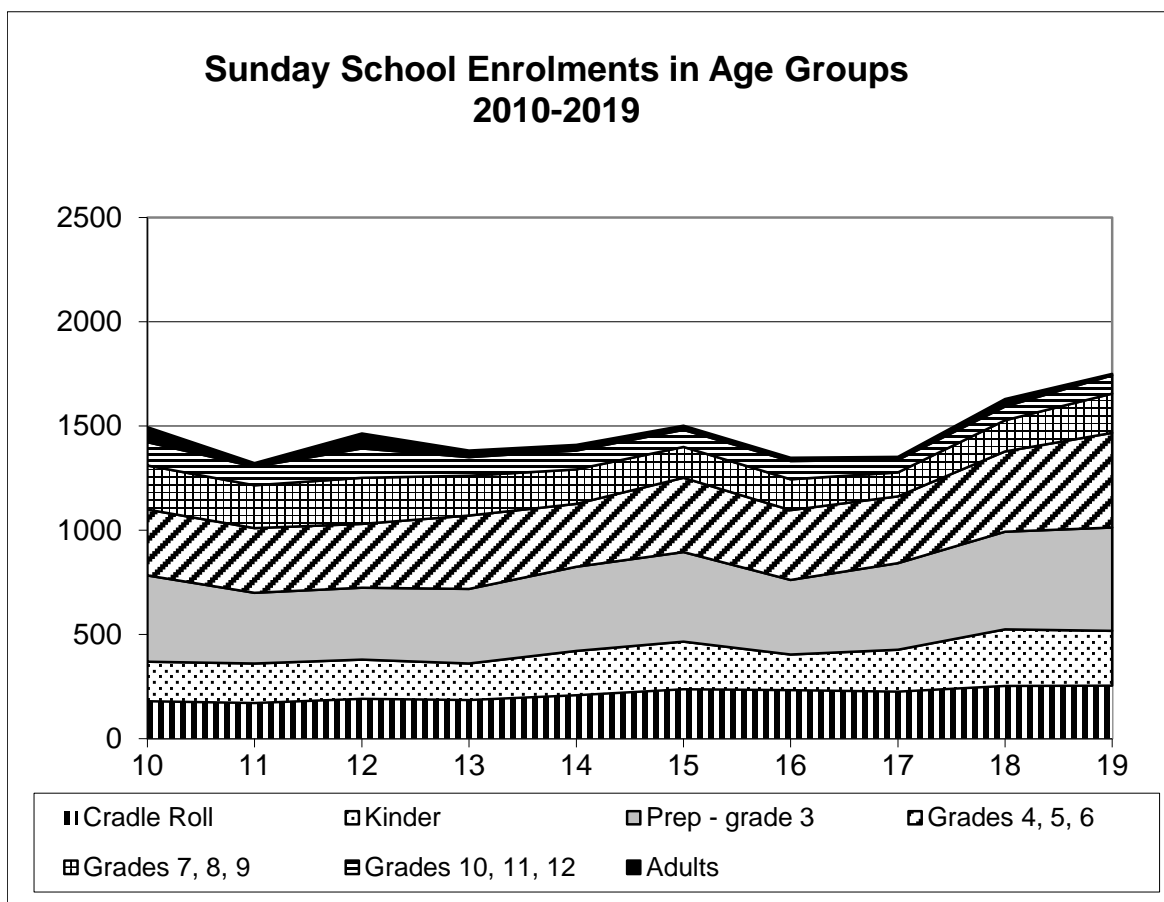
Membership Gains versus Losses 2010–2019

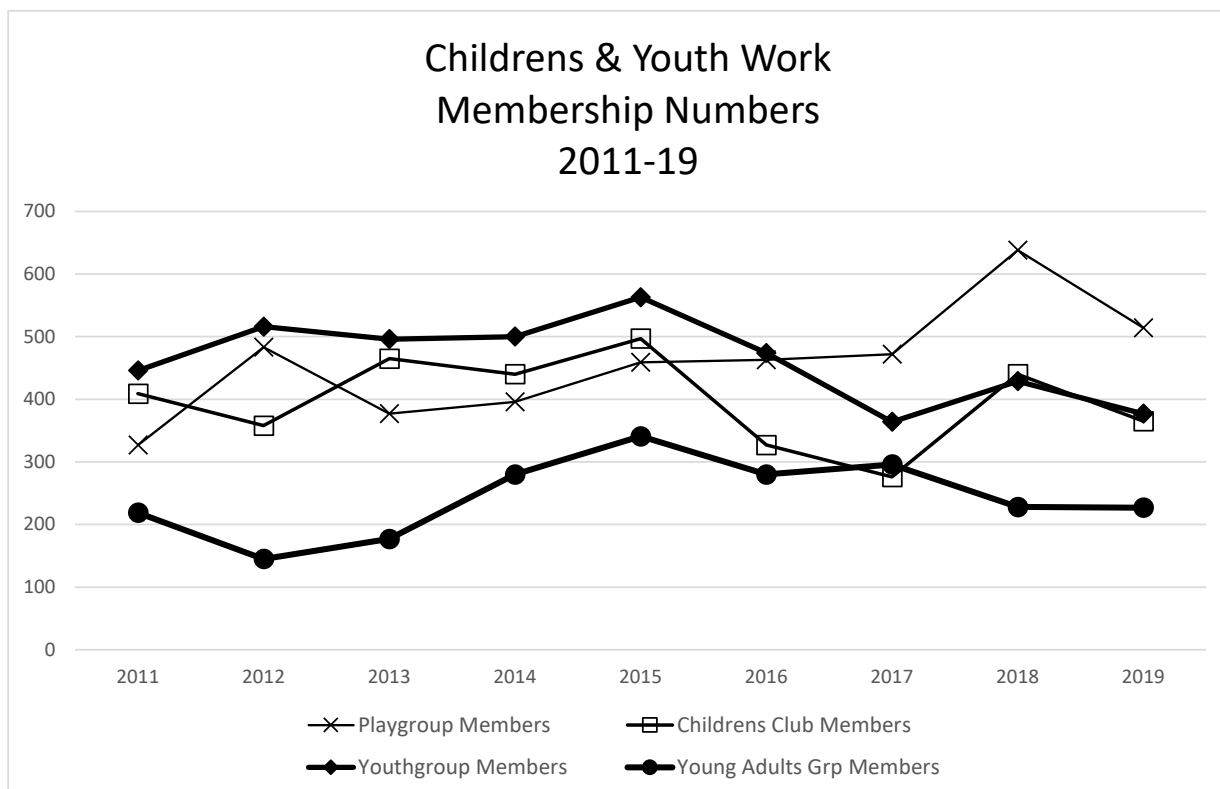
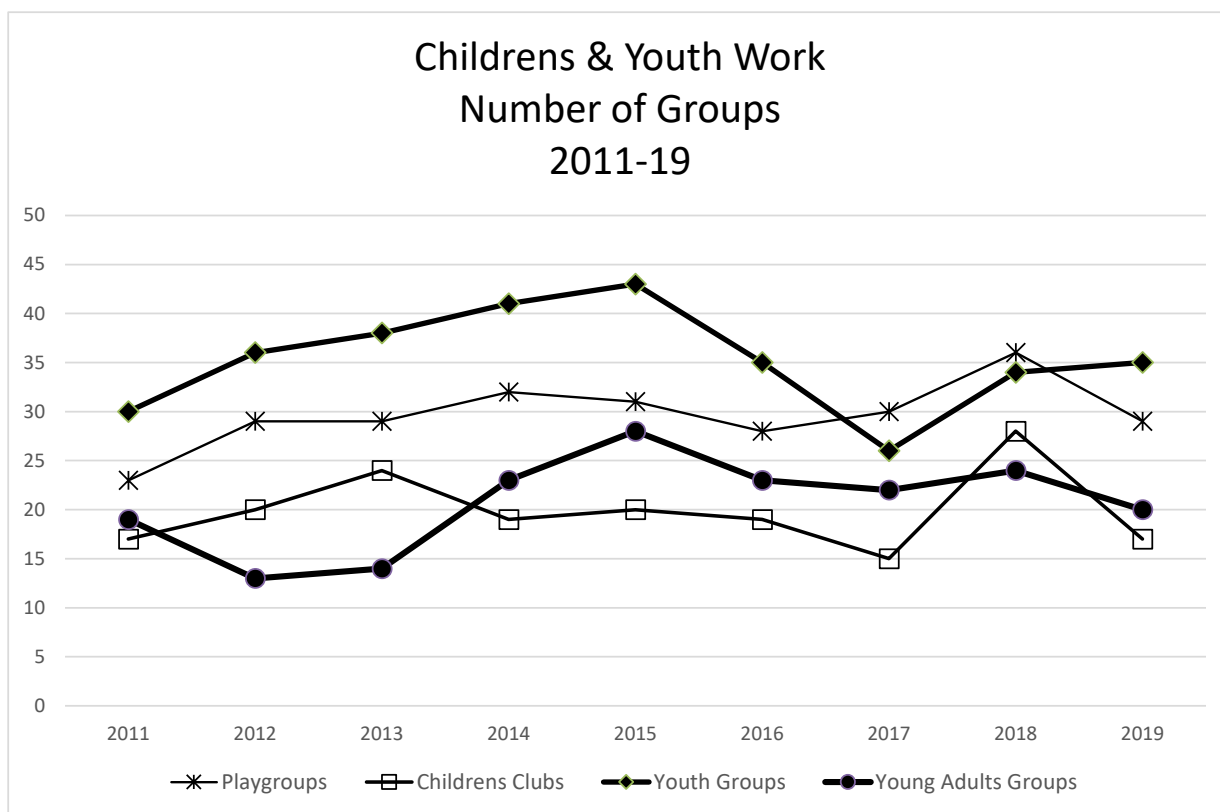


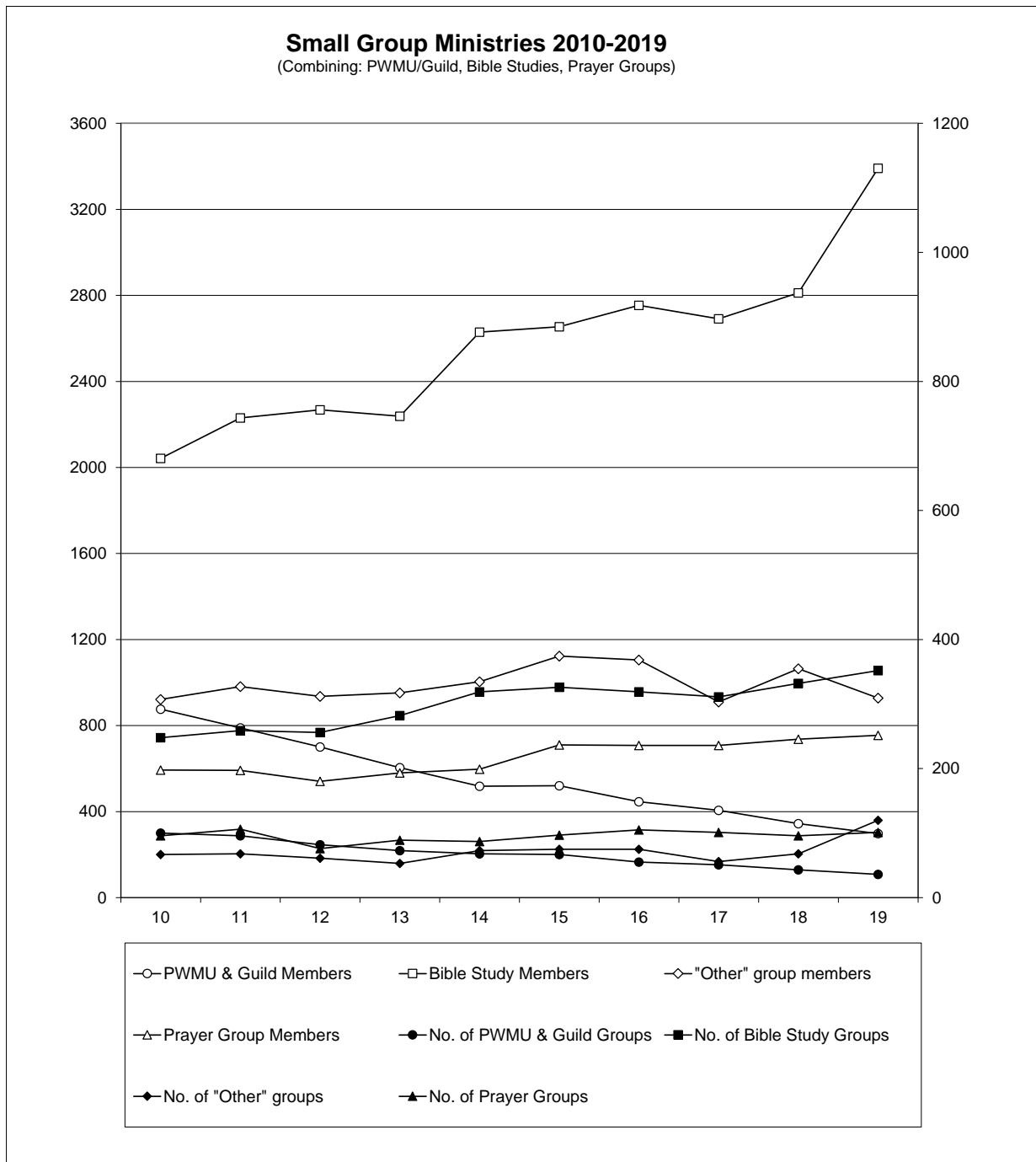
A total overall increase of 46 members was reported by PCV charges between the start and the end of 2019. There were 246 Professions of Faith. Transfers in and out of churches and gains and losses by resolution of session tend to net out at around zero or in the negative.



Total Sunday School enrolments rose by 67 in 2019, to 1429.







(The 'open' markers on this graph are to be read against the left-hand axis, and the 'closed' ones against the right-hand axis.)

Between 2010 and 2019, the number of Bible Study Group members across the PCV has risen by 66%; from 2042 to 3391.

Year 2019 Tallies - Membership

Presbytery	A		B		C				D				E		F	
	Start of Year		Adherents as at 1st Jan.		Membership Gains				Membership Losses				End of Year		Adherents as at 31st Dec.	
	Communicants as at 1st Jan.		Profession of Faith		Txf from other PCA		Txf from other Denom.		by Resolution of Session		Transfer to PCA		Transfer to other		Communicants as at 31st Dec.	E + F
Ballarat	291		14		8		0		5		4		0		279	333
Flinders	644		35		10		4		18		8		9		666	726
Geelong	212		10		11		10		4		2		8		228	236
Gippsland	357		23		8		4		0		1		0		373	397
Maroondah	430		3		13		4		23		5		3		442	536
Melb. East	981		47		6		77		18		25		7		998	1239
Melb. North	706		45		12		16		65		18		20		735	1103
Melb. West	910		47		13		30		0		20		35		891	981
Nth East Vic	346		0		0		0		0		0		0		346	408
Nth Wst Vic	260		17		1		2		1		3		6		241	262
Sth Wst Vic	459		4		1		16		30		5		30		402	527*
Totals 2019	5596		245		83		163		164		91		118		5601	6733
City	3671		177		54		131		124		76		74		3732	4570
Country	1925		68		29		32		40		15		44		1869	2163

* Note re asterisked totals in Column E+F - this total does not reconcile to the sum of A+B+C-D due to discrepancies in figures provided by the presbytery.

Year 2019 Tallies - Attendance etc

Presbytery	G Average Morning Attendance	H Av. Other (weekday, afternoon etc)		Av. Evening Attendance	Extra at Other and Evening	G+H	Estimated Age Group of Tot. Av. Indiv. Attendance						K+L+M +N+O+ P	OFFICE BEARERS				CAMPUS HELD		SACRAMENTS		
							0-11	12-17	18-30	31-45	46-65	66+		ELDERS	Elected Board Members	Lay Preachers	Pastoral Caretakers Deacons etc.	Camps Held	Attendance	Infants Baptised	Adults Baptised	Av. Attendance at Communion
Ballarat	391	0	0	30	30	421	75	19	68	83	78	98	421	27	44	13	4	2	30	4	2	281
Flinders	794	0	0	119	26	820	153	70	112	148	149	188	820	28	73	16	10	2	179	15	7	515
Geelong	304	0	0	0	304	304	68	18	33	64	43	78	304	16	26	9	0	0	0	7	5	194
Gippsland	452	20	159	77	77	529	66	46	74	95	92	156	529	21	40	14	18	2	162	5	2	373
Maroondah	636	7	35	40	40	676	82	37	62	145	166	184	676	37	42	11	18	1	50	5	1	536
Melb. East	1306	58	317	160	160	1466	214	137	302	281	327	205	1466	65	79	25	20	4	690	9	15	816
Melb. North	975	58	170	178	178	1153	86	61	134	113	158	153	705*	57	59	15	27	6	315	24	29	749
Melb. West	867	124	41	192	192	1059	150	74	206	229	209	187	1055*	64	81	20	19	8	386	14	11	782
Nth East Vic	372	0	43	0	0	372	40	17	15	43	81	176	372	45	71	22	0	0	0	0	1	304
Nth Wst Vic	269	30	6	20	20	289	48	16	44	54	64	63	289	14	39	10	2	1	60	3	1	239
Sth Wst Vic	441	15	89	82	82	523	64	27	45	56	88	180	460*	34	74	19	13	2	87	3	2	399
Totals 2019	6807	312	1009	1109	1109	7612	1046	522	1095	1311	1455	1668	7097	408	628	174	131	28	1959	89	76	5188
City	4578	247	682	596	596	5174	685	379	816	916	1009	917	4722	251	334	87	94	21	1620	67	63	3398
Country	2229	65	327	513	513	2438	361	143	279	395	446	751	2375	157	294	87	37	7	339	22	13	1790

* Note re asterisked totals in Column K+L+M+N+O+P - this total does not reconcile to the sum of G+H due to some age groups not being classified for all of the churches in this presbytery.

Year 2019 Tallies - Children's & Youth Work

Presbytery	Playgroups (Age 0-4)			Children's Clubs (Primary Sch. Age 5-11)			Youth Groups (High Sch. Age 12-18)			Young Adults (Age 19-30)			Cradle Roll &/or Creche	Enrolment in Sunday School								C.R.E.			
	No. of Groups	No. of Members	No. of Leaders	No. of Groups	No. of Members	No. of Leaders	No. of Groups	No. of Members	No. of Leaders	No. of Groups	No. of Members	No. of Leaders		Kinder	Prep - grade 3	Grades 4, 5, 6	Grades 7, 8, 9	Grades 10, 11, 12	Adults	Total Enrolment	Average Attendance			No. of Teachers	No. of Classes
Ballarat	3	36	6	0	0	0	0	0	0	0	0	5	19	11	17	0	0	0	0	47	42	13	0	0	
Flinders	3	104	25	1	12	1	6	49	16	3	36	8	41	29	61	35	22	4	0	141	89	23	2	2	
Geelong	3	104	25	0	0	0	0	0	0	1	12	14	10	0	16	4	0	2	0	22	19	4	2	1	
Gippsland	1	22	17	2	82	22	3	36	14	0	0	0	18	17	15	22	23	3	0	80	44	17	0	0	
Maroondah	3	57	9	0	0	0	2	31	8	2	13	2	4	26	34	33	3	2	0	98	85	25	1	1	
Melb. East	2	20	5	5	90	12	13	67	28	8	104	10	42	33	82	98	39	26	7	278	226	67	12	14	
Melb. North	5	59	11	3	70	7	4	122	24	1	7	2	65	63	136	158	68	8	0	371	189	87	1	1	
Melb. West	4	41	17	2	55	24	1	6	4	4	47	8	43	50	94	52	25	32	0	253	153	82	0	0	
Nth East Vic	0	0	0	3	42	9	1	12	3	0	0	0	0	3	4	5	2	11	1	26	19	7	0	0	
Nth Wst Vic	3	53	10	0	0	0	3	19	9	0	0	0	15	6	23	12	4	0	0	45	31	17	0	0	
Sth Wst Vic	2	18	13	1	14	8	2	35	9	1	8	2	11	17	20	18	2	0	0	68	55	21	0	0	
Totals 2019	29	514	138	17	365	83	35	377	115	20	227	46	254	263	496	454	188	88	8	1429	952	363	18	19	
City	17	281	67	11	227	44	26	275	80	18	207	30	195	201	407	376	157	72	7	1141	742	284	16	18	
Country	12	233	71	6	138	39	9	102	35	2	20	16	59	62	89	78	31	16	1	288	210	79	2	1	

Year 2019 Tallies - Small Groups

Presbytery	PWMU		Guild		Ladies Bible Study		Christianity Explained		Mixed Bible Study		Men's Bible Study		Other Groups			Prayer Groups		Communicant Classes		Teacher Training		Special Outreach Occasions	
	No. of Groups	No. of Members	No. of Groups	No. of Members	No. of Groups	No. of Members	No. of Groups	Attendance	No. of Groups	No. of Members	No. of Groups	No. of Members	No. of Groups	No. of Members	No. of Leaders	No. of Groups	No. of Members	No. of Groups	No. of Members	No. of Groups	No. of Members	No. of Times	Total No. Attending or Contacted
Ballarat	1	10	0	0	3	19	0	0	16	107	0	0	2	45	5	8	41	0	0	3	5	101	355
Flinders	2	12	2	10	11	65	0	0	21	238	4	30	7	87	9	15	110	5	28	1	12	102	4553
Geelong	1	5	0	0	12	59	0	0	11	96	9	34	7	39	8	4	66	1	4	0	0	9	806
Gippsland	2	18	0	0	3	35	1	4	16	188	3	24	6	99	4	14	55	2	13	1	4	17	1115
Maroondah	1	16	0	0	6	63	0	0	27	270	1	3	5	76	1	8	67	1	14	0	0	5	180
Melb. East	2	10	0	0	6	71	9	134	34	458	3	11	14	332	24	13	149	4	43	4	15	17	1180
Melb. North	0	0	0	0	14	119	13	50	42	485	6	62	67	126	32	12	40	10	31	3	67	20	2970
Melb. West	2	32	0	0	7	44	2	47	32	315	4	22	7	74	8	17	161	2	4	4	21	50	6322
Nth East Vic	3	25	5	36	1	6	28	0	16	127	0	0	1	8	3	7	49	1	3	0	0	8	206
Nth Wst Vic	1	6	2	8	5	37	2	8	9	86	4	37	1	6	1	2	11	0	0	0	0	4	360
Sth Wst Vic	5	37	7	73	8	62	0	0	15	197	3	21	3	36	6	1	6	1	1	0	0	9	464
Totals 2019	20	171	16	127	76	580	55	243	239	2567	37	244	120	928	101	101	755	27	141	16	124	342	18511
City	7	70	2	10	44	362	24	231	156	1766	18	128	100	695	74	65	527	22	120	12	115	194	15205
Country	13	101	14	117	32	218	31	12	83	801	19	116	20	233	27	36	228	5	21	4	9	148	3306

Stuart Withers
CONVENER

PAST MODERATOR'S REPORT (Min 16)

Overview

TEC regulation 4 requires the Moderator each year to undertake a visitation to the Theological College and to submit a report to the following General Assembly.

This year I was unable physically to visit our College at Box Hill due to coronavirus isolation rules. I did, however, through the Acting Principal, Rev Dr Jared Hood, arrange two Zoom meetings, one with candidates for the ministry and the other with members of the faculty. I was unable to meet with all the other students due to the limitations of time and technology in the midst of a 'second wave' in the COVID-19 pandemic during late July.

I report that I conveyed words of encouragement and support as I brought greetings from the Assembly to both meetings. I was not aware of any matters coming from the Assembly requiring special consideration and invited students and faculty to raise any matters they wished to raise.

Meeting with candidates for the ministry

I met with all candidates via Zoom on 28 Tuesday July 2020. The discussion was open and candid and wide-ranging. I appreciated their questions and responses to my questions.

Essentially I asked three questions:

1. Do you feel you are being equipped to be ministers of the Word and sacraments?
2. What is your response to how COVID-19 will impact on your training and future ministry?
3. Do you feel you are coping in terms of life balance with online lectures, studies and family life?

In response, we enjoyed some engaging conversation relating to the study of the theological disciplines, their pastoral welfare and training, study resources, use of online services for theological education, and particularly in the area of the library. I shared points raised in the broad-ranging discussions with the faculty.

While most students are adjusting to online studies, the general impression I formed is that its usefulness lies in the fact that while it is effective in overcoming the 'tyranny of distance,' its limitation is that it does not permit the level of personal interaction of normal lecture situations. Unfortunately, there is now no real opportunity during the pandemic for chapel services and 'on-site' live assessment of student preaching and leading worship.

On the amusing side, I was chuffed that one of the candidates reminded me that I taught him Sunday School when he was a boy—and my hair was a different colour then.

Meeting with faculty

I met, via Zoom on 29 July 2020, with three of the four faculties members. Rev Ben Nelson was on leave at the time.

Again, the discussion was open and candid, and one thing that came across very clearly was the passion these men feel to undertake the role this Assembly has asked the College to undertake in training men for ministry. The phrase that they believe they are ‘servants of the Assembly’ in this role told me so much about their integrity and desire to complete what we ask of them.

In my discussions with the faculty, it became obvious that the federal government’s intervention in the tertiary education sector has had significant implications for colleges such as the PTC. The Australian College of Theology (ACT), as the provider of theological education, is obliged to follow the directives of the Tertiary Education Standards Agency (TEQSA). TEQSA has the power under federal legislation to require compliance with tertiary standards in a whole variety of areas that require significant documentation and administration. This places additional pressures and responsibilities upon our faculty in addition to their significant teaching, research, and pastoral loads.

The faculty made it clear to me that although the teaching responsibilities are being discharged, the ACT still believes that we need to increase the number of our full-time staff to improve the full-time/adjunct staff ratio. This requires an increase of one full-time member at a minimum. They also reminded me of what they had previously advised this Assembly on a number of occasions, namely, that in the future, all lecturers will be required either to be undertaking or to have obtained a PhD qualification. This requirement points to the need for students or serving ministers who could become potential lecturers to be undertaking postgraduate studies now so that when the time comes, there will be ‘obvious successors’ as current faculty members retire.

The faculty is very conscious of the workload that our candidates have to bear as part of their coursework requirements. However, they reminded me that some of these matters are beyond their control and are mandated either by the ACT or the GAA. Specifically, they informed me that they are required to:

- deliver what this Assembly has directed in terms of academic training in its regulations; and,
- comply with GAA directives on the compulsory subjects to be studied; and,
- ensure that at the end of their studies, candidates obtain an ACT recognised academic qualification.

This workload, when it is also combined with the required ‘field/practical’ training—which is designed to develop ‘soft skills’ and put some of the theoretical training into practice—has an impact on candidates’ family life as well. These training programs include:

- The SFE program.
- The Annual Mission Trip (one week in early December after the end-of-year exams).
- The country charge ministry placements for three to four weeks in January at the beginning of their fourth year.

I am also advised that our College appoints each member of the faculty to mentor and provide pastoral care to a group of our full-time students. This provides additional care but also academic support as the students work hard to complete course requirements.

My Observations

There is a strong sense of 'collegiality' and unity amongst our faculty. They work well together as we team.

The quality of our candidates is excellent.

The candidates are going through a tough time with the COVID crisis, and I think each one should be praised as they soldier on in these difficult circumstances.

However, we definitely need a greater number of candidates studying at PTC to meet the projected needs for more ministers in the future to replace those who are either retiring or considering it in the near future. The PCV needs more candidates just to fill our existing pastoral charges, church-planting charges, and appointment charges, let alone to grow the PCV as a denomination through further church-plants or revitalisations.

My observation is that the increasing burden of administration, required by the ACT, is falling largely on the faculty. So I believe we need to pastor our faculty as well as our candidates. In my discussion with the faculty, they are very open to constructive feedback and adaptable where they can be, but you can only heap so much work on this enthusiastic and inspired faculty team before the load becomes overwhelming.

The College needs more income from independent, full fee-paying students as well as from candidates. It needs also needs a pool of more PhD-qualified lecturers who can serve as future full-time faculty or adjunct staff with the requisite skills to continue to develop our candidates as well as to reduce the administrative burden carried by the existing faculty.

Finally and encouragingly, I have been advised that the College is adding to its online collection of study resources and I noted that one of the new and important additions (apart from E-books and a wider selection of journals from the online provider, Ebscohost), has been the gift to all new first-year students of a specially-curated package of Logos Software (valued at \$2,000), which provides many textbooks across their BTh/MDiv subjects during their time at the College. Students who remain full-time students at PTC for all their subjects over a period of at least three years are able to keep the package free of charge, otherwise, the cost to them is only \$700. For them, this is a great asset.

I also noted that the College library has added 2000+ Chinese textbooks to its collection in more recent times. This has enabled it to commence a Diploma in Theology, which is taught in Mandarin. The College hopes that this will attract additional students to our programs and continue the tradition of the PCV, begun in the 1870s, of training Chinese theological students for pastoral ministry and mission work among Mandarin-speaking congregations.

Colin R Morrow
PAST MODERATOR

PRESBYTERIAN WOMEN'S MISSIONARY UNION (Min 49)

Disruption

Many PWMU activities have been severely impacted by the COVID-19 pandemic: meetings at state level from March 2020 were cancelled, many branches did not meet for many months, and sadly, plans for two children's Dayspring Days in 2020 were abandoned. However, state council meetings proceeded online, and the opportunity was taken to update handbooks, our Powerpoint presentation and address PWMU cookbook matters. The PWMU monthly newsletter packing and distribution were altered in line with government restrictions but proceeded unimpeded. Membership stood at 261 in June 2020.

Resources

The newsletter contains the latest news from our workers in digest form, with pictures—a thoroughly worthwhile resource to anyone interested in praying for cross-cultural workers of the PCV. Our booklet with monthly devotions written by field workers, council members and others, was enhanced by a page of beautiful prayers, all suitable for group and individual use. The Dayspring magazine for primary-aged children now focuses on current families working cross-culturally and was produced three times a year as usual with pictures and puzzles. This is an under-utilised free resource.

Bursaries

Of greater significance is the impact of restrictions on the home region bursary students that PWMU had just started supporting. Six South Sudanese men recommended by Isaac Motor Yat recommenced their studies in Addis Ababa in February but had to return to their refugee camps when pandemic restrictions took effect in March. Whilst theoretically, they can study online, access to adequate internet connection is challenging. We were very grateful to Michael and Kerry Jensen who were able to deliver NIV study bibles to the men, as had been requested, before the lockdown. Thanks to Clayton Presbyterian Church for this involvement.

By God's grace, PWMU has been able to continue supporting our PTC Bursary student, Rev Chanreiso (Aso) Lungleng and his wife Alice, until they can return to the Presbyterian Theological Seminary in Dehra Dun India, for Aso to take up lecturing duties there. His doctoral thesis is due in August, and their first baby is due in September.

Historical matters

There has been ongoing contact with Busan Presbyterian Church in South Korea, where the first PWMU missionaries served in 1891. A history of PWMU work in Korea is being written by M D Yang, in conjunction with their church's 130th celebrations. A group of about 20 from this congregation met with several PWMU council members in September 2019 at the assembly building.

Interest in historical matters, which inform and encourage people of today, has resulted in more requests for PWMU information from members of the general public. A library of historical books on mission is available for long-term loan at the PWMU office, complementing resources at the PCV archives. Mrs Alison Stanley has undertaken to write the recent history of PWMU since 1990.

Regarding the PWMU Cookbook, on the one hand, State Council members are mindful of the changing times, where recipes are often accessed online, whilst on the other hand, we are aware of the practical and historical significance of the cookbook.

Grants and disbursements

Nearly \$70,000 was distributed to our bursary students. An additional \$43,000 was distributed to the 26 workers on our list as well as a young woman in training, enhancing their ministries. An additional \$38,000 of support from branches and individuals was distributed.

Events

The 2019 Thanksgiving Rally bore the theme, *Agricultural Ministry: Bearing Fruit for the Gospel*. Tony and Liz Rinaudo were the presenters, sharing how their work with Farmer Managed Natural Regeneration, and Global Evergreening Alliance is making a gospel impact. In the afternoon Jeanette Bennett (Wycliffe) and Rob (Pioneers) answered questions about working with a team in gospel ministry.

The 2019 Dayspring Day at Kangaroo Ground focused on the need to be part of a team, like orchestra members making music together.

At the 2019 Annual Service Rev Tony Archer from Woori Yallock brought God's message to us, and members of the Hugh Price family brought a musical item of instrumental hymn music. As usual, the service was followed by brief, encouraging updates from workers and agencies that were in attendance.

Opportunities

In June, Mrs Alison Stanley was welcomed onto state council.

In response to an invitation from Women's Ministries Victoria (WMV) to participate in their regional 'On the Road' meetings, we have updated our Powerpoint presentation and prepared a segment for their gatherings, to acquaint Presbyterian women of younger generations with our work. When restrictions ease, we are ready to go. We continue to encourage congregations to have a mission coordinator with whom we can liaise.

Thanks to many

The office move to Hawthorn has worked out well, and we applaud our office secretary, Mrs Natalie Miller, for her cheerful dedication, mental alertness and perseverance through the upheavals. We are thankful to both Hawthorn Presbyterian Church for the use of their premises, and to the PCV Assembly for paying the rent. It is a privilege to work in collaboration with APWM (Vic) and APWM (National) to promote and support the outreach work of the PCV across many, many cultures.

We thank God for his gracious enabling, and for the privilege of serving in this way.

Roslyn Brown
PRESIDENT

PRIVACY OFFICER (Min 50)

The commitment of the Assembly to best practice in observing privacy legislative requirements has been again evidenced in 2019–2020 by the numbers of enquiries made to the Privacy Officer from PCV churches, committees, and various other PCV bodies and personnel.

The advent of COVID-19 led to an upswing in enquiries fielded by the Privacy Officer as church personnel sought to ensure that ministry practices during this time were indeed operating at best practice level in regard to privacy.

This ongoing commitment and willingness to seek support in privacy practice is most pleasing and has led to zero privacy complaints for the year 2019–2020 (to date). This is the first time since the updated PCV privacy policy and practice was implemented in 2015 that there have been zero privacy complaints to the Privacy Officer. This outcome is a testimony to the diligent attention to this aspect of church life by the Assembly and those in ministry and administration across the PCV.

The Privacy Officer continues to provide:

1. Relevant privacy legislative changes updates to the PCV via email communications to presbyteries for distribution to sessions.
2. Ongoing privacy training to new PCV employees and other PCV personnel, committees and organisations as requested.
3. Responses to privacy enquiries and complaints.
4. Practical advice, information and resources such as privacy-compliant forms, via the privacy page at the Safe Church PCV website.

For any concerns about data breaches within presbyteries, sessions, and organisations, please contact the Privacy Officer of the General Assembly or visit www.safechurchpcv.org.au/privacy.

Fiona Bligh
PCV PRIVACY OFFICER

SAFE CHURCH COMMITTEE (Min 51)

Committee vacancy

A vacancy on the Safe Church Committee has now been filled by Mrs Amelia Thomas. The committee thanks Amelia for her willingness to serve in this role.

Compliance

Since commencement in 2014, the PCV has achieved very high levels of Safe Church compliance across the church. Safe Church compliance is an on-going process as churches submit their Voluntary Approval Process documentation for approval, return their yearly Working With Children Check (WWCC) listings and their Compliance Audit Schedules every three years. The committee is thankful for the work of Safe Church representatives in each church, who give their time to ensure everything is complete in order to maintain their respective church records.

The committee notes that:

- 100% of pastors, home missionaries and assistant ministers have completed Safe Church Basic Training.
- 3,971 people have completed Safe Church Basic Training.
- 845 people have completed Safe Church Advanced Training.
- 100% of pastors, home missionaries and assistant ministers have a WWCC or a Victorian Institute of Teaching (VIT) registration [i.e. WWCC legal equivalent].
- 100% of volunteers working with children have a WWCC or a VIT registration (i.e. WWCC legal equivalent).
- for the period 2019–2020 all but one church has submitted WWCC listings.
- 100% of churches have submitted a Compliance Audit Schedule (CAS) since Safe Church PCV began in 2014. The CAS is submitted on a three-yearly cycle, and the PCV is now into the second 3 yearly cycle since each church submitted their first CAS and the same high levels of compliance continue.
- 100% of churches have a Safe Church Representative, or the Session Clerk is currently fulfilling that role pending a suitable appointment.

Safe Church enquiries and concerns

The Safe Church Unit continues to receive a high level of enquiries from across the PCV seeking information and advice relating to safe ministry best practice and Victorian child safety legal obligations. Since commencement in 2014, the Safe Church Unit has seen significant growth in these enquiries, which demonstrates the commitment to the safety of the vulnerable people and the children in our church by voluntary and paid personnel across the PCV.

These information and advice enquiries also show that PCV personnel are open to seeking advice on areas such as policy, procedures, reporting obligations, and assistance in safe ministry practices. Enquiries also relate to checking procedures and plans before implementation, seeking advice on various scenarios that have arisen (very often de-identified) and access to general information about ministering to people affected by abuse-induced trauma.

This increase in enquiries has coincided with a decline in Safe Church-related concerns about church workers, both paid and voluntary. Although it is difficult to draw conclusions about the relationship between increased information and advice enquiries and declining enquiries relating to Safe Church-related concerns about church

workers, it is possible that the provision of advice and information is having an early intervention and preventative impact.

In addition to this, it is of note that since 2014, 1,222 Volunteer Approval Process applications have been completed. This high level of screening of applicants seeking to work with children across the PCV has also coincided with the decline in concerns relating to church workers. Again, it is possible that the widespread screening of applicants is having an early intervention and preventative impact.

There has been an increase in Domestic and Family Violence (DFV) enquiries since the last Assembly, building upon an increase in these enquiries the year before. This reflects the experience of other denominations and organisations across Victoria. Commentators and DFV support agencies outside the PCV have also noted an increase, and there is some suggestion that the impacts of COVID-19 have played a part in this. Certainly, the impact of lockdowns upon family stress, in general, is known and sadly, this may also negatively affect DFV circumstances. The wisdom and foresight of the Assembly in adopting the PCV statement on DFV has been of huge benefit to the work of the Safe Church Unit, as the statement provides a firm theological foundation for enquiries relating to such circumstances.

COVID-19

The advent of mass online ministry due to the impacts of COVID-19 has resulted in specialised safe ministry guidance being provided to the PCV by the Safe Church Unit and the provision of bespoke advice and guidance via enquiries from specific charges and ministries. The commitment to safe ministry principles in online ministry across the PCV is a source of great encouragement and blessing during what have truly been extraordinary, unprecedented times. The Safe Church Unit staff and the committee thank the Assembly and indeed all PCV ministry personnel for their faithful diligence in this during 2020.

Questions

As always, please pass questions on this report to the convener before the meeting of the Assembly. Thank you.

Brian Harvey
CONVENER

ST ANDREWS CHRISTIAN COLLEGE (Min 52)

We have beautiful students and an amazing community and I thank God for the privilege of serving here at St Andrews Christian College.

Thanks to our Lord and Saviour for His grace and provision every day. I acknowledge that God is the Head of the College and without Him we are nothing – with Him and only because of Him – we shine.

A Christian education at St Andrews is about *formation* of the child. It's not about filling students with *information*. It's head, heart and hands learning, centred on Christ. We want all our students to know Christ and know their purpose in life. What a privilege all our staff have, being a part of a shalom community, to influence lives for Christ through education.

We are all thankful for a great year of full enrolments; continued long waiting lists; a strong financial position; completion of the lower floor of our Middle School Building; ongoing building plans; and, continual improvement in academic achievement. Our advancements in College communications, administration and learning platforms are due to our talented staff and an ongoing commitment to improvement. In the last couple of years, we have implemented such systems as Operoo, Synergetic, Accelerus (Reporting program) and School Box, now called The Hub, which is our central Learning Management System.

As with everyone, this year has been dominated by COVID-19 and continual lockdowns. For us as a College it has been marked by constant change and real difficulties for so many in our community.

Our theme for 2020 is 'Treasures that Last'.

"Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moths and vermin do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will be also." Matt 6:19-21

What a poignant theme for this year of COVID-19.

It has been a time for people to hone into 'what matters most'.

To the College community we have asked: 'What is your treasure at this time?'

Identifying the answer to this helps define what is most important in our life...our priority.

The importance of 'things' in our lives seem to evaporate in difficult times. What is becoming clear to people in this time of isolation is the importance of family and friends – relationships.

Of course, our relationship with Jesus Christ is the only everlasting relationship, one that is eternal. Our focus on Jesus helps us to connect and have good and healthy relationships with our family, friends and peers. In Him we can forgive, be patient, show grace and be loving.

Nothing in this world (relationships/money/material things) is everlasting except God, and it is to Him we need to give ourselves entirely and not hold back in any area of our life.

Earthly treasures will fade. Heavenly treasures are where all joys are perpetual and eternal.

We have been encouraging our students to know the glorious riches they can find in Christ. That they all can *“be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God, namely, Christ, in whom are hidden all the treasures of wisdom and knowledge.”* Col 2:2-3

On a positive note, it is also encouraging to read and witness some wonderful testimonies of members of the College community coming closer to God in this difficult lockdown period. Praise God.

As a Christian school we have an extraordinary privilege at this time – to shine Jesus’ light.

We are providing an alternative to a broken and fallen world in the hope we profess in Jesus - no matter what situation we find ourselves in.

May we all keep running the race that is set before each of us as individuals and together as a shalom community. May this time be a marker for all of us, a positive and encouraging time where we all grow closer to Jesus and grow more like Him.

We all need to keep on keeping on. To persevere.

But we do it in God’s strength and power; in His love and grace; wrapped in His eternal hope.

*“Never be lacking in zeal,
But keep your spiritual fervour, serving the Lord.
Be joyful in hope, patient in affliction and faithful in prayer.”* Rom 12:11-12

Yours in Christ,
Catriona Wansbrough
PRINCIPAL

SCOTCH COLLEGE (Min 53)

In conjunction with the objects set down in the Memorandum and Articles of Association of Scotch College, the strategic intent of the school is to offer a distinctive brand of education built on the traditions of our past, our Christian belief and our confidence in embracing innovation and progress. We aim to deliver an education, which, for each boy, improves the opportunity to discover interests and talents; and, improves outcomes, both in those things which are measured and those for which school years are the formative years: his sense of self; interaction and dealings with others; engagement with family and with communities near and far. We seek to promote curiosity, individuality and independence of thought while inculcating a strong sense of compassion, community, service and belonging, and so empower each boy to challenge those things which need challenging and support those which need supporting.

COVID-19

The outbreak of COVID-19, and subsequent actions of the State and Federal Governments, have had a significant impact on the school. The pandemic has seen boys undertake remote learning for all of Term 2 barring the last two weeks, has resulted in the postponement of the School's Winter Sports program, and has caused the cancellation of many of the programs and events that would normally take place during the school year. Activities and events that have been affected by the pandemic include: the Debating Association of Victoria debating competition; the end of Term 1 camps; the school's overseas exchange programs; the annual visit of boys to and from Tiwi College; the Year 9 and 10 Service and Activities program (including Cadets and the Pipe and Military bands); the Year 11 Immersion program; the annual music concert program; and, the season of plays and musicals, including those involving girls from Presbyterian Ladies' College and Methodist Ladies' College.

The school's initial response to the outbreak covered three main areas: the core operations of the school (the delivery of the academic curriculum, the delivery of the co-curriculum, the pastoral care of boys, and the care of staff); Scotch's connection and engagement with our community, including OSCA, the Scotch Parents' Association, The Boarders' Parents' Association and the Foundation; and Finances (fee assistance, cost-cutting and the fee). The key instrument in responding to the first two of these was the use of the School's Learning Management System, and the creation of *Scotch Streams* and *Keeping Scotch Connected* zones within the school's webpage. These zones provided a means of maintaining some of the facets of the school that make Scotch what it is for the boys, staff and parents.

With regard to the longer-term impact of the pandemic, the picture is less clear, but it is reasonable to conclude that, along with those all over the world, the Scotch community, along with families throughout Australia, will carry forward some long-term impacts of what has occurred.

Enrolments

Under the leadership of our Principal, Tom Batty, there continues to be high demand for admission into the school at all entry points. At the start of 2020, there were 1469 boys enrolled in the Senior School, this being slightly higher than the 1456 enrolments in 2019. Within the total enrolments, 158 (156 in 2019) are boarders, of whom 50 were new to the Hill community. Ten indigenous students are members of the 2020 Scotch community, seven of whom reside on the Hill. The School Roll at the start of 2020

included 25 full fee paying Overseas Students (21 in 2019), with new overseas students joining Scotch from Hong Kong, mainland China, Malaysia and Singapore. Seventy-eight new boys joined the Junior School and demand for both casual and regular entry places at Prep, Year 4, Year 7 and Year 9 remains very strong. Day places in the Senior School have again been keenly sought; however, the school's approach to enrolment will maintain a Senior School of approximately 1460 boys.

The full impact of the pandemic on enrolments will, of course, flow out over the coming months and years. To date, there has been no sign of reduced demand for places or increase in cancellations. This year's Admissions trip to Asia was cancelled. Recruiting has continued with the Director of Admissions running an on-line Webinar with 35 prospective families in China, in mid-May. On-line interviews have replaced other face-to-face meetings, with offers recently being made to prospective boarders from Taiwan, Malaysia, China and Hong Kong.

Chaplaincy

In both Senior and Junior Schools, the School Chaplains, Rev David Assender and Rev Doug Campbell, together with the Assistant to the Chaplains, Rev Grant Watson, continue to preach at their weekly Assemblies and Chapel services, teach Christian Education classes and help with special events. They continue to work with purpose and great effect amongst the boarding houses of the Hill and carry out pastoral care of boys and staff. Encouragingly, attendance has increased at the Christian Movement lunchtime group, thanks, in part, to some very enthusiastic Year 8 boys who are giving a warm welcome to new visitors and making bold plans for the year's program. Members of this Year 8 group share a vision to help establish a school in Malawi. Rev Assender's direction of such cause has seen these boys become frequent visitors to his office. The Easter Breakfast, which was due to take place late in Term 1, was cancelled due to restrictions emanating from the COVID-19 virus. Our guest speaker was to be Associate Professor Alan Gijsbers, who works at the Royal Melbourne Hospital. Dr Gijsbers combines an active clinical practice with a research program that aims to reduce the burden of infections in Indigenous Australian populations. He is a member of St Thomas Anglican Church, Burwood. It is our hope that Dr Gijsbers will be free to address next year's Breakfast. Sadly, the annual Year 9 Retreats held at Healesville and run by the Christian Education Department under the leadership of Head of Department, Mr Cameron Cutchie, also fell victim to COVID-19 restrictions. Good news came when Rev Doug Campbell successfully met the challenges of the Australian Citizenship Test. Throughout the period of remote learning, the chaplains have continued to connect with the wider school body to share the good news of the gospel and nurture a sense of community and belonging via the chaplaincy section within the *Keeping Scotch Connected* zone of the school's webpage.

All at Scotch are very much aware that education is more than just a final set of examination results. In particular, everything we do is guided by our foundational teaching and learning principle—the inherent value and beauty of each individual—and the foundational teaching and learning question (how did the world evolve to be as it is and how might it be made to evolve for the greater good?).

Academic

VCE performance may not be the most accurate measure of the intellect of our boys, their growth and contribution to our school or the potential to contribute to communities and future families, but it is probably the one most used to determine immediate post-school opportunities, academic or otherwise. It is also a measure of our success, both internally and externally. The 2019 VCE results were most encouraging. There is little doubt that the marketplace is, thankfully, tightening, as schools from all sectors lift their game and make better use of data. We are also cognisant that some of our nearest and strongest competitors have admissions policies that incorporate elements of academic selection. Even with a large cohort of 245, spanning the full range of academic aptitudes, our results continued to be very strong when viewed through both the internal (value-adding) and external (comparison of published ATAR results) lenses. The school's median ATAR was 91.65, compared to 88.85 in 2018, this being the strongest median score of all APS schools in 2019.

Six boys achieved the maximum possible ATAR of 99.95, ensuring an exceptionally strong Scotch representation at the very 'top end' of the state-wide order of merit. Only 37 students (29 boys) across the state achieved the maximum ATAR score of 99.95 in 2019. Whilst it is worth noting the performance of our scholarship boys who continue to perform strongly (occupying four of the top ten and seven of the top 20 ATAR ranks), it is pleasing to note the high-level performance of boys outside of the scholarship group, providing further evidence of our ability to challenge, engage and 'lift' boys at the top end of the ability spectrum. Further, 14.3% of boys made the top 1% of the State; 39.2% the top 5%; 55.1% the top 10%; and 73.9% the top 20%. There were 13 highest possible subject scores of 50 (compared to 18 in 2018) across 12 boys and seven subjects, and eight boys won VCE Premier's Awards. Based on Year 5 ability testing data, the mean value-added percentile for the Class of 2019 was 18.1%, this being the strongest result recorded since 2013, and was positive at all reported ability levels. The results of the school's analysis of 'value add' align strongly with contemporary educational research which underscores the powerful influence that teachers have on academic outcomes, and highlights the expertise of Scotch staff in influencing those factors that make a difference. Ongoing initiatives in academic care, relational learning, teacher action research, and program and departmental reviews will further improve teacher capacity in this area and continue to support high-quality outcomes for future Year 12 cohorts.

Campus

The school's building program continues apace. Construction of a new home for Archives, the Ramsay Collection and the Old Scotch Collegian's Association has finished, as has the conversion of the area around the Fraser Lecture Theatre within the Lithgow building into a home for English. This area comprises six classrooms, a staff area, and a number of collaborative spaces. The conversion of the Keon Cohen building into a cafeteria/dining hall with a seating capacity of 150 and the surrounding area into a student precinct is complete, with boys using the facility on their return to on-campus learning at the end of Term 2. Planning for future changes to the physical landscape of the campus, including homes for all-day Houses around the new precinct, new accommodation for boarders and boarding staff, and a welcome centre for boarding families on the Hill, and a new home for Mathematics is well underway.

Teaching and Learning

In addition to alterations to the physical landscape of the school, a number of teaching and learning initiatives have been introduced, premised in the belief that knowing each boy, and challenging him just beyond his level of comfort, leads to the greatest gains in unearthing interests and improving learning outcomes. Such initiatives include discussion and planning to the three themes of Personalisation (how might technology, including Artificial Intelligence, better improve learning relationships and outcomes in a Scotch context), Diversity (how might we better engage with, learn from and serve communities and agencies beyond our immediate bounds), and Enterprise (how might we better prepare boys for the densely connected low hierarchical environment into which they will enter post school); the embedding of the Teacher Action Research and Career Development program which provides opportunity for teachers to collaborate, research, develop professionally and create resources through action research projects; the development of an International Special Interest Group on relational learning and teaching, in collaboration with the Crescent School, Toronto; the development of a Scotch Educational Reading Group, which meets regularly to discuss seminal educational research articles; and, the development of a Staff Experience and Engagement Survey.

The school is in the middle year of three of its accreditation as a Safe School by the Australian Childhood Foundation. Our association with the ACF remains strong and the good works of the comprehensive accreditation process meant for a positive audit of compliance to Ministerial Order 870 towards the end of last year, with only minor adjustments required.

The school again hosted the annual pre-Christmas SONY Disability camp in our boarding precinct, with ten Year 12 Scotch boys, along with eight girls from St Catherine's School acting as companions for eight children with varying disabilities. The boys and girls were supported by 10 Scotch and eight St Catherine's teachers, along with four doctors and three nurses from the Scotch community. The camp again proved an immensely rewarding and highly demanding experience for all involved, highlighting, in particular, the caring nature of the young men and women of the two schools.

Co-Curricular

Sport continues to play an important role in the lives of our boys. The impact of the spread of COVID-19 on the final weeks of the summer sport season was significant. Cancellation of the APS Head of the River and swimming and diving finals left boys disappointed and somewhat at a loss, while cancellation of the final two rounds (final round for most first teams) of sport meant for unresolved ambitions. The anticipation leading into the rowing, swimming and diving finals, certainly indicated confidence in our ability to perform well in these events. Such confidence had been honed on many hours of hard work and skilled direction. The 1st VIII's undefeated season saw the crew crowned both New South Wales and Victorian champions and made them the boat to catch heading into the Head of the River. Swimmers were also in fine fettle flushed with the successes at the All Schools Relays, while our divers had every reason to be confident of securing a fifth successive second place at the APS finals.

Defending their 2019 premiership, our first tennis team maintained high-quality performances throughout. They started well in the premiership deciding game against Haileybury, but, as the day progressed the strong Haileybury team slowly closed the gap and we went down by four games with the scores tied at eight sets all in a fantastic

match played in great spirit. The 1st badminton team suffered two losses to finish third, and it proved something of a rollercoaster season for our cricketers, who recorded four wins and four losses, with two fixtures producing no result. The Table Tennis team won five games and lost four finishing fifth, the Volleyball team finished seventh in their competition, and the Futsal team finished the season with four consecutive victories and sixth place. Our sailors showed good early season form before the untimely cancellation of the State Championships. Of the six Scotch teams to compete in the APS lawn bowls competition, our C team, fared best in the Open Division finishing third. Scotch orienteers ran and navigated their way to a commendable second place behind Camberwell Grammar School in the Schools' Challenge. Our three squash teams were highly competitive throughout the season, with both the Blue and Gold teams losing only one match. Our cyclists again performed strongly in the Victorian Interschool Cycling Series, finishing third, and the Old Scotch Athletics Program continued its recent success with some excellent individual performances at the Athletics Victoria State Championships, including a gold medal for a Year 11 boys, a silver medal for a Year 9 and bronze medals to boys in Year 9 and 12. Unfortunately, the Nationals Competition was cancelled, removing boys' opportunity to mix it with Australia's best athletes.

The school is committed to providing a broad range of sporting opportunities beyond that offered within the APS competition. The breadth of the sporting program allows boys to be involved in summer, winter and spring sport and produces an extremely high level of participation. Individual boys have enjoyed success at both state and national level in a wide range of sports, including athletics, cycling, diving, fencing, touch football, rugby league, rugby union, sailing, skiing, surf lifesaving and swimming.

The Scotch Enterprise Program, introduced in 2015, continues to attract Year 10 boys with a passion for designing and making things and solving problems. Boys involved in the program have designed a lavatory that prevents any odours entering the room, a process for sorting waste from high rise waste chutes, a membrane made from PVC that could be placed around an area or home to hold back floodwaters, and clothing made with Peltier chips to cool and warm individuals rather than using conventional heating methods that warm the room rather than the person.

The seventh annual Science Oration was held on Thursday, 15 August, and enjoyed by hundreds of members of the Scotch community. Titled '*The Magnificent Brain*', the Oration was delivered by world-renowned neurosurgeon, Professor Charlie Teo. The Oration showcased a number of case studies where challenging micro-techniques were used in surgeries for patients with brain tumours. This event, and the Year 8 and Year 11 Big Ideas Lecture series, which covers topics such as *Artificial Intelligence*, *The Reformation*, *Slavery* and *The Holocaust*, have encouraged boys to think about how the world came to be as it is.

Boys have performed exceptionally well in national and international competitions. A Year 9 boy received a Silver award in the French-Australian Regional Informatics Olympiad and a Bronze medal in the Australian Invitational Informatics Olympiad. A Year 11 boy also received a Gold medal in the Australian Mathematics Olympiad, and he and two other boys earned selection in the Asia Pacific Mathematics Olympiad. Two of these boys were subsequently selected from students across Australia as part of the six-student team to represent Australia in the International Mathematics Olympiad; a truly remarkable achievement. The Scotch Chess team, comprising boys across all year levels, having won the state title, represented Victoria in the Australian Schools

Team Championships, placing second, with players from our first three boards each being awarded individual trophies for the highest score. Subsequent to this, a Year 9 boy finished fourth in the Australian under 16 Chess Championships, and a Year 7 boy gained selection in the under 16 Australian Chess Olympiad team.

Two boys were selected to Top Designs for their 2019 VCE Systems Engineering projects, and two boys were invited to audition for Top Acts in Drama. A Year 11 boy finished sixth in the Australian Individual Debating and Public Speaking Competition, thus qualifying for the Australian team, and a Year 11 boy was selected for the Victorian Schools Debating team. Two boys, one on Year 11, the other in Year 9, were named as winners of Swannie awards as best speakers in their respective grades of the Debating Association of Victoria competition. Scotch had six teams of four from Years 7 – 11 participate in the State Competition of Computational Linguistics, with the Year 11 team progressing through to the national final. A Year 7 boy and a Year 9 boy tied for fourth place in the state final of the Association of German Teachers of Victoria Poetry competition, and a Year 11 boy and a Year 10 boy claimed the first and second prizes, respectively, in the Goethe Poetry competition. Further strengthening Germanic ties, a Year 12 boy was awarded a coveted scholarship to travel to Germany by Scholarships for Australian-German Student Exchange.

A Year 11 boy was selected in the under 18 national hockey squad, and a Year 10 boy won five Gold and one Silver medal at the Victorian State Track Titles, and, not surprisingly, gained selection for the Victorian State Track team. A Year 9 boy won four gold medals at the School Sports Australia Diving Championships, and a strong Scotch presence for the Sculler's Head of the River saw a Year 11 boy win the Yoffa Shield, and two Year 11 boys tie for equal second place. At the 2019 Victorian Interschool Snowsports Championship, which saw 97 boys represent the school, the team was victorious for the third time in five years. Three boys from Years 7, 9 and 11 were crowned state champions. At the subsequent National Interschool Snowsports competition, our team finished in second place, with two Year 11 boys being crowned National Champion.

Community

The school's partnership with World Vision remains strong, supporting both the community of Chipapa and other projects within Zambia. Year 11 boys of the World Vision Immersion group raised monies to assist with literacy programs to the community's primary schools and spent time at the headquarters of World Vision assisting with packing birthing kits. A number of other fundraising activities have been held throughout the year. Monies have been raised for: *BlazeAid*, a charity that provides practical help to rural Australia; *Buy a Bale*, a charity that supports farmers; *Operation Angel*, supporting firefighters; and, *Greening Australia*, supporting the restoration of natural vegetation, as part of the APS Foundation. The school also undertook a food drive to support *OzHarvest*, an organisation that distributes food amongst the needy.

Just prior to the long weekend in Term 1, 115 hikers, supported by 20 boys and 14 staff in various roles, undertook the 24-hour hike, covering an average distance of 63.7 km, and raising over \$34,000 for the charity *e.motion21*, which aims to enhance the lives of people living with Down Syndrome.

The school's partnerships with Hume Central and Auburn High continue to be mutually beneficial, with students from Hume Central enjoying the facilities of our property at

Cowes and accompanying our boys and staff on the annual VCE Art tour to Sydney, Canberra and Bundanon.

Conclusion

The school remains in a strong financial position, without debt. It has achieved this while providing financial assistance through deferred payments or fee remission to families in financial hardship as a result of the impact of the pandemic. The College Council also decided to provide certainty to our parent body in their financial planning by keeping school fees at their present level for the coming year. With the full support of the senior executive staff, the Council also determined that there will be no staff wage and salary increase during this period. I am pleased to report that this has been well received. There has been a wide appreciation of the continuity of employment to permanent staff that the school has implemented during this time of uncertainty.

I wish to take this opportunity once again to note the outstanding leadership of our Principal Tom Batty, which is reflected in Scotch's continuing academic improvement and the outstanding academic results in 2019 and has been very much in evidence this year in the response of the school and its community to the uncertainties and challenges of the coronavirus pandemic. We have been very fortunate to have the confident and stable leadership during this period that Mr Batty has provided. The magnificent response of the teaching, administrative and grounds staff to the exigencies of the pandemic has been especially notable, and the capacity of the school to continue to offer teaching through remote learning has been greatly appreciated by the boys and their families. Mr Batty continues to be an international leader in boys' education as president of the International Boys School Coalition.

Throughout this period, the College Council has also provided positive and cohesive leadership. The members of the Council demonstrate a deep love and regard for the school and its contribution to the future of its community and to a better world. I personally thank Rev Dr John Wilson for his unfailing wisdom and support as Vice-Chairman of the Council.

In conclusion, I can report, with confidence that the school is currently in a strong position within the marketplace, with high demand for places. The school remains committed to improving and refining its programs and the opportunities and experiences it provides so that each boy is appropriately challenged, supported and is as prepared as he can be to take responsibility for his life and make a positive contribution to the world around him.

The Hon Dr D A Kemp AC
CHAIRMAN OF COUNCIL

SELECTION COMMITTEE REPORT (Min 54)

Your committee continues to do its work behind the scenes, and this year has been able to make use of Zoom for meetings. The committee endeavours to make decisions in a timely manner to enable committees to engage in the work with which they have been charged.

The Selection Committee has been pleased to correspond with various committees about filling vacancies. The committee does, however, note that the following committees have three or more vacancies:

- Christian Education and Nurture (7)
- Church and Nation (4)
- Conciliation (3)
- Maintenance of the Ministry (3)

Also, there is a vacancy on the St Andrew's Foundation that the Selection Committee is having trouble filling. They are looking for someone with financial knowledge who can attend 5–6 meetings a year.

The Selection Committee did not follow up presbyteries about the Appeals Commission this year but will endeavour to do so in the future.

So as to help the Assembly better understand our numbering system, the numbers following 'RT' refer to when people are due to finish their current term. If they are eligible, they can be nominated for an additional term. Typically someone can serve on a committee for 9 years before they must retire and have at least a year off. The number in square brackets refers to the Assembly at which they must retire. Hence, the following person would be eligible for renomination at the 2023 General Assembly and must retire from the committee at the 2029 General Assembly – **RT 23:** Rev A Minister [29].

Nominations and Membership

The committee remind all members of the Assembly that it is possible to make additional nominations prior to noon on the Tuesday of Assembly. Any nomination needs to be in the hands of the Selection Committee convener in writing (email is considered to be sufficient). If after this time there are multiple nominations for a single position a ballot will occur on the Wednesday of Assembly to determine the membership of committees. For more details, please read Selection Committee regulation 3a.

After consulting the respective committees, boards, councils and other bodies, the Selection Committee brings the following nominations to the Assembly for their appointment to those bodies.

Two points must be noted.

1. The Social Services Committee currently has five members from Scots' Church, two of whom are due to end their term this year. Under the new Selection Committee regulation 3f(ii) ('for committees of eight or more members, there shall be a maximum of three members from a single congregation'), they would ordinarily not be eligible for renomination. However, the Social Services Committee has explained that it would be useful to keep these members on the

committee so that they can assist in handing over the governance of Kirkbrae to Presbyterian Care Victoria Limited. The committee believes this to be a reasonable request and have assurances that sufficient members will end their role on the committee by next year's Assembly. The committee has formulated a deliverance accordingly with the Social Services Committee's support.

2. The State News Committee has requested an increase of membership to five, and if that new committee regulation is approved at this General Assembly, the Selection Committee will move that a suitable person be nominated for that position.

GAV Appointments

Appeals Commission

[Moderator, a past-moderator, presbytery clerks and parity members]

Ballarat: nil (clerk/alt), Mr S McKerrow (parity)

Flinders: Rev D Brown (clerk), (nil for parity)

Geelong: Rev R White (clerk), Mr B Stasse (parity)

Gippsland: Rev G Stephens (clerk), Mr T Guilford (parity)

Maroondah: Mr D Death (alt), Rev M Tonkin (parity)

Melbourne East: Mr K Childs (clerk), Rev B Nelson (parity)

Melbourne North: Rev A Buchan (alt), Mr T Cunneen (parity)

Melbourne West: Rev J Ellis (clerk), (nil for parity)

North East Victoria: Rev B Cummins (clerk), Mr G Dunstan (parity)

North Western Victoria: Rev P Burns (clerk), Mr C Morrow (parity)

South West Victoria: Rev I Leach (clerk), Mr T Warburton (parity)

Past-Moderator: Rev D Palmer

Chairman: Moderator

Assessors Committee

[Membership *ex officio*: The Moderator, the Assembly Clerk, the convener of the Selection Committee, and the convener of the Business Committee]

Convener: Moderator

Australian Presbyterian World Mission [Victoria] Committee

[12 Members, 10 nominated by GAV, 2 nominated by PWMU, all appointed by the Assembly]

RT 21: Mrs L Ellis [25], Mrs W Pearce [22], Rev D Schulz [26]

RT 22: Rev J Mestry [28], Mrs W Moody [25], Dr N Johnston [22], Mrs S Hammond [28]

RT 23: Rev T Archer [24], Rev R Waterhouse [26], Rev P Burns [22]

PWMU: Mrs Sue White [29], Mrs P Vandenberg [24]

Convener: Dr N Johnston [22]

Ballot Committee

[appointed by each Assembly or Commission]

Board of Investment and Finance

[10 Members]

RT 21: Mr S Williamson [26], Mr J Bligh [26]

RT 22: Vacancy, Rev A Venn [27], Mr A Foster [27]

RT 23: Mr E de Zilwa [28], Mr D Graham [28]

RT 24: Mr J Walter [29], Rev B Oakes [24]

RT 25: Mr Matt Gibson [30], Mr D Wright [30]

Chairman: [Appointed annually by the Board]

Building and Property Committee

[3 members]

RT 21: Mr R Kop [27]

RT 22: Mr D Wright [24]

RT 23: Mrs G Wright [28]

Convener: Mr R Kop [26]

Business Committee

[4 members of Assembly (who are not conveners of other reporting committees), *ex officio* the clerks of Assembly, procurator, law agent, and during Assembly, the clerks of all presbyteries]

RT 21: Vacancy

RT 22: Mr D Fraser [24]

RT 23: Mr K Childs [22], Rev Dr J Hood [26]

Convener: Rev Dr J Hood [24]

Christian Education and Nurture Committee

[11 members, at least 6 members of Assembly (including the convener)]

RT 21: vacancy, Rev C Griffiths [27], Rev M James [24]

RT 22: vacancy, vacancy, vacancy, vacancy

RT 23: vacancy, vacancy, Mrs M Girgis [22], Rev D Assender [22]

Convener: Rev M James [22]

Church and Nation Committee

[10 members]

RT 21: vacancy, vacancy, Mr S Robertson [28], Mr I Waller [27]

RT 22: vacancy, Mrs J McHardy [27], Rev C Duke [25]

RT 23: vacancy, Mr P Stanton [29], Mr J Ballantyne [26]

Convener: Rev C Duke [25]

Church Planting Committee

[7 members]

RT 21: Mrs J Martin [29], Rev A Boyd [24]

RT 22: Ms A Bransgrove [29], Rev J Huynh [24]

RT 23: Rev R Grinter [29], vacancy, Rev C Garrett [22]

Convener: Rev C Garrett [22]

Clerkship Committee

[4 members (a convener who is a past moderator and three clerks of presbyteries), plus *ex officio* the moderator and the chairman of the Board of Investment and Finance (or his deputy)]

Clerks of presbyteries:

RT 21: Mr K Childs

RT 22: Mr D Fraser

RT 23: Rev P Burns

Convener: Rev R White (22)

Code and General Administration Committee

[3 members, plus *ex officio* the clerks of Assembly, business convener, procurator, law agent, chairman of Trusts Corporation (or a minister or elder in his place)]

RT 21: Rev A Buchan [26]

RT 22: vacancy

RT 23: Mr A Foster [27]

Convener: Clerk of Assembly

Conciliation Committee

[6 Members: 3 Ministers and 3 Elders, from at least four presbyteries, appointed annually]

Ministers: Rev A Vines (Melbourne North) [27], Rev Dr K Hood (Gippsland) [29], Rev D Martin (Flinders) [29]

Elders: Mr A Letcher (Maroondah) [29], Mr V Vasiliades (Melbourne West) [23], Mr B Farquharson (Melbourne West) [29]

Convener: Immediate Past Moderator of the Assembly

Defence Force Chaplaincy Committee

[3 members, *ex officio* all ADF chaplains serving in Victoria]

RT 21: Rev T Cox [26]

RT 22: Rev P Mercer [22]

RT 23: Mr B Weigandt [26]

Convener: Rev M Fagan [24]

Exit Students Committee

[membership *ex officio*]

Convener: MDC convener or his representative appointed from the MDC (convener)

Health and Community Chaplaincy Committee

[10 Members]

RT 21: Mrs J Martin [28], Rev Dr K Hood [27], Vacancy, Rev P Chang [22]

RT 22: Mrs R O'Brien [26], Rev G Vayne [22], Rev P Court [22]

RT 23: Rev R Grinter, Mrs M Jones [27], Rev D Dixon [26]

Convener: Rev P Court [22]

Maintenance of the Ministry Committee

[6 members]

RT 21: vacancy, Mr D Wright [22]

RT 22: vacancy, Mr R Butcher [28]

RT 23: Rev C Garrett [29], Rev M Crabb [21]

Convener: Mr D Wright [21]

METRO Committee

[8 members]

RT 21: vacancy, Rev T McIntosh [22], Rev N Arundell [27]

RT 22: vacancy, Mrs A Harris [26]

RT 23: Mr A Edmonds [29], Mr A May [27], Rev L Brownley [26]

Convener: Rev T McIntosh [22]

Ministry Development Committee

[7 members]

RT 21: Rev P Greiner [24], Rev G Vanderwert [22]

RT 22: Rev S Withers [25], Mr I Bramley [27]

RT 23: Rev D Middleton [29], Mr R Kop [29], Rev I Hutton [21]

Convener: Rev S Withers [25]

Overseas Visitors' Fund Committee

[Membership *ex officio*: The members of the Board of Investment and Finance, and the conveners of the Christian Education and Nurture Committee, the Theological Education Committee, the Ministry Development Committee, and the Church Planting Committee.]

Convener: BIF chairman

Panel of Discipline Assessors

[12 members, appointed by the Code and General Administration Committee; nominations permitted from presbyteries]

Revs M Crabb, R Waterhouse, D Palmer, K Brown, R White, C Garrett, G Stephens, P Court, P Orchard, T Fishwick, I Leach, Mr C Morrow.

Safe Church Committee

[6 members]

RT 21: Mr G Hui [26], Rev B Harvey [26]

RT 22: Mrs S Carroll [27], Rev D Brown [27]

RT 23: Mrs A Thomas [29], Mrs A Isham [27]

Convener: Rev B Harvey [24]

Selection Committee

[Nominated by the Code and General Administration Committee]

Metro: Rev H Lim [21], Rev A Humphries [22],

Rev P Orchard [22], Elder B Palmer [22], Elder J Angelico [23],

Non-metro: Rev J Walz [21], Rev I Leach [23].

Convener: Rev A Humphries [22]

Social Services Committee

[10 members]

RT 21: vacancy, vacancy, Dr E Lewis [26]

RT 22: Mr D Conradi [25], Rev G Lawry [25], Mr B Evans [21]

RT 23: Mrs J Pilgrim [28], Mr T Cunneen [24], Rev L Isham [29], Mr G Hamilton [22]

Convener: Rev G Lawry [24]

State News Committee

[4 members: 2 ministers and 2 elders]

RT 21: Rev S McDonald [27]

RT 22: Mr P Betts [29], Mr A Zirngast [22]

RT 23: Rev L Isham [24]

Convener: Rev S McDonald [26]

Theological Education Committee

[10 members, *ex officio* the College Principal and another member of faculty]

RT 21: Mr D Wright [24], Rev K Maxwell [26], Rev I Barker [22], Mr C Manners [22]

RT 22: Rev R White [28], Mrs J McHardy [26], Rev S Jones [25]

RT 23: vacancy, Rev G Nicholson [25], Rev N Benfell [23]

Convener: Rev K Maxwell [26]

GAA Appointments

Commission of the General Assembly of Australia

[3 ministers and 3 elders, *ex officio* Officers of the GAA & former Moderators-General]

Ministers: Moderator, Deputy Clerk, Assistant to the Clerks

Elders: Mr P Betts, Mr A Letcher, Mr C Morrow

Ex officio: Rev Dr A M Harman, Rev Dr C R Thomas, Rev J P Wilson

Other Positions

Family Council of Victoria (BB 2007 Min 99.9)

Mr J Ballantyne

Multifaith Advisory Group (MAG) Representative (BB 2015 Min 123.2)

vacant

PWMU Cook Book Committee

[3 PCV, 1 PWMU + Convener (alternates between PCV and UCA Victoria/Tasmania)]

PWMU: Mrs R Zurrer

GAV: Mrs C Closter, Mrs G McKenzie, vacancy

Convener: UCA appointee

St Andrew's Foundation (ABN 26 539 374 087)

Mrs M Conradi, vacancy, Mr I Bramley.

The new convener expresses his gratitude for people's patience with him as he settles into the role, and appreciates the support and wisdom of the committee. Neil Harvey has completed his term of service, and Ken Brown has resigned, and the committee is appreciative of their contributions over the years.

Adam Humphries
CONVENER

STATE NEWS COMMITTEE (Min 55)

Acknowledgements

The editor of *Fellow Workers*, Courtney Maxwell, resigned last year to pursue university studies. The committee really appreciated her services as editor, thanks her for her work over the previous two years, and wishes her all the best with her future plans. Although the magazine was in hiatus during 2019, the committee drafted a revision to its regulations and a new editor's job description. The committee thanks Tony Zirngast and Stephen McDonald, along with the Code Committee and Board of Investment and Finance for their assistance with these revisions and drafts.

Future Plans

The 2019 Assembly resolved not just to maintain the magazine but expand it and authorised the committee in consultation with the Code Committee and the Board of Investment and Finance to revise the regulations and add an editor's job description. The revised regulations and job description can be seen in the Code Committee report. At the last Assembly, a larger budget was also requested.

However, as the effects of the pandemic spread, the SNC wondered how it would be able to produce, let alone fund a revitalised *Fellow Workers* magazine. During autumn, the committee came up with a plan to relaunch the magazine. The committee contracted a business called Virtual Church Assist to design, collate, print, and distribute a spring edition of the magazine. It was also decided to change the delivery model. Rather than sending out unsolicited copies of the magazine, copies would be posted to those specifically requesting a print edition, and copies emailed to those who would prefer an electronic edition.

The SNC believes that during a season when meeting in person is curtailed, and various camps and conferences are rescheduled online, a denominational magazine is actually more relevant than ever—more relevant because it provides a tangible way to communicate, share ideas, and find out what is happening across the State. However, continuing publication, even in a curtailed manner, requires a degree of ongoing funding. Because the magazine assists in denominational communication and encouragement, it makes sense for a small, ongoing contribution from GMP. Given the pandemic and subsequent recession, the committee has only requested what was previously allocated. Therefore, it commends the following proposed deliverance to you.

Luke Isham
CONVENER

SOCIAL SERVICES COMMITTEE (Min 59)

For the benefit of the Assembly, this report is divided into two sections.

1. Annual Report to the Assembly relating to activities for the year ended 30 June 2020.
2. COVID-19 Update relating to Kirkbrae Presbyterian Homes.
It had been decided to include this update in this report as it is a matter that is significant and the committee feels the Assembly should be updated earlier rather than wait for the report for the year ending 30 June 2021.

SECTION 1: Annual Report of the Committee

Financial Performance

As previously reported to the Assembly, the current finances of Kirkbrae are in a difficult position with significant deficits on operations occurring over a number of years and forecast for the coming year. This situation is unsustainable in the medium to long term, and there is a need for changes to try and stem the deficits and to ensure that Kirkbrae can continue providing independent living units and residential aged care.

To partially address the financial situation, the Social Services Committee last year sought the General Assembly to approve in-principle a loan of up to \$8 million to assist with the funding of the Stage 2 Development Project. This project was to enable the development of a number of new independent living units that would generate income to help offset the deficits. However, the Assembly considered there was an important need to understand the financial position of Kirkbrae better, and, if possible, to address the underlying causes of the deficits before undertaking further investment. To this end, the Ad Hoc Future Directions for Presbyterian Church of Victoria Social Services Committee ('Future Directions Committee') was established to examine the way forward.

The Future Directions Committee has reported previously to the Commission of Assembly and has separately reported to this Assembly. Nevertheless, it is important to note that the Future Directions Committee did commission work on ways to improve the financial viability of the residential care facility at Kirkbrae as this is the part of the business that is generating large deficits. The report produced for the Future Directions Committee did make a number of recommendations for change, and these have, with the exception of one recommendation, been accepted by the Social Services Committee and, prior to the impact of COVID-19 were being worked on by Kirkbrae's management team to determine their financial impact and timing of implementation.

The financial performance of Kirkbrae and, by extension, the Social Services Committee, has not as yet shown any signs of improvement when compared with the last few years. The outcome for the 2019-20 financial year shows a significant deficit that needs to be funded and, with the full impacts of the COVID-19 pandemic not yet known, the 2020-21 budget will also be significantly impacted. There will be a need for Kirkbrae's Management Team to monitor carefully the financial performance and to implement appropriate and sustainable savings measures if Kirkbrae is to continue to provide the level of care it has in the past. In addition, Presbyterian Care Victoria Ltd that will be taking over the ownership and future governance of Kirkbrae will face many difficult decisions as they ensure that it is managed well and try to reduce the growing deficits or make the business break even.

The 2019-20 financial year saw an accounting deficit of \$7,198,943 that is significantly higher than the budgeted deficit of \$1,239,361. It is also a significant turnaround from the surplus of \$1,283,644 reported for the 2018-19 financial year. However, just as the 2018-19 surplus was impacted by the significant gain on the revaluation of investments, the 2019-20 outcome has been impacted by a significant number of non-cash 'losses' or revaluations.

The table below explains the situation better:

	Actual	Budget	Actual
\$ - () Denotes deficit	2018–2019	2019–2020	2019–2020
Accounting reported earnings	1,283,644	(1,239,361)	(7,198,943)
Add back revaluations/impairs			
Investments (gains)/losses	(1,364,536)	-	1,823,941
Bed licences impairment	-	-	3,300,000
Development costs impairment	-	-	610,631
Comparable reported losses	(80,892)	(1,239,361)	(1,464,371)

The adjusted 2019–2020 result is an underlying deficit of \$1,464,371. While this is a \$225,010 increase over what was budgeted \$1,239,361 this does not reflect the significant impact of the COVID-19 pandemic on Kirkbrae and so without remediation measures, the budgeted operating deficit for 2020–2021 of \$2,160,853 most likely will be worse.

Grant from the St Andrew's Foundation

The committee was successful in receiving an \$81,000 grant from the St Andrew's Foundation for the following:

Medication Management

LeeCare Medication Management - WIFI laptop, 4 external touchscreen monitors	\$ 8,000
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Resident Lifestyle & Amenities

Oxygen concentrator	\$ 3,900	
Motorised Medication Trolley	\$ 7,450	
Two iPads for Skype	\$ 1,050	
Four Resident GPS locators	\$ 2,000	
Microwave (Community Hall)	\$ 1,000	
Vacuum Cleaner (Community Hall)	\$ 1,300	
60 Chairs (Community Hall))	\$ 10,000	
Lounge Room Refurbishment	\$ 33,700	
		\$ 60,400

Staff Training & Resources

Dementia training for 20 staff	\$ 7,600	
Pastoral education programs	\$ 2,700	
Pastoral support resources	\$ 2,300	
		\$ 12,600

Total Grant

<u>\$ 81,000</u>

Trusts Administered by the Committee

Poor of Melbourne Bequest

The committee provided an amount of \$1,000 from the Bequest to the Epping Presbyterian Church to assist a member of the congregation experiencing financial hardship in distressing circumstances.

The Douglas Family Trust

The committee provided a grant of \$3,000 to the Bundoora Presbyterian Church to assist members of their Iranian congregation and their families experiencing considerable financial difficulties due to the COVID-19 restrictions.

In addition, a grant of \$1,500 was made to the Geelong West Presbyterian Church to be utilised by two of their members who are senior AFES workers to provide support to international students at Deakin University, associated with the Christian Union, who are experiencing financial hardship due to the COVID-19 restrictions.

Mavis Smith Bequest

No grants were provided from this trust this year.

Thomas Hall Bequest

The committee has been pleased to provide grants totalling \$23,699 to the following congregations for their children, youth, and youth leaders to attend PYV camps, conferences (such as the annual Engage Conference) and congregational family camps in 2019–2020.

Benalla Regional Parish	705.00
Bendigo Presbyterian Church	400.00
Brimbank Presbyterian Church	2,400.00
Bundoora Presbyterian Church	605.00
Chalmers Presbyterian Church	1,510.00
Cranbourne Presbyterian Church	285.00
Donvale Presbyterian Church	405.00
Drouin Presbyterian Church	2,610.00
Korean Presbyterian Church Of Melbourne	1,405.00
Malvern Presbyterian Church	300.00
Melton Presbyterian Church	3,600.00
Mordialloc Presbyterian Church	200.00
Morwell Presbyterian Church	170.00
New Life Presbyterian Church	330.00
Point Cook Presbyterian Church	1,100.00
Pyv (Benalla Regional Parish)	1,250.00
Pyv (Bundoora Presbyterian Church)	300.00
Pyv (Sunshine Presbyterian Church)	740.00
Pyv (Warrnambool Presbyterian Church)	360.00
Reservoir Presbyterian Church	1,270.00
Valley Presbyterian Church	1,654.00
Warrnambool Presbyterian Church	2,100.00
Total	23,699.00

New Aged Care Standards and Re-Accreditation

Kirkbrae's preparation for the introduction of the New Aged Care Accreditation Standards (which came into effect on 1 July 2019) began early in 2019 and was not finally completed until early 2020 just in time for the 3-year re-accreditation which was due in May 2020. The project was led by Mal Taylor, the Quality Manager and Safety Co-ordinator, with considerable input from Lyn Kleehammer, Facility Manager, and assistance from other members of the management team. It was a huge effort to prepare the necessary documentation and ensure that staff were appropriately prepared with regard to all of the 8 Aged Care Quality Standards.

Assessors from the Aged Care Quality and Safety Commission (ACQSC) were on-site at Kirkbrae's aged care facility from 11-13 March to undertake assessments for re-accreditation. Senior management, senior clinical staff and all staff working in the facility performed well and demonstrated that Kirkbrae understands the needs and interests of each resident and supports and cares for them appropriately. The Kirkbrae Kilsyth Hostel (comprising Acacia and Waratah Houses) was found to meet all standards and requirements and was re-accredited for a further three years. The Kirkbrae Kilsyth Nursing Home (comprising Banksia and Jacaranda Houses) was found to have one non-compliance of the Aged Care Quality Standards of one requirement in Standard 3(3a) (Safe and effective personal and clinical care) concerning minimising the use of chemical restraints (psychotropic medication). Despite this, it was also re-accredited for a further three years.

60th Anniversary of Kirkbrae's Opening

As highlighted in last year's report, 2 July 2020 marked the 60th anniversary of the official opening of the Kirkbrae Presbyterian Village. It had been planned to have a Service of Thanksgiving to celebrate the anniversary with the Moderator, Colin Morrow to preach as well as some other activities for residents and their families and others associated with Kirkbrae over the years. Due to the impact of the COVID pandemic, these celebrations have been postponed until 2021.

Pastoral Care Ministry

Pastoral care of the highest standard is a vital component of the care provided to the residents of Kirkbrae (both in the independent living units in the Village and in the Aged Care facility) and their families and the 160 full-time and part-time staff.

Kirkbrae is greatly blessed to have Rev Matt James and Mrs Janine Motyer as the core of the Pastoral Care team. There are three discrete parts of Matt's ministry:

- Pastoral care and chaplaincy within the residential Aged Care facility, which includes a congregation that meets on Wednesdays and communion once per month;
- Pastoral care and chaplaincy within the Village (Independent Living Units), which includes a Bible study group;
- Pastor of the Sunday congregation within the Village.

Janine provides a caring and compassionate response to the residents of the Aged Care facility with up to 100 one-to-one visits with residents and pastoral encounters with family members and staff each month. The weekly church service for aged care residents on a Wednesday was regularly attended by 40 or more residents prior to the COVID outbreak. With all residents back at Kirkbrae by the middle of September 2020 and the outbreak declared officially over, the staff reported on 22 September just how much 'today's church service via the TV was welcomed and enjoyed by the residents.'

The service was live-streamed from the Pastoral Care Centre. The six-monthly Memorial Service providing an opportunity for residents, staff and family members to remember and give thanks for the residents who have died in the previous six months was unable to be held in the first half of 2020 due to COVID restrictions. Plans are being made for that service and for a special Memorial Service for those residents who died as a result of the COVID outbreak to be held in due course. It is hoped to hold a service for staff members who are struggling to come to terms with the tragic and sudden loss of more than 20 residents in less than two months. Due to current restrictions, it will probably be held in the Kirkbrae grounds. Janine is preparing memorial booklets containing word pictures of those residents which will try to encapsulate the essence of the person and the imprint they have left on the Kirkbrae community.

Kirkbrae Management Team

The committee is most grateful to the Kirkbrae management team under the leadership of CEO, Mark Sketcher, for their commitment to ensuring a high level of care and services for all the residents of Kirkbrae. The COVID crisis created unbearable pressure for management and indeed, stress and anxiety for all staff. The committee is very grateful to all Kirkbrae management, staff, and the contracted service providers for their commitment, dedication and support throughout the COVID outbreak in the most trying and exceptional circumstances.

A number of the management team were dealing with family tragedies or health issues just prior to the COVID outbreak, which made the whole situation more difficult and traumatic and put additional strain on resources.

The committee wishes to recognise the outstanding service and commitment of Kirkbrae's facility manager, Mrs Lyn Kleehammer. Lyn worked at Kirkbrae for five years from 2004–2009 as RN in charge and as a Deputy Director of Nursing. She returned to Kirkbrae in 2010 and since then has held various pivotal clinical positions rising to Facility Manager in March 2018. She resigned in early July prior to the COVID outbreak to take a well-earned break and pursue other opportunities. To her immense credit, she extended her notice period to continue to work through the COVID-19 outbreak.

Committee Membership

The members of the committee are Rev Grant Lawry (Convener), Dennis Conradi, Tom Cunneen, Bruce Evans, Greg Hamilton (Secretary), Dr Elizabeth Lewis and Jennifer Pilgrim. The convener thanks them for their dedication and commitment at this crucial time for Kirkbrae. In addition to the committee's monthly meetings, the past 15 months have seen the need for a number of special meetings, especially in regards to preparation for re-accreditation and most recently the management of the COVID outbreak. Throughout August the committee made sure that it were represented at the daily teleconference with representatives from ACQSC, the Commonwealth Department of Health, the DHHS, the Victorian Public Health Unit and Kirkbrae's management team representatives, Jan Jenkins and John Fogarty, and Kirkbrae's Clinical Advisor, Katrina Ong. Since the middle of August, the committee has held a briefing meeting with Jane, John and Katrina each Wednesday morning followed by a formal SSC meeting. In addition, the service of Dr Elizabeth Lewis and Mrs Jenny Pilgrim on the Clinical Governance sub-committee has been crucial in the committee's oversight of its clinical governance responsibilities.

The committee wishes to thank the Selection Committee for taking steps to enable Greg Hamilton and Jenny Pilgrim to be renominated for the committee even though this would contravene Selection Committee regulation 3(f)(ii). It is important that the committee retains the services of the members who have been intimately and actively involved in the governance of Kirkbrae over the past almost two years (and who have undergone training in the new aged care accreditation standards, especially Standard 8) as Kirkbrae enters into the recovery phase from the COVID outbreak and governance is transitioned from the SSC to PCVL. Mr Hamilton has indicated that he will resign from the committee once the governance of Kirkbrae has been handed over to PCVL and Mr Evans will finish his 9-year term on the committee at the 2021 Assembly. That would mean that by the 2021 Assembly, the committee composition would comply with the requirements of regulation 3(f)(ii).

SECTION 2: COVID-19 Update Kirkbrae Presbyterian Homes

In early March an Action Plan was established to address COVID-19. Details, which included increased infection control measures, increased observation of residents exhibiting any symptoms and communications with all stakeholders were presented to the Clinical Governance sub-committee of the SSC. During Melbourne's first wave of COVID-19, there were no COVID infections at Kirkbrae's aged care facility.

However, during the second wave, on the weekend of 18-19 July, first a staff member, and then a resident, tested positive for COVID-19. In accordance with Government guidelines, an Outbreak Management Team was established under the leadership of Lyn Kleehammer as Outbreak Manager and Coordinator (key contact person to government agencies). The aged care facility went into complete lockdown. The SSC was kept fully informed of developments by the CEO. On Thursday 23 July there was on-site testing of residents and most of the staff by the Department of Health and Human Services (DHHS). The results of that testing came in over the succeeding three days. On Saturday 25 July Kirkbrae was advised by the ACQSC that the DHHS and Public Health Unit (PHU) in Victoria had contacted the ACQSC as they believed that Kirkbrae residents were at high risk. The ACQSC escalated Kirkbrae requiring residents to be cohorted immediately as the DHHS would not permit COVID positive residents to be sent (in any volume) to public hospitals. At that point of time, there were 11 residents COVID positive, three of whom were in hospital (some of the initial cases were sent by the Facility Manager to hospital where they could receive the acute care they required). The Commonwealth Health Department had provided a representative from Aspen Medical to assist Kirkbrae in dealing with the COVID outbreak. However, by the weekend of 25-26 July, even Aspen was unable to access any new staff for Kirkbrae. Those aged care facilities in Melbourne which had earlier outbreaks had basically swallowed up all available staff.

The following day, the COVID outbreak was in three of the four houses. The numbers of staff and residents testing positive were continuing to rise as the results of the previous Thursday's on-site testing came in. By Sunday night, 35 staff and 41 residents had received positive results. A large portion of the staff was required to self-isolate (be furloughed) for 14 days because they were considered 'close contacts' of a resident or staff member who had tested positive. Some of the contractors were also struggling to provide staff to fulfil their obligations (such as cleaning or maintenance). The first COVID death occurred on 26 July with a resident dying in hospital.

The DHHS sent in some nurses from Eastern Health (EH) on the morning of 27 July to help with the crisis situation at Kirkbrae and an outbreak management team from

EH arrived later in the day. That team effectively took charge, setting up new systems as a sub-acute infections centre. The following morning as he arrived at work, the CEO, Mark Sketcher was advised that all residents would be evacuated from Kirkbrae. Twenty-nine residents (some COVID positive and some COVID negative) were evacuated to St John of God Hospital in Berwick by ambulance that day.

On the morning of 29 July, the CEO was advised that all remaining residents would stay at Kirkbrae. Later in the morning, Kirkbrae received a Notice to Agree (NTA) issued by the ACQSC and addressed to the Trusts Corporation of the PCV as the holder of the approved provider licence. The Commissioner considered that Kirkbrae's response to the spread of COVID-19 at Kirkbrae is indicative of a failure to provide appropriate and effective daily care to its residents (particularly in the area of infection control) and of a failure to have proper risk management systems in place. The aged care facility was issued a total of 8 non-compliance requirements across the 8 Aged Care Quality Standards. One of the conditions under the NTA is that Kirkbrae is prohibited from admitting any new residents to its aged care facility until it can demonstrate to the satisfaction of the ACQSC that the serious risk to care residents at Kirkbrae has been effectively addressed. Another is that Kirkbrae implement and comply with all advice, recommendations and directions of EH and other Victorian Health authorities.

By the evening of 29 July, out of almost 140 Kirkbrae staff, less than 10 were able to continue working. Nearly 40 had tested positive and about 80 were deemed 'close contacts' and in isolation for at least 14 days. The balance of staff were either excluded from working at Kirkbrae because they had chosen to work at another aged care facility or were in the vulnerable category – over 65, pregnant or immune-compromised.

The senior management team led by Mark Sketcher and comprising Lyn Kleehammer (Facility Manager), Gaby Elenius (HR Manager) and Sandy Ward (Village Manager) had been working up to 15 hours a day for the previous two weeks without a break. The COVID outbreak had caused significant and unprecedented ongoing challenges in implementing an effective response in a timely manner and in overseeing and providing quality clinical care.

On Thursday 30 July, Kirkbrae advised the ACQSC that it had appointed Katrina Ong of Pride Living Group as Clinical/Nurse Adviser pursuant to the NTA. On that same day, John Fogarty was appointed by the Commonwealth Department of Health to support Kirkbrae's operations.

On 31 July, Janet Anderson, Commissioner for Aged Care Quality and Safety enacted her regulatory powers and issued a directive to enable EH to manage the Kirkbrae Aged Care Facility. EH appointed Jane Jenkins as Interim Residential Aged Care Facility Manager. The CEO's deteriorating health caused him to take extended sick leave from 2 August.

On Wednesday 5 August the SSC appointed Graham Coucher as interim CEO but unfortunately on the following day he had to self-isolate for 14 days due to his wife returning a positive test to COVID-19. A CEO serving on site was required by the ACQSC, and so on 7 August John Fogarty was appointed Acting CEO. Jane, John and Katrina have served incredibly well since the end of July, and the Lord's providential hand in these appointments can be seen.

Jane Jenkins and her team from EH have done a great job over the past eight weeks, at first running Kirkbrae as a sub-acute hospital and then gradually, as the outbreak has been brought under control, transitioning it back to the residential aged care facility that residents call 'home'. The committee is indebted to EH for the support and clinical leadership provided during the outbreak. Jane, who is an experienced and skilled aged care nurse, is to be thoroughly commended on her efforts in leading the facility staff over this very difficult period.

EH are due to hand over management of the aged care facility to Kirkbrae in a process beginning on 6 October with EH withdrawing on 13 October when Kirkbrae will resume full operational control and management, and full-service delivery.

John Fogarty, who has served as CEO of a number of hospitals was provided to Kirkbrae under the arrangements set up under the Commonwealth Government's Aged Care welfare measure to assist aged care facilities struggling with COVID outbreaks. John's expertise, experience, leadership and ability to work well with people and communicate well has been a key factor in Kirkbrae weathering this time of crisis and moving forward on the recovery path. John's contract with the Commonwealth Health Department to work as Acting CEO at Kirkbrae has been extended until 15 November, to give time to ensure that all key personnel are in place, and hopefully, Kirkbrae is well on the way to having its NTA lifted.

Katrina Ong is providing daily and weekly reports to the ACQSC on certain key issues. She is working closely with the Quality Manager and Safety Coordinator to address the eight non-compliance requirements contained in the NTA. She has been instrumental in preparing the 'Transition to Business-As-Usual Plan' governing the handover of clinical operations from EH to Kirkbrae and the withdrawal of EH. An important part of that handover will be a Post Pandemic Debrief Workshop facilitated by ANSVAR Risk Management Services.

A pandemic such as this is a time of crisis and uncertainty for residents, anxiety for their families and unbearable pressure for staff. Communication with residents' families and staff impacted by COVID proved difficult at times at the commencement of the outbreak. However, communication was regarded as a key priority, and every effort was made to keep the families of residents at Kirkbrae updated regularly on the health and well-being of their loved ones. The nominated family representative was contacted every day with an update regarding their loved one unless the representative had requested less frequent contact. EH staff played a crucial role in this communication providing the daily clinical update on each resident. The St John of God staff at Berwick ensured that there was regular detailed communication with the families of residents who had been transferred there and with the team at Kirkbrae.

Every COVID death is tragic. At the start of the COVID outbreak, there were 79 residents of whom 61 became COVID positive and 18 remained COVID negative. Sadly, 22 of Kirkbrae's aged care residents died as a result of the virus. Residents who passed away during the outbreak were cared for with the greatest of respect and dignity. Immediate family were able to have supervised short visits to say farewell to their loved ones. The committee has been comforted by the feedback it has received from many of these residents' families that the quality care each resident received during their final days provided solace to their loved ones. As EH had taken over the facility, and to minimise transmission risks, Rev Matt James and Mrs Janine Motyer were not invited to provide pastoral care face to face. However, they had an important

ministry communicating by phone with residents, who were confined to their room for many weeks, and with their families, as well as waving to residents through their window. Also, they have an important opportunity to provide pastoral care and practical support to families of deceased residents who came to Kirkbrae to collect their loved one's belongings from the community hall.

Efforts were made to keep in contact with the 54 staff members who had tested positive to COVID-19 and those who were self-isolating although regrettably, some fell through the cracks. Staff have been offered access to counselling via Kirkbrae's Employee Assistance Programme (EAP) provided by Lifeworks. Also, Matt and Janine will be providing some targeted assistance in small groups to help staff address issues which have arisen from the impact of the outbreak at Kirkbrae. To date, about 70% of the nursing/PCA and catering staff eligible to return to work have returned (some are not eligible because of the restriction on staff working at more than one aged care facility).

In recent weeks, John Fogarty has introduced weekly All Staff Meetings over Zoom to keep staff updated and to provide an opportunity for questions. John, Jane and Katrina all provide updates in their area of responsibility.

Also, in the week beginning 13 September, two meetings were held with large groups of residents' representatives and families over the Zoom platform. Generous and positive feedback about Kirkbrae's care of their loved ones was given.

In early September, Kirkbrae moved from Outbreak Mode to Enhanced Surveillance Mode. In the week beginning 11 September, all the Kirkbrae residents from St John of God were evacuated back to the aged care facility. They were delighted to return home after being away for over six weeks. There are now 54 residents on-site housed in Acacia, Waratah and Jacaranda Houses. Banksia House is now closed until further notice. By 18 September, with the expiry of the 14-day period of Enhanced Surveillance Mode, Kirkbrae could formally declare the COVID-19 outbreak over.

Thankfully during this crisis in the aged care facility, all of the 80 Village (independent living units) residents have remained safe from COVID-19. There is a separate COVID Safe Plan for the Village.

The focus of the SSC is now on securing the lifting of the NTA and remedying of the non-compliances. ANSVAR Risk Management Services have undertaken a thorough review of the risk management framework of Kirkbrae and are providing a report on the way forward in terms of Recovery Priorities (Governance, Quality and Safety Plan, Business Plan, Communications and Compliance) and Immediate Recovery Steps (Recovery Plan, Board Plan and Communications Plan).

As Kirkbrae begins the road to recovery, the SSC looks forward to handing over the work of governance to the directors of Presbyterian Care Victoria Limited.

The committee especially wishes to convey its deep appreciation to the congregations and people of the PCV, and indeed of the wider PCA, who have undertaken to pray for Kirkbrae, its residents and their families, management and staff and the committee since the COVID outbreak began. The commitment and support of God's praying people have been humbling and a great encouragement.

Finally, the committee wishes to thank the Moderator, Colin Morrow, for keeping the Church fully informed of the situation at Kirkbrae during the COVID outbreak to enable informed prayer, for assuming the role of media spokesman for the Church and Kirkbrae and his pastoral care and support.

Grant D Lawry
CONVENER

THEOLOGICAL EDUCATION COMMITTEE (Min 58)

Introduction

The only appropriate way to begin this report is to express the grateful thanks on behalf of the Theological Education Committee, the student body, and the wider denomination to the staff and faculty of PTC, ably led by the Acting Principal, Rev Dr Jared Hood, for the smooth transition to online education across the college. This transition has enabled the college to continue to serve the church with minimal disruption. The committee is also thankful that Rev Hood's leadership has enabled the Principal to take six month's sabbatical leave in semester 1, 2020. The TEC gives thanks that despite the pandemic, the college remains productively engaged training a wide range of men and women for ministry.

Committee membership

The last year has seen committee membership remain stable. The convener expresses his thanks for the contribution of each member of the committee and the engagement of the Principal and the faculty representative. The committee office bearers, Dennis Wright (Treasurer), and Rachel Viljoen and Shashi Emmerson (Minute and Correspondence Secretary) served the TEC with dedication and diligence. The Principal, Rev Peter Hastie, and Academic Dean, Rev Jared Hood also serve on the TEC and ensure that the committee is fully aware of all operations of the college and well-being of the student body.

Governance

The hard work in recent years to create a clear separation between the roles of governance and management significantly contributed to the college's operational flexibility that allowed it to transition quickly and smoothly to online delivery, despite the complex and challenging environment created by the pandemic. During the first half of this year, the TEC has focused on enabling the college to operate with as little disruption as possible. The TEC's ability to focus on the medium to long-term needs and goals of the college is significantly impaired by the current circumstances and uncertainty.

The TEC continues to govern the business affairs of the college. Although the TEC received approval for a deficit budget for the 2019–2020 financial year, the college has managed to complete the financial year with a modest surplus. The TEC expresses its sincere thanks to the Principal, faculty, and staff for their hard work and wise management of the college's financial resources.

The current PTC campus in Box Hill North was extensively renovated and expanded in 1990 and over the past 30 years has been at the heart of PCV's return to a reformed evangelical church, founded upon the Word of God. Although the building has served the Presbyterian Church of Victoria well over the past three decades, it is beginning to show the signs of wear and tear. The TEC has identified various capital assets at the college that need replacing as they wear out. Financial restraints mean that this process will be spread over an extended period.

During 2019, the Australian College of Theology (ACT) commenced a consultation process with all 16 colleges in the consortium to determine the precise nature of the relationship between the ACT and the colleges. This process has been disrupted by the ACT's change of CEO, the pandemic, and the Federal Government's Higher Education Reform 2020. Although the TEC is endeavouring to determine what these

changes will mean for the college, at the time of writing the only change that is clearly evident is the increasing compliance requirements and the necessary administration staff to comply with this additional administration. At this point, the TEC remains engaged in the process and prayerful for a positive outcome.

Educational delivery

The college continues to be served by a dedicated team of full-time and adjunct lecturers ably supported by the office staff and Librarian. The TEC gives thanks to God for the dedication and diligence of each team member.

The TEC is pleased to report that the college received a very favourable report from the GAA College Committee visitation in 2019. The TEC and faculty are yet to engage fully with implementing the recommendations of the GAA College Committee report as this process has been disrupted by the current circumstances. However, the TEC views the implementation of the College Committee's recommendations as an opportunity to further improve the educational quality at PTC.

The college continues to support the Chinese reformed community through language-specific subjects and short courses. Over the past year, the college has been able to expand its offering to the Chinese speaking community. The college plans to expand further this course with the aim of providing a complete pathway into ministry in the Australian Chinese church.

PTC has seen a growing attendance at the Women's Ministry Conference and an increase in women studying to equip themselves for ministry across the church. The TEC continues to consider how best to meet this growing desire and deliver training that meets the unique needs of women's ministry.

Student body

The TEC remains humbled by the responsibility of preparing men and women to serve the Lord across His church. The committee gives thanks to God for the calibre and quality of the candidates Christ has given for the ministry to His people and for the proclamation of the gospel to the world. While the TEC gives thanks to God that it has been able to meet all financial requests for support from the student body in recent years, there is uncertainty about the committee's capacity to continue to do so.

The stated expectation of the Federal Government that tertiary educators will provide 'job ready' graduates remains as elusive a goal as it has always been. Experience comes with time and maturity. PTC graduates are deployed to a wide variety of ministerial positions with individual and unique challenges. PTC aims to prepare graduates to meet the challenges of these circumstances and to be effective preachers, evangelists, and pastors. Students are trained in a broad range of disciplines to equip them for a broad range of ministry opportunities.

Headwinds

While the current circumstances have created great uncertainty, the college faces growing headwinds regardless of how the future may unfold. Most significant is financial pressure created by the reduction in investment income. Like most other committees, the TEC has seen its income fall by 30% in 24 months. The committee is yet to grapple fully with the implications of rising costs and falling income. This situation could be improved in part by ensuring that all PCV candidates complete all their training

at PTC. This not only assists the college financially but ensures a unifying evangelical, reformed approach to ministry and builds strong collegial relationships across the PCV.

The entire tertiary education sector is facing the burden of growing government regulation and compliance. PTC is not immune to this trend, and the effect of regulatory approach creates the necessity for an increase in administrative staff. As highlighted previously, the addition of a fifth full-time lecturer would also provide many benefits to the quality of education at PTC and staff well-being. The dual headwinds of the need to increase staff and falling income create both difficulties and opportunities. The TEC will return to exploring how sufficient financial resources can be secured to make the appointment of a fifth full-time lecturer and any additional administrative staff a reality for the college.

While the need for a new library continues to weigh on the TEC and the college, the Committee remains thankful for the work of Dr Harman and his team on the Library Fund Raising Committee as they continue to raise funds toward new facilities. During the pandemic, the TEC has made an electronic theological library available to staff and students. The TEC continues to examine ways in which quality library facilities can be maintained and delivered as the college moves towards building a new library.

While headwinds create challenges to overcome, they also present opportunities to evaluate traditional approaches and develop solutions to meet the changing circumstances. The TEC remains confident that Christ will always provide his church with gifted pastors and teachers and provide the resources necessary to equip them for his service.

Re-appointment of Rev Dr Jared Hood

Introduction

During the 2013 PCV General Assembly of Victoria, the Assembly resolved to appoint the Rev Dr J Hood to the position of Old Testament lecturer at the Presbyterian Theological College, for a term of 7 years. This appointment expires on 31 December 2020.

Performance Review

In considering the re-appointment of Dr Hood, the Theological Education Committee (TEC) requested that the Principal conduct a review of Dr Hood's performance and contribution to the life of the College and wider denomination. In summary, the review highlights the following:

- Dr Hood has served the PTC since he was first appointed as a lecturer in Church History in 2008. In 2013, he was formally appointed as the lecturer in Old Testament and Hebrew and has continued to teach intermittently in the area of church history.
- Dr Hood plays an indispensable role in the life of the College, not simply in the sphere of academic work, but also in the practical realms of preaching and pastoral care, where he is an exemplary model in both areas.
- Dr Hood has demonstrated that he excels in the sphere of administration and policy development, competently handling a variety of supervisory responsibilities. He served admirably in the interim role as Acting Principal

during the Principal's sabbatical (10/3–31/7 2020), and leading the College's response to the circumstances presented by COVID-19. Dr Hood oversees the critical area of Information Technology, where he leads the College in the procurement, implementation and use of technology across the College. Dr Hood makes a vital contribution, in the light of the constraints we have faced through the current pandemic.

- Dr Hood excels in communication, in writing, preparing course notes and lecturing/teaching, and is highly regarded by students. He has had eight articles published in a variety of theological journals. Dr Hood plays a strategic role representing all evangelicals through his involvement in the Coursework and Academic Deans' Committee of the Australian College of Theology.
- Dr Hood's personal life and relationships within the College are of the very highest order. He is well respected by students for his theological knowledge, faithfulness to God and to Scripture, as well as his exemplary life and service. The Faculty and Staff regard him as a humble team-player with a strong devotion to the special work of theological education and as having a deep loyalty for them.
- Dr Hood's contribution to the life of the denomination extends beyond the College. He plays a crucial role as the Convener of the Assembly Business Committee and is a frequent visiting preacher in both metropolitan and regional Presbyterian churches.

Recommendation

The Theological Education Committee continues to give thanks to God for the gifting and contribution of Dr Hood to the work and life of the College. The Committee wholeheartedly recommends the re-appointment of Dr Hood for a further term of seven years.

Kevin Maxwell
CONVENER

FACULTY REPORT 2020

First, the faculty wishes to record its thanks to all the members of the TEC for their involvement in the development of the college during a period of significant change in the regulatory environment of tertiary and higher education. The College community is particularly grateful for Rev Kevin Maxwell's wise and stable leadership of the TEC as convener of the committee. He brings energy, a long-standing commitment to the denomination, and a special appreciation for governance to the role.

The changes that theological colleges are now experiencing are significant and place increased responsibility on those involved in governance. One of the changes that are likely to have significant impacts on all tertiary theological courses is the recent announcement by the federal Education Minister, the Hon Dan Tehan, that the Commonwealth intends to cut financial assistance to theological students in the form of fee-help. This could have profound consequences across the sector (see the Appendix after this report).

The faculty is indebted to a loyal and hard-working lecturing team comprising faculty members, Rev Peter Hastie and Ben Nelson, Rev Dr Jared Hood and Felix Chung, and adjunct lecturers, Dr Douglas Milne, Karl Hood, Rowland Ward, Murray Adamthwaite, John Currid, Peter Adam, and Rev John Ellis, Tony Bird, Martin Pakula, Matt Cole, David Cook, Nigel Styles, and David Martin. There is an experienced team of postgraduate and doctoral supervisors: Dr Allan Harman, Noel Weeks, Rowland Ward, Jared Hood, Peter Barnes, and Michael Brautigam. Sadly, Dr Weeks passed away in late February after a brief battle with cancer. He was a fine scholar with incisive judgment backed by prodigious knowledge of Scripture, theology and ancient history. His wife, Jan, survives him.

The faculty is also grateful for the administrative staff, Dr Mei Chung (Registrar), Mrs Heather Fiedler (Librarian), Shao Shan Yao (Library services), Mr Walter Bruining (PTC Media), and for those who assist from the General Office, Michael Ellison (General Manager), John Vandenberg (Accountant), Sharee Barnett (Bookkeeper), Rev Dr John Wilson (Clerk of GAV), and Siew Yeng Tap (Assistant to the Clerk), as well as the members of the Board of Investment and Finance.

Candidates for ministry

The Presbyterian Theological College exists to provide a quality biblical, theological and pastoral training available to equip people for gospel ministry who will believe, affirm and defend the gospel and provide mature and wise leadership for the Presbyterian Church. The faculty is encouraged that most students at PTC have some form of church-based ministry in mind when they choose the college. The number of provisional candidates for pastoral ministry within the Presbyterian Church of Victoria now stands at 13. Two female students, Annie Phelan (Bundoora) and Keryn Selvaraj (Drouin), have entered through the Deaconess Training Program and wish to engage in some form of Bible-teaching ministry and pastoral care within the PCV. The names of the ministerial candidates (in alphabetical order), their presbyteries, and their anticipated year of exit are as follows:

Mitchell Amoah	(Melbourne West)	2023
Marcus Campbell	(Melbourne East)	2021
Jung (Tim) Choi	(Melbourne West)	2022
John Hudson	(Melbourne West)	2020
Ben Kelada	(Melbourne North)	2020
Robert Koh	(Maroondah)	2021
Billy Kurniwan	(Melbourne East)	2021
Brian Luong	(Melbourne North)	2022
Shady Mehanni	(South West Victoria)	2021
Raymond Patchett	(Gippsland)	2021
Kalpan Vasa	(Flinders)	2022
Andrew Wong	(Melbourne East)	2020
Xien Yao	(Maroondah)	2020

The number of candidates from each of the Presbyteries is Flinders (1), Melbourne East (2), Melbourne North (2), Melbourne West (4), Maroondah (2), Gippsland (1), and South West Victoria (1). Total: 13.

Projected Exit Dates for Candidates:

2020: John Hudson, Ben Kelada, Billy Kurniwan, Andrew Wong, Xien Yao, (5)
 2021: Marcus Campbell, Robert Koh, Shady Mehanni, Ray Patchett (4)
 2022: Jung (Tim) Choi, Brian Luong, Kalpan Vasa (3)
 2023: Mitchell Amoah (1)

So far, at the end of August, there are at least two likely candidates for 2021. The faculty's prayer is that the Lord would raise up more by the beginning of first semester, 2021.

The need for further candidates

Over the last two years, fewer students have applied for candidature despite the fact that the total number of students enrolled (both F/T and P/T) remains at a high level in the last eight years. At the writing of this report, the TEC is hopeful that this trend will not be a long-term problem, although other states, particularly NSW, have signalled a likely downturn in student enrolments for 2021 and the ensuing years. Nevertheless, the faculty would make several observations:

1. The issue of the supply of ministers of the word is a matter that lies within the gift of Christ (Eph 4:7, 11).
2. The short supply of workers for Christian ministry tends to be a perennial problem. It certainly was during the time of Christ (Matt 9:37).
3. The divine solution to this problem is earnest prayer to God to send out workers into His harvest field (Matt 9:38). However, if there is prayer to this effect, it makes good sense to have a suitable development program that might prompt those with potential to grow in their conviction that they could serve God best as ordained Gospel ministers.

Reminding the church of the need for ministers of the gospel of all ages (including suitable young men) and providing special training and a discipleship culture for them in all congregations seems to be a sensible approach in view of the need for ministers in the Presbyterian Church of Victoria.

Student enrolments 2020

The number of students (candidates and non-candidates) who have been studying at the college in 2020 is as follows:

1. Semester 1, 2020 – 18 FT, 61 PT, Total 79 (M 70%, F 30%).
2. Semester 2, 2020 – 19 FT, 58 PT, Total 77 (M 71%, F 29%).
3. Semester 2, 2020 – Chinese Language Course: 1 FT, 15 PT, Total 16

The rise in the number of enrolments in 2020 is due to the increasing take-up of online courses, particularly the Diploma of Theology, Graduate Certificate, Graduate Diploma, and the ASTC (Academic Studies in Theology Certificate).

The ASTC is an ACT approved award that is a preparatory and enabling pre-diploma program of biblical, theological, and ministry undergraduate studies. The ASTC has been certified as an approved course for Centrelink payments when taken by eligible candidates in at least 75% (3 subjects per semester) of a full-time mode. The ACT has assessed a full-time load for this course as four (4) units per semester. It can be done as a full-time one-year course or stretched out over four years. It has a study skills development component as well as foundational units in NT, OT, Christian Belief, and three other units from a selection of biblical, theological, church history, ethics and ministry units.

The advantage of the ASTC is that it is open to people who have passed Year 10 High School and who have a thirst for discovering the basics of the Bible, the key concepts and foundations of theology, and the essential aspects of Christian ministry. It also enables students to study at a distance by providing them with notes, readings, and audio or video lectures. It is an ideal way for congregations to form disciplined study groups in the Bible, theology, and practical ministry under the supervision of a qualified leader. It also enables students to move quickly to undergraduate studies with all the basic skills required. Studying at the PTC is also the least expensive way to undertake this course within the ACT colleges. The quality of this course, as well as its minimal cost, possibly explains why increasing numbers of students are opting to take it.

Plans to increase enrolments

1. On-line expansion of courses

The faculty has continued its plans to place the Undergraduate Certificate of Theology, Diploma of Theology, the Graduate Certificate of Divinity, and the Graduate Diploma of Divinity online. One of the reasons for doing this was the request by the Metro Committee to provide such facilities for Metro Training. The college followed up on the request and has invested around \$30,000 in developing online courses for this purpose. The college also made an extensive submission to the ACT Academic Board seeking to offer these courses in online mode. The submission was successful, and the courses are now up and running in 2020.

The faculty is grateful to Jared Hood for undertaking this enormous task of e-development, marketing, and video production to ensure that the finished product is in the top-range of services available.

It is also possible to take any of these courses as an audit subject, so that people living at a distance, or who wish to attend at a different time to the 'live' scheduled lecture,

have the facility available to them. More information is available on the college website: ptc.vic.edu.au/online.

2. Chinese Courses

The faculty has also developed plans to provide ACT qualifications in Chinese at the Diploma and Graduate Diploma level, ultimately leading to the BTh and MDiv. Part of the proposal has involved boosting the number of Chinese commentaries and theological texts for the Library. The collection of Chinese theological texts has been expanded to what is required for study at the Diploma level (2,000+). The next target is 5,000 books, to enable the delivery of higher-level programs. Additional help is being provided in the Library for cataloguing the Chinese texts, and the process of accession is now well underway.

3. Higher Degree Research

The responsibility for Higher Degree Research (HDR) resides with Dr Felix Chung. In the last three years, the college has seen significant development under his leadership, and there are now five persons working towards PhDs and one towards a Master of Theology (MTh). The level of interest in HDR study at PTC is significant, and on a proportional basis, is above other colleges. The hope is that this program will be one of the means to provide ministers trained to a high level and also create a pool of potential lecturers for the PTC and other allied colleges.

PTC has recruited some very able supervisors for the HDR program: Prof Allan Harman, Drs Rowland Ward, Jared Hood, Peter Barnes, and Michael Brautigam. The faculty is very grateful to God for such a capable and experienced team to help in the HDR program.

Staff development, sabbatical leave and contribution

Peter Hastie: as part of his training in governance he has attended the Gospel Coalition Principals' Conference at Kangaroo Ground (2–4 December 2019). Unfortunately, the annual ACT Principals and Chairs Consortium for governance training held in June was cancelled due to the COVID-19 pandemic.

As part of his HDR studies, he has been engaged in research for two academic seminar presentations, one on the relationship between science and general revelation and the other on the Fall in the light of a structural and rhetorical analysis of the Eden narrative in Genesis 2–3. These topics are related to his PhD studies on Adam, the Fall and original sin, in the light of the claims of evolutionary creationism. He was on study leave March–July 2020, writing a chapter on the subject of Adam's Fall for a festschrift. He also serves the PCV as the Moderator of Kangaroo Ground Presbyterian Church and is a member of the Commission for Church Institutions and the Exit Students Committee.

He was invited in late 2019 to give lectures on subjects relating to his doctoral research in Sydney and Perth. In January 2020, he was invited to address the Pioneers Unreached and Unengaged Conference at Thomas Hassall Anglican School in Liverpool, Sydney, on 'Lessons from the Life of John G. Paton'. He also took part in College Mission in December at Cranbourne Presbyterian Church, where Dr Felix Chung, Jared Hood, and Rev Peter Roberts and Walter Zurrer were involved in assisting students in the local congregation and amongst Ni Vanuatu visitors in Australia on seasonal work permits at farms in the local area.

Jared Hood: served as Acting Principal in semester 1, 2020, whilst the Principal was on study leave. He had an article published in the Journal of the Evangelical Theological Society in late 2019, 'Yhwh Tsevaot in Samuel: God of the Davidic Age'. Jared continues as Academic Dean and the editor of RTR, is a PhD Supervisor accredited with the ACT, and oversees IT at the college. Jared set up and coordinated the move to delivery of all lectures entirely online in semester 1, 2020. He contributes to policy development and curriculum compliance, is the 2020 faculty representative on TEC, and also serves the Assembly as the convener of the Business Committee.

Felix Chung: has published a book, *Follow-Up Counselling of New Believers*, early in 2019. He also signed a contract with the Christianity and Culture Research Centre of Alliance Bible Seminary to publish his presented conference article of 'Suggestions on Training Strategies for Chinese Missionaries in Hong Kong' as a chapter in the book of *Today's Missionary Training—An Asian Experience*. This book will be published in 2021. He published a book review of A. Scott Moreau, Gary R. Corwin, and B McGee, *Introducing World Mission: A Biblical, Historical, and Practical Survey*, 2nd edn (Grand Rapids: Baker Academic, 2020) in RTR August Issue, Vol 79, 2020. Felix continues working on an academic research project entitled, *The Historical Development of Foreign Missions to the Chinese in the Late 19th Century and the Implications for the PCV's Modern Mission*.

Felix also coordinates the HDR program at PTC. He represents PTC in communicating with ACT to ensure the College HDR policy is in-line with the ACT's. This includes drafting PTC HDR policy, implementing the ACT regulations and requirements, organizing HDR postgraduate research seminars, assessing HDR applicants' academic qualifications, and forming study plans for those who are not able to meet the research pathway requirement of ACT HDR study.

In semester 2, 2020, Felix is taking two Chinese classes at the college on Monday and Tuesday evenings, a directed study class on Thursday morning, and an English Mission class on Tuesday afternoon. He coordinates SFE lectures and the Pastoral care groups for the candidates. He also coordinates the MTS intensive (formerly MA intensive) in August each year at PTC. Professor Dr John Currid has just completed his lectures on 'Suffering and the Interpretation of Job' in 2020. Felix also led the College Mission at Cranbourne Presbyterian Church in December 2019.

Felix serves as the Chinese Moderator (Ministry and Practice) for the ACT consortium and is the Chinese Pastor of Donvale Presbyterian Chinese Church. Under his leadership, the Chinese Diploma of Theology/Ministry was approved by the ACT in early 2020. The Chinese theological program at PTC will be reviewed by the ACT in 2020. One of the primary criteria is the number of Chinese collections in the Swanton Library. Anyone who wants to donate books or funds to the Chinese program can contact Felix.

Felix has taken up preaching and seminar opportunities at a number of Chinese churches to promote the Chinese theological program at PTC. He is preparing to launch a Chinese mission seminar/conference in 2021.

Ben Nelson: teaches Study Skills, New Testament NT001/002, and Christianity in History. He is the Faculty Secretary, leads a pastoral care group, and serves as the PTC representative on the ACT Coursework Committee. He is currently on sabbatical

for the second semester so that he can continue work on his PhD dissertation on 'Johannes Oecolampadius' Doctrine of the Holy Spirit in John's Gospel'. He preached regularly at South Yarra congregation prior to the pandemic lockdowns. He also acts as the convener of the Candidates' Committee of the Melbourne East Presbytery.

Promoting the College

This activity has, for the best part of the last year, been largely the responsibility of the Academic Dean, who, along with Annie Phelan, a first-year student with experience in social media, have acted in concert with the Principal. Over the last year, the Academic Dean has focused on improving the functionality of the website while Annie Phelan has maintained the social media presence. Jared Hood has also made important technical contributions to the IT network to help us expand study opportunities on the web. Jonathan Vasila has assisted with video and photographic support for the website, especially in relation to advertising the online certificate and degree courses.

One important area for outreach has been in the area of women's ministry. PTC's strategic plan identified this as an area where there needed to be an additional focus, and a women's conference was held in late October 2019. This attracted around 65 women to an all-day event where Carmelina Read from Christ College was the special guest speaker. Unfortunately, plans to hold another conference have been put on hold due to the COVID-19 pandemic.

The college was a major sponsor of the Annual CMS Summer School in mid-January. PTC maintained a booth there over the three days, and the Principal was in attendance. It was a good opportunity to mix with the wider evangelical church in Victoria.

Moderator's visitation

In late July, the college was privileged to have the Moderator of the General Assembly, Colin Morrow, engage with the faculty and students on separate occasions via Zoom. Although the Moderator could not contact the whole student community, he was nonetheless able to engage with the candidates. Both the faculty and students were grateful for his genuine interest and concern in the welfare and the activities of the College community.

Candidates' wives

These meetings normally take place each month, and there are also occasional social get-togethers. The plan for the year had envisaged regular meetings, but this changed in the light of the recent COVID-19 restrictions.

The Principal's wife attends these meetings to provide support and encouragement to the group as well as to women who wish to meet weekly for Bible study and prayer. The wives themselves play a direct role in the leadership and programming for the group. The group is a very positive experience for the students' wives. Around eight to ten women regularly attend the meetings when they can be held.

Engagement with the denomination

Faculty members play a significant role in the denomination. Apart from their work at the college, which is quite intense and demanding, they maintain commitments in the wider church through various church committees, presbyteries, and in the Assembly. One of these involves a new initiative with MDC whereby the faculty and the MDC Officer help to run a conference and training event on pastoral theology for a presbytery in Victoria, with the faculty also offering to preach for the congregations in the presbytery on the Sunday of the conference.

Peter W Hastie
PRINCIPAL

TRUSTS CORPORATION (Min 18)

Duties

The Trusts Corporation was formed by a resolution of the General Assembly, having been empowered to do so by the Parliament of the State of Victoria which enacted the Presbyterian Trusts Act 1890 ('the Act'). The main functions of the Trusts Corporation are to:

- Hold in trust the property, including money, belonging to the church and also to hold congregational property where it has been so requested by the relevant congregation
- Establish a register of trustees of congregations
- Facilitate the conveyance and transfer of church property.

The Trusts Corporation is a corporate body and must act in accordance with the prevailing legislation, including the provisions of the Trustee Act (Victoria) 1958 and the Act. The legislation sets out the manner in which trustees in general and the Trusts Corporation, in particular, must act. Responsibilities and obligations of the Trusts Corporation include:

- Exercising care, diligence and skill in investing funds held in trust
- Exercising its powers in the best interests of all present and future beneficiaries of each trust
- Acting impartially towards beneficiaries and between different classes of beneficiaries

Under the Act, the Trusts Corporation may at its discretion invest funds either separately or in a Common Fund.

Membership of the Trusts Corporation

The members of the Board of Investment and Finance form the membership of the Trusts Corporation.

Investment Committee

At the end of 2019, the Trusts Corporation completed a comprehensive review of the methodology of managing investments it is responsible for. The outcome of this process which was extended for two years was to appoint JB Were through a competitive tender process to manage the investments on behalf of the Trusts Corporation. An integral part of the review was to rewrite the Investment Policy that regulates and constrains the manager in the oversight of the investments.

The Trusts Corporation believes this new model will improve the governance and management of investments as well as increase the risk-adjusted return on investment. One of the obvious benefits is that the Common Fund investments and Separately Invested funds are now invested in a far more diversified range of sectors than was previously practical. Another benefit of the new model is that the investment process is better able to withstand the changes in personnel within the Trusts Corporation and executive staff.

The implementation of the new model investment policy has taken longer than anticipated due to the disruption to the financial markets arising from the COVID-19 pandemic. The Trusts Corporation expects that the benefits of the restructure will become more evident in the coming 12 months.

Explanation of The Common Fund

The Common Fund is a convenient mechanism for investing smaller sums collectively. By grouping them together, an appropriate diversification of investment can be achieved to reduce the risk, while maximising income potential through having larger sums to invest.

Included in the Common Fund is a reserve account to which any capital gains and losses are charged. This is called the Common Fund Reserve. The Common Fund Reserve provides a level of protection for the funds invested in the Common Fund against the loss of capital in times when the investment market experiences a downturn. The Common Fund Reserve also generates additional income which can be distributed across the funds which are invested in the Common Fund.

The Common Fund also includes the Income Suspense Account, which represents the balance of income not yet distributed. In accordance with section 14B of the Act, the amount in the Income Suspense Account can only be distributed to those committees and trusts which have funds invested in the Common Fund. Investment returns generated by the Common Fund are paid into the Income Suspense Account and then distributed as interest to the various trusts at rates determined by the Trusts Corporation. Funds invested in the Common Fund are not entitled to share in capital gains (or losses).

Investment performance

The Common Fund Balance is comprised of the following amounts:

Common Fund	\$ 2019	\$ 2020
Balance of Trusts and Committee Funds	45,925,129	41,861,311
Income Suspense Account	3,548,245	2,667,241
Common Fund Reserve	38,538,238	35,584,927
Total Common Fund	88,011,613	80,113,478

The Common Fund Investments have yielded an income of \$2.5 million after operating costs (2019 \$5.7M) and have decreased in value by \$2.7 million as a result of capital losses (2019 gains of \$1.8M). This presents an overall return of -0.25% (2019 9.0%).

In 2019 the returns were increased by a number of ASX listed companies bringing forward certain distributions in response to the political climate at the time. As expected this contributed to lower income in the current year. The income was further affected by the financial consequences which followed the COVID-19 outbreak. The longer-term investment prospects were already expected to decline. This trend has been confirmed over the last year, and lower returns look set to continue for the foreseeable future.

The balance carried forward in the Income Suspense Account has been used to smooth the decline in interest rates paid on trust funds from the Common Fund to committees and other trusts. As the balance declines, the scope to continue to cushion the impact of lower market returns is diminished. It is expected that the distributions from the Common Fund will need to reduce further before an equilibrium is reached.

The annual interest rates paid on amounts invested in the Common Fund for the year ended 30 June 2020 were:

Common Fund interest rates paid on funds

General Assembly and Committees	8.50%
Sites Reserve funds - first \$600,000	5.50%
Sites Reserve funds - balance above \$600,000	3.50%
PWMU funds	8.50%
Trusts held on behalf of congregations	8.50%
Congregational deposits in the Capital Fund	1.00%
Congregational general funds	1.00%

A total of \$3.6 million (2019 \$4.0M) was distributed to Church Committees, Groups and Congregations.

The return on funds which have been invested outside the Common Fund in a diversified portfolio has varied between the different funds depending on various factors including the cash drawdowns, size of funds and investment mix. An approximation of the average return for funds invested in this was income 3.3% and capital losses of 4.8% for a total return of -1.5% (2019 10.0%).

Movement in Balance of Funds held

The movement of the balance of funds held by the Trusts Corporation is explained as follows:

	2019 \$	2020 \$
Common Fund Movements		
Income Suspense Account		
Investment Income	5,915,169	2,733,454
Distributions to Trusts and Committees	(3,956,144)	(3,614,459)
	1,959,026	(881,005)
 Common Fund Reserve		
Capital Gains/(Losses)	1,839,945	(2,748,629)
Expenses	(246,308)	(204,682)
Deposits/(Withdrawals) of Trust Funds	671,018	(4,063,819)
	2,264,655	(7,017,130)
 Total change in Common Fund balance	4,223,681	(7,898,135)
 Separately Invested Funds		
Investment Income	1,486,312	2,981,126
Capital Gains/(Losses)	(2,167,023)	1,234,856
Deposits/(Withdrawals) of Trust Funds	(1,516,956)	(1,213,173)
Change in Separately Invested Funds	(2,197,667)	3,002,809
 Total change in Funds	2,026,014	(4,895,325)
 Total Funds Invested	134,785,263	123,842,079

For more information concerning the funds managed by the Trusts Corporation, please refer to the Annual Financial Report distributed with the Assembly papers.

Barry R Oakes
CHAIRMAN



THE PRESBYTERIAN CHURCH OF AUSTRALIA

MEMO

TO: All Assembly Clerks
FROM: Bruce Meller, Assembly Clerk
CC: Lesleigh Hall, Deputy Clerk
DATE: 4 March 2020

The Nature and Functions of the Eldership and the Qualifications Required of Elders

At the meeting of the General Assembly of Australia (GAA) in 2016, a reference was received from the General Assembly of NSW pertaining to the nature of the eldership and the qualifications to be expected of elders (Ref. GAA GB 2016 p.78 (reference) and Mins 48, 49, 50 and 68). The matter was referred to the Code Committee the report of which was received and considered by the GAA in 2019 (Ref. GAA GB 2019, pp 42-54 (report) and Mins. 42(9-12)).

A copy of the report is appended to this letter for the information of your Assembly, and the relevant resolutions appear below:

Min. 42

- (9) Thank State Assemblies for their adherence to the request made of them in GAA BB. 2016, Min. 68(1)(e) and thus refraining from making any substantial changes to state Codes in relation to eldership.
- (10) Require that in the making of any future changes, the functional distinction between ministers and elders must be respected and upheld.
- (11) Declare that teaching is, and always has been, a vital part of an elder's duties and that all elders must be competent to teach according to their gifts.
- (12) Declare that elders occupy a pastoral office to which belongs the spiritual oversight of the Church. Under the Chief Shepherd, the Lord Jesus Christ, elders shepherd and serve the church by sharing in its government, teaching the word of God, praying with and for God's people, and modelling life in Christ, according to their gifts.

Bruce Meller

Bruce Meller
Assembly Clerk

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Report concerning Reference (iv) of 2016 from GANSW anent the Eldership

Summary

There is not, and there never has been, one consistent view of the eldership that has been held in common by all Presbyterian or Reformed churches. Debate about the eldership has persisted since the end of the apostolic period. With the development of the monarchical papacy, biblical eldership was obscured until the Protestant Reformation in the sixteenth century. Throughout the Reformation, divergent views were held among the reformers but it was generally agreed that the functions of ministers, elders and deacons were to be distinguished from one another even though their responsibilities overlapped in several places. In the early nineteenth century, Samuel Miller, then a lecturer at Princeton, became concerned at the demise of the eldership in America and wrote and spoke extensively about the issue in order to “raise the standard of public sentiment in reference to [the duties incumbent on Ruling Elders so that] they shall be found cordially and diligently co-operating with those who ‘labour in the word and doctrine’.”¹ The ensuing debate about the duties and functions of the officers of the church continued for several decades.

Throughout the centuries, the clear thing that Presbyterians have agreed upon is that the Presbyterian form of church government is “founded upon the word of God and agreeable thereto.”

While the Scriptures give strong evidence of God’s intention that his people should be governed by teams of elders acting in a co-operative and conciliar manner, and while the people are to respect those elders and submit to them as those over them in the Lord, there are many details of church governance which may be inferred from Scripture but are not mandated by it (WCF 1.6).

Reflecting this lack of specificity concerning the details of church governance, the practised doctrine of the eldership, as historically held by reformed churches in general and the Presbyterian Church of Australia (PCA) in particular, is expressed in the Form of Presbyterial Church Government as follows:

*As there were in the Jewish church elders of the people joined with the priests and Levites in the government of the church; so Christ, who hath instituted government, and governors ecclesiastical in the church, hath furnished some in his church, beside the ministers of the word, with gifts for government, and with commission to execute the same when called thereunto, who are to join with the minister in the government of the church. Which officers reformed churches commonly call Elders.*²

This paper briefly summarises the progression in ideas of church governance and looks for points of compelling consistency that should be perpetuated within the body of Christ in all places and in all generations, most notably the plurality of biblical leadership; the privileged duty of pastoral care for fellow-believers; the importance of maintaining genuine concern for the welfare of church members and their moral, doctrinal and organisational discipline; and the pre-eminence of teaching according to the Scriptures. The paper concludes with recommendations for the GAA followed by a listing of all of the known places where the General Assembly of Australia (GAA) has considered the issue of the eldership.

Background

By way of background to this paper: in 2015 the NSW General Assembly (GANSW) established a Committee on Elders and Deacons (CED) with responsibility to:

- (a) Provide to the next Assembly a paper presenting the teaching of the Scriptures on the nature and functions of the offices of elder and deacon and examining The Code (PCNSW) in the light of this teaching, and

¹ Miller, Samuel, *The warrant, nature and duties of the office of the ruling elder in the Presbyterian Church*. Jonathan Leavett, New York, 1831. vi.

² Adopted by the Westminster Assembly in 1647, the Form of Presbyterial Church Government was originally prepared by the Assembly of the Church of Scotland in 1645.

- (b) Bring recommendations to the NSW General Assembly 2016 designed to clarify the nature and functions of elders and deacons, which recommendations may include possible amendments to The Code which, if adopted, could be sent down to presbyteries for consideration and report to the 2017 General Assembly.³

That committee, in 2016, presented the GANSW with two things:

- A paper entitled “Shepherds and Servants” which sought to provide a comprehensive treatment of biblical teaching on elders and deacons, and included an argument for a two-office view of ministry,⁴
- An overture proposing the reordering and rewording of parts of the NSW Code in relation to elders, which overture sought to “clarify and strengthen” that Code on the basis of the teaching of the Scriptures.⁵

In the debate at the NSW Assembly, the “Shepherds and Servants” paper overshadowed the overture and impacted on the NSW Assembly’s consideration of the overture. The NSW Code Committee, anticipating questions that might arise in the Assembly, considered that it would be helpful for the NSW Assembly to have access to an opinion from its Procurator on “the competence of that which is proposed by the overture.” The NSW Code Committee also requested the NSW Procurator to “provide advice on the permissibility of a State Assembly making a statement on a question of doctrine (for example, on the roles, responsibilities and qualifications of an elder, or on sexuality) without referring it first to the GAA in circumstances where the GAA has not made a statement on the same question of doctrine.”

That opinion and advice, dated 29 June 2016, was shared by the NSW Code Committee with the Committee on Elders and Deacons.⁶ The CED then submitted a revised overture. In turn, that overture was also referred to the Procurator for further opinion, and that additional opinion, dated 5 July 2016, was made available to the NSW Assembly with its Procurator’s earlier advice.

The overture was sustained by the 2016 GANSW, which resolved (Min. 87, in relevant part) to:

- (a) Forward to the GAA as a reference ... the overture, seeking the advice of the GAA as to whether it finds **any objection to the overture due to inconsistencies with the doctrinal position of the Presbyterian Church of Australia.**
- (b) Forward the paper “Summary of Findings: Shepherds and Servants” to the GAA, as an accompanying document to the reference.

The GAA received the reference (containing the overture) on 14 September 2016 (Min. 49). Upon the reference being stated, debate was adjourned so that the GAA might request and receive an opinion from its Procurator (dated 6 September 2016), which it did. Debate being resumed on 15 September, the GAA (at Min. 68) resolved to:

- (1) Advise the General Assembly of New South Wales that:
 - (a) The proposal contained in Reference (iv) may tend towards the imposition of a uniform or exclusive view of the duties and functions of the eldership;
 - (b) The Presbyterian Church of Australia has not, thus far, required a uniform or exclusive view of the duties and functions of the eldership but has allowed a variety of practice;
 - (c) To require an exclusive view on the matter may constitute a restatement of the Church’s doctrine and thus invoke the requirements of Section III of the Basis of Union;
 - (d) Inasmuch as any move to require uniformity in this matter may impact on the Church’s understanding of its ministry, the GAA claims jurisdiction over the matter

³ GANSW BB 2016, Min. 87(2)

⁴ A two-office view asserts that there are only two orders of ministry established by God for the oversight and care of his Church: elders and deacons, ministers being a subset of the order of elders distinguished by the fact that, along with the work of “ruling” over God’s people, they are set apart to “labour in preaching and teaching” (1 Tim. 5:17, ESV). The paper is accessible at GANSW BB 2016, pp. 99-107.

⁵ GANSW BB 2016, pp. 156-166.

⁶ GANSW BB 2016, pp. 147-153.

- pursuant to Article 2.1 of the Articles of Agreement;
- (e) The Church's doctrine on the eldership is not fully developed and the General Assembly requests that no substantial changes to state Codes in relation to eldership be made until the matter has been further considered within the General Assembly.
 - (2) Send the reference to the Code Committee with a request that it ***undertake a comprehensive investigation of the principles and practices that have informed the Church's understanding of the eldership*** and report to the next meeting of the Assembly, having given ***careful consideration to factors that might have changed through the Church's history***.
 - (3) Require the Code Committee to engage fully with the principals of the recognised theological colleges or their delegates and with the Very Rev. Dr A. Harman in its enquiry and the formulation of any recommendations anent the Church's understanding of the eldership.

The Code Committee of the GAA now submits this report in consequence, noting that the Committee was not asked specifically to analyse and respond to the paper on "Shepherds and Servants" and although that was considered along with much other material in the preparation of this report, that paper is not in focus in this report.

What principles and practices have informed the Church's understanding of the eldership?

The eldership, as understood in reformed churches, originated in the Old Testament where old men were respected for their age, experience and accumulated wisdom. Elders do not appear in a given moment as a body of men appointed to a familial and governmental role. Rather, they emerge from the pages of Scripture already in that role. So, in Exodus 3:16 Moses was instructed to assemble the (already recognised) "old men" of Israel, tell them about God's dealings with him, and enlist their support in persuading Pharaoh of the need for the Hebrews to go into the desert to worship God. The "old men", when they heard these things, then set an example for the people in their worship (Ex. 4:29). Progressing through the Old Testament the elders helped in the first Passover (Ex. 12:21) as also in offering sacrifices (Lev. 4:13), administering justice (Dt. 19:11-12), arbitrating in family disputes (Dt. 22:13-19), and teaching the Law of God (Dt. 27:1, 31:9-13). The elders assisted Moses and greatly strengthened his ministry as they did with Joshua after Moses' death. They were not, however, consistent in faithful service, and in the days of Samuel, it was the elders who wrongly recommended that the ark of the covenant be carried with the Hebrews as a talisman in their battle with the Philistines (1 Sam.4:3). During the Monarchy, the elders interposed between the people and the king in such an important way that to lose their support was to lose effective kingship (thus in spite of the declaration that God had "torn the kingdom of Israel from him" King Saul still pleaded that Samuel might honour him before the elders (1 Sam. 15:27-30). By contrast, David was made king through the allegiance of the elders (2 Sam. 5:3) and, later, Absalom's rebellion was empowered by the elders (2 Sam 17:4,15). Like the prophets, elders counselled kings (largely on strategic and military matters) (1 Kings 20:7,8) but they could also be deceived and deceive others (1 Kings 21:7-11) for which they were condemned by the prophets (Isa. 3:14; Ezek. 8:11-12, 34:1-5 (where they are referred to as "shepherds of Israel")) and subjected even to the penalty of death (Ezek. 9:6; Lam. 1:19). Those who didn't lose their lives lost hope (Lam. 2:10) and respect (Lam. 4:16). After the return from exile, the elders acted as local leaders and administrators (Ezra 10:8, 14). Their role was central to the functioning of Israel and represented one of the oldest and most fundamental institutions with a place that was nearly as basic as the place of family.

Elders in the OT were official community leaders with functions that were religious, political and judicial and established well before both the Aaronic priesthood and the kingship with which they were not confused. Their functions were always exercised corporately through a council of elders and not by elders working independently.

In the gospels, the elders of Israel are repeatedly criticised for their rejection of Jesus' ministry (Mk 8:31), and for their complicity in plans to kill him (Mk 15:1). While they might have been blinded and wandered into evil, as Israel's elders did before, their sin did not cause the office of the elder to be abandoned by the people or to be eliminated by God. The book of Acts presents a new breed of

elders – faithful elders of the church – who assist the apostles by taking care of administrative matters (Acts 11:29-30), teaching God’s word to protect his people from false teachers, and guarding them like a shepherd (Acts 20:28-31). Elsewhere they are found ruling over congregations and (again) teaching God’s word (1 Tim. 5:17), visiting and praying for the sick (James 5:14-16) as they set an example in godliness, prayer, knowledge of God’s word, encouragement, faith, and the outworking of Christian character in the home and community (1 Tim. 3:1-7; Titus 1:5-9; 1 Pet. 5:3).⁷

In the OT, the primary word used to refer to the elders was *zqnm* (lit. “old men”) which is translated as “elders” in the NIV 121 times but also rendered as “dignitaries”, “leaders”, “chief” and even “veteran”, among other things. But other words, including “shepherd” are occasionally used in reference to the same people. In the NT, the primary word used to refer to the elders is *presbuteros*, (66 occurrences with a primary reference to age but a developed reference to a position of respect and influence among the people – see, also *gerousia*, respecting the wisdom of years), but the word *episkopos* is also used (five times) to reflect the role of elders as “overseers” who watched over, cared for and directed the relational life of the community. The word “shepherd” (*poimen*) is applied to the elders as a noun (Eph. 4:11) and the duty of shepherding God’s “flock” (*poimnion*) is imposed with the verb “to shepherd” (*poimainw*) (Acts 20:28), thus continuing the OT function of community-based pastoral care and counsel.

It is apparent that throughout the whole Bible, God has provided oversight, leadership, direction and protection for his people through men acknowledged for their godly wisdom. This provision is so consistent (even acknowledging the serious failures of persons who were recognised as elders), that it is evidenced as part of God’s divine order for his church. The more so because the apostles systematically appointed elders even in the most immature church situations and entrusted the welfare of the infant church to them while also instructing their ambassadors (e.g. Timothy and Titus) to “appoint elders in every place” (Tit. 1:5; cf. Acts 14:23) so that the sheep would not be scattered but, rather, be defended against false teaching and the wily deceit so characteristic of the devil.

It has been argued that, given the transitional phase in which the early church found itself in the apostolic period, interpreters need to consider whether the NT describes a developing pattern of church governance which may be subject to further definition after the apostolic period; or, in the alternative, if the NT describes a developed pattern of church governance which is to be continued through time and from which the church has progressively strayed? Against the idea of a developing pattern of church governance, any transitional period would have been short, spanning a period of, possibly, only 40 years. More tellingly, the same pattern of church governance by elders is expressed in Paul’s address to the elders at Miletus (Acts 20:17-35) and the writings of both Paul (1 Tim. 3:1-7; Tit. 1:5-9) and Peter (1 Pt 5:1-4). In all of those places elders are presented as men committed to serving the people of God as pastors, teachers, directors and correctors. James likewise affirms the important office of the eldership in prayerful attention to the needs of God’s people (Js 5:13). The consistency of these themes in both OT and NT, and the uniformity of NT expectations is consistent with the view that God intends for his people to be supported and protected by elders, and that view is explicitly stated in Acts 20:28 where Paul reminds the Ephesian elders that they are to keep watch over the flock of God “of which the Holy Spirit has made you overseers (i.e. elders)”.

For a variety of reasons, through the history of the Christian church and even amongst the continental reformers, divergent views have been held as to the relationship that should exist between ministers and elders, but it has always been agreed that they work together in complementary partnership, that their responsibilities overlap, that none is independent of the others, and that their diverse work is focused on the pastoral care of God’s people who are to be taught, directed, corrected and comforted so that they might become mature servants of God.

To provide an agreed foundation for the harmonious co-operation of reformed churches, the Form of Presbyterian Church Government was approved by the Westminster Assembly in 1645. It recognised that “for the edification of his church, and the perfecting of the saints,” Christ had appointed officers for his church some of which were extraordinary (“apostles, evangelists, and prophets, which are ceased”); and others that were “ordinary and perpetual” so as to be continued through time (“pastors, teachers, and other church-governors, and deacons”). The Divines based

⁷ This overview of eldership within the Bible summarises work done by the Rev. Dr I.K. Smith, Principal of Christ College, and is used with appreciation and with his approval.

their statement on Romans 12:8 and 1 Corinthians 12:28 with their recognition of gifts of leadership or governance (*proistemi*) and administration (*kubernesis*) respectively.⁸ They avoided drawing hard boundaries around the “offices” established by Christ for his church. The same person, for example, could occupy the offices of pastor and teacher, for example. They were clear, however, in their recognition of a distinction in roles between their four offices, including those of ministers and elders.⁹

Over the following 200 years the pastoral, teaching, and (particularly) ruling functions of the eldership declined to such a degree in America that Samuel Miller (of Princeton) felt the need to reaffirm the “warrant, nature and duties of the ruling eldership” and to call the church to recognise anew the indispensability and the vital ministry of ruling elders.¹⁰ He did not see ministers comprising a class of their own, entirely separate from the (ruling) elders. Nor could he agree that ministers and elders were all alike with equal rights to undertake preaching and other functions within the church. Against both of those positions, he saw ministers and (ruling) elders as being of the same class but with distinct (if overlapping) functions to be exercised in harmonious, servant-hearted co-operation. He also, helpfully, expanded the base on which biblical eldership was argued by giving emphasis to the provisions of 1 Timothy 3 and Titus 1.

The historic position of the Presbyterian Church of Australia has been to maintain a functional distinction between ministers and elders, as evidenced by the Form of Presbyterial Church Government; the particular functions assigned through State Codes to ministers and not elders; the various Books of Common Order approved for use throughout the Church; the vows taken upon ordination and induction; the practice of dual ordination, distinguishing between elders and ministers and, importantly, the 1939 decision of the GAA that “at the ordination of licentiates, the Moderator and the other Ministers present are the proper persons to take part in the imposition of hands” (GAA BB. 1939, Min. 152).

Thus, the historic doctrine of the eldership is that, while elders are not ministers, it belongs to them to shepherd the congregation which includes the requirement to rule. They establish the standard (i.e. the “measure” or “rule”) by which faith and conduct are to be tested in the congregation. They were responsible to teach, admonish, instruct and guard the people of God entrusted to their care – in short, to maintain personal and organisational discipline– in co-operation with the minister/s of their congregation.

Historically, ministers have been given the primary responsibility for the systematic teaching of the congregation. Trained in an approved course by approved teachers, they have been subjected to trials before being “licensed” to preach the gospel. In some cases, licentiates were then subjected to further trials for ordination. Once approved for ordination to the ministry of word and sacraments, they were expected (and required) to teach according to the Standards of the Church and their accountability to their Presbytery provided a means by which the Presbytery could exercise its jurisdiction over its congregations. Not being required to preach, elders had a less public teaching role, but all elders were expected to have the capacity to teach (normally in less public ways) according to their gifts and opportunities. So, in their pastoral care, they were responsible to provide biblical and pastoral counsel to the members assigned to their care, to catechise them, to correct them if they should err from biblical standards of life or doctrine, and to “inspect” them so that the elders might report to the Session on the preparedness and suitability of communicant members to approach the Lord’s Table.

Thus ministers teach and rule; and elders rule and teach. Teaching has been a part of the duty of elders from the days of Moses. As they adjudicated disputes, as they administered the law, as they counselled people in wisdom, and as they maintained a life-style of personal witness consistent

⁸ *Kubernesis* loses so much in translation. “Administration” does not suggest strategic leadership and the capacity to navigate through challenging situations with a calm head and a cool mind but that is its origin. It described the skill of a marine pilot who would chart a course against wind, tide and current, past threatening shores, reefs and hostile people to bring his cargo safely to its intended port. The skilful pilot, the careful mariner, was therefore known as a *kubernetes*. That is the gift that God has given to his church and placed in the hands of his appointed elders.

⁹ The Basis of Union adopted in 1901 nowhere refers to the number of offices in the Church and the GAA has never made a declaration on that subject.

¹⁰ Miller, Samuel, *The warrant, nature and duties of the office of the ruling elder in the Presbyterian Church*. Jonathan Leavett, New York, 1831.

with their social status, they unavoidably taught. This function is explicitly continued in several NT passages, not least in 1 Tim. 3:2 where elders must be “able to teach” and Titus 1:9 where elders must “hold firmly to the trustworthy message as it has been taught, so that [they] can encourage others by sound doctrine and refute those who oppose it.”¹¹

The doctrine of eldership as historically embraced within the Presbyterian Church of Australia recognises that elders are “other church governors” appointed to share in the rule (including pastoral care) of particular congregations and allows that, in the pursuit of that mission, there will be a substantial overlap in the responsibilities of ministers and elders so that they function as a team.

Although it might appear to be a three-tiered ministry, there is no NT evidence that the Lord Jesus Christ, in person or by his Holy Spirit, appointed a separate class of people to be, as it were, pastor-priests to a congregation in addition to the elders and deacons. Rather, the biblical evidence is for a team of deacons and also a team of elders, all of the elders ruling and some of them, in accordance with 1 Tim. 5:17, being assigned particular privileges and responsibilities in view of their “double honour”. By convention, those “who labour in the word and teaching” are called “ministers” and within the PCA their particular privileges and responsibilities (subject to the jurisdiction of the Church’s superior courts) include the right to the pulpit and the administration of the sacraments, moderatorship of the Session, chairmanship of the body entrusted with the management of temporal affairs, and superintendency of all agencies of their congregation/s.

What factors informing the Church’s understanding of the eldership have changed through the Church’s history?

The recovery of biblical eldership during and after the Reformation took different forms in different places depending, largely, on the circumstances in which the reformers found themselves. Of greatest significance for the Presbyterian Church of Australia is that, in Geneva, Calvin was particularly conscious of the overlapping roles of the leaders of the congregation and the leaders of the community. This pattern prevailed also in Scotland where the burghers frequently functioned as the governors of their local congregation. It was desired that in each church there be one or more pastor-teachers, a team of governors who would maintain order and discipline over and within the congregation, and another team who would care for the poor and needy members of the congregation.

As the democratisation of society impacted on the Church, particularly in the twentieth century, a number of changes were made in the State churches in the period between the two world wars. The purpose of these changes was to attract to the role of “elder” as church governor, people who had established themselves in business or administration and who might, thus, bring a more business-like approach to the eldership. The expectation that elders would “rule” the church by taking a significant role in the development and discipline of the congregation diminished over time and with that change came a tendency to elect people to the eldership as a mark of honour, because they had provided good service to the church in another capacity, or simply because they lived as outstanding citizens. This resulted in a change to the vows expected of elders. At the same time, diaconal ministry fell out of favour, the Church’s commitment to evangelical orthodoxy was severely challenged, and the government of the Church was increasingly justified on the basis of assumed wisdom rather than being explicitly grounded in Scripture. The democratisation of the Church also resulted in changes to the expectation that elders would be men and in 1967 the General Assembly of Australia agreed to admit women to the eldership (GAA BB. 1967, Min. 131).

After the Church was divided in 1977, the vows required of elders were returned to their earlier form and extensive efforts were made to reinstate a more biblically oriented eldership. The admission of women to the ministry of word and sacraments was discontinued but repeated efforts to reverse the admission of women to the eldership, all proved ineffective. Some State assemblies made changes in their own jurisdiction but changes at the GAA level were resisted, largely on the ground that, while the training of candidates for the ministry and the admission of persons to the ministry are clearly within the domain of the GAA, matters pertaining to the eldership are not doctrinal but

¹¹ Within the PCA, “able to teach” (1 Tim. 3:2) has been interpreted to mean that an elder would have the capacity to give instruction in the Christian faith, not necessarily that all elders must be able to preach (although some might).

governmental in nature and thus outside of the supreme jurisdiction of the GAA.

What is the doctrine of the Presbyterian Church of Australia (PCA)?

The Presbyterian Church of Australia is (at law) a voluntary association formed in 1901 by the federal union (not merely the confederation), of certain Presbyterian churches then operating in the several states of Australia. Each of the state churches, in agreeing to unite, affirmed themselves as “holding the same doctrine, government, discipline, and form of worship,” whilst “believing that it would be for the glory of God and the advancement of His Kingdom that they should form one Presbyterian Church ... to be called the Presbyterian Church of Australia, and under authority of Christ alone.”

The doctrine of the Presbyterian Church of Australia, formally so called, is that defined within the Basis of Union at Parts I and II, namely:

- I The Supreme Standard of the united church shall be the Word of God contained in the Scriptures of the Old and New Testaments.
- II The Subordinate Standard of the united church shall be the Westminster Confession of Faith read in the light of the declaratory statement adopted by the Church on 24 July 1901.

This is the uniform and unifying commitment of the Church which, by vow and by subscription to the Formula, all officers of the Church pledge themselves to assert, maintain and defend to the utmost of their power within their station. For the fulfilment of that pledge (and their personal continuance in God-honouring behaviour) they are to be held accountable in terms of the Code of Discipline.

This formal body of doctrine may be amended by processes established in the Basis of Union, but in whatever amended form it may take, the doctrine of the Church will conform to the Basis of Union as mentioned above.

That said, doctrinal **expectations** exist within the Church, even if they have not been established as doctrinal **obligations**, and there is a received heritage within the PCA (and, to varying degrees, within the State churches) that cannot be ignored.

The subsidiary Westminster documents, including the Form of Presbyterian Church Government are a partial representation of that heritage. They may not have legislative authority within the PCA, but they have residual currency, as does the legacy expressed in the First and Second Books of Discipline. They are not definitive, but they have been formative, and they need to be considered in any comprehensive engagement to work through challenging questions.

If the GAA has supreme authority in matters of doctrine, what capacity exists for state churches to enunciate doctrine/s?

The GAA has legislative, administrative and judicial powers which are supreme with respect to the doctrine of the Church and other matters prescribed in Article 2 of the Articles of Agreement. Supreme power, however, is not exclusive power. It is competent for other bodies within the Church to make statements in relation to doctrine, provided that they do not contradict any determination made by the GAA and further provided that any such statement is subject to revision and, if necessary, replacement by the GAA in the normal course of the Church's operations.

How is doctrine enunciated in areas where the GAA has not spoken?

There will always be questions (of doctrine and otherwise) concerning matters in which the GAA has not exercised its supreme authority. That may be because a particular question has not come before the GAA. It might also be because the GAA, after considering a matter, has determined not to exercise its supreme authority.

For example, it might send a reference back to the court from which it originated and leave it to that body to decide on an appropriate outcome. Alternatively, it might issue a statement of opinion or advice, rather than a direction. Again, it might deliberately leave a question open so that a range of positions might be held within the Church on a non-exclusive basis, determining, by such action, that it is undesirable for Christian liberty to be entrained beyond what is necessary.

Inasmuch as the Church allows liberty of opinion on matters not essential to the doctrine taught within the subordinate standard,¹² and guards against the abuse of this liberty to the injury of its unity and peace, it may need to act to proscribe the bounds of liberty on some occasions and to protect the exercise of liberty (within proper bounds) on other occasions if endeavours were made to curtail those liberties by particular requirements on matters deemed by the GAA to be of secondary importance.

In relation to the matter of eldership, by not making prescriptive doctrinal statements, the GAA appears to have made a positive decision to keep the field open for a variety of positions to be adopted by state assemblies, provided that the functional distinction between ministers and elders is preserved.

What is the PCA's doctrine of the eldership?

Notwithstanding that the professed doctrine of the PCA is expressed in its subordinate standard, there exists also a practised doctrine as mentioned above. Such a practised doctrine might be held explicitly, implicitly or tacitly but it is the explicit form which must be relied upon in the determination of controversial questions.

Tacit agreements, by their nature, may not be conscious and cannot be recorded. Implicit agreements may be discussed but not formally defined, being understood by implication rather than specification. For the purposes of the question before us, we must deal with what is explicit, and such statements concerning the doctrine of the eldership are found in various places, including (by way of example):

- The First and Second Books of Discipline (more particularly the latter, reflecting, as it does, a more developed form of presbyterial governance) and in which, for example, are statements to the effect that "it is not necessary for all elders to be teachers of the Word, albeit the chief ought to be so" and yet "their office is, as well severally as conjointly, to watch diligently upon the flock committed to their charge, both publicly and privately, that no corruption of religion or manners enter therein"; that the "Elders should be careful in seeking the fruit" of Biblical teaching; that they should "assist the Pastor in examination of them that come to the Lord's table", "cause the Acts of Assembly ... to be put into execution carefully" and "be diligent in admonishing all men of their duty according to the rule of the Gospel". It is worthy of note that none of these later duties may be performed without some element of teaching.
- The several Books of Common Order that have been used (and authorised for use in the PCA) where the words of the Form of Presbyterial Church Government are used systematically in services for the ordination or induction of elders.¹³
- The Codes of the state churches, all of which have explicit statements of the qualifications and expectations of elders, and which implicitly connote elements of the church's doctrine, as do rules relating to the manner of election.
- The vows to be taken by elders and the Formula to be subscribed.

It becomes apparent that the practiced doctrine of the PCA is expressed in many and various ways and these are not uniform across all state churches. What is uniform is that elders are not identified with ministers of the word and sacraments but perform a different function in the life of the congregation as they work with the minister to protect the corporate and individual welfare of the members of the congregation and promote the spiritual maturity of each member. They are neither pastor-teachers nor deacons but govern and guard the Church as the bride of Christ.

What is the difference between matters of doctrine and government?

In 1997, at Min. 59, the GAA determined that the issue of the eldership "is not one of the doctrine of the Church as found in the Westminster Confession of Faith (read in the light of the

¹² Declaratory Statement, section 5.

¹³ Note the inclusion of teaching among the duties of elders recognised in the Church's approved service for the ordination and induction of elders – see *Worship: the book of common order of the Presbyterian Church of Australia*, Presbyterian Church of Australia: Sydney, 1998, 100

Declaratory Statement), but of government of the Church as found in the Form of Presbyterian Church Government.”¹⁴

The difference is more easily observed than defined. The doctrine of the Church will drive certain practices to be adopted in the Church. For example, the doctrine of the Trinity will drive worship to be directed to the Father through the Son in the power of the Holy Spirit; the doctrine of the sacraments will prevent the recognition of any sacrament other than baptism and the Lords’ Supper; the doctrine of election will drive the Church to evangelism. Doctrine drives practice and provides a foundation on which those practices can be perpetuated and regulated – in other words, governed. Government is informed by doctrine, but it cannot drive doctrine.

The PCA believes – and its officers avow – that the Form of Presbyterian Church Government is “founded upon the Word of God and agreeable thereto” but some who make that affirmation want to say more than that our form of government is “agreeable”. They assert that it is mandated from heaven so that it is not only permissible under Scripture, but required by Scripture. Presbyterians have struggled with this question for so long that we are unlikely ever to find uniformity on this point. We lack agreement in this area and so are unable to embrace a particular understanding as expressive of the Church’s doctrine. Nevertheless, before we allow any persons to sign the formula, we require them to promise that, “through the grace of God, [they] will firmly and constantly adhere to [the Presbyterian form of church government], and to the utmost of [their] power, in [their] station, assert, maintain and defend the same.”¹⁵ That is to say more than that it is merely permissible. It is defensible and must be asserted and maintained with diligent vigour.

When this pledge is made, any breach of it becomes actionable by way of discipline but not because it is contained within the Church’s doctrine. Rather the cause of action lies in the person’s promise to embrace a particular system of governance.

But if eldership is entirely a matter of governance alone such that all decisions relating to it are reserved to State Assemblies, how is it that in 1901-02 the GAA determined the promises to be made by elders, including the promise to adhere to and promote the presbyterial form of church government?¹⁶ Clearly the Church as a whole has looked to the GAA to make authoritative pronouncements in these areas that impact fundamentally on its overall governance. And it must. Consider what would happen to the Church if elders in some states were regarded as a “board of directors” or, say, “ecclesiastical postmen” with no expectation of theological development, while elders in other states were expected, in terms of the 2nd Book of Discipline, to “be careful to seek the fruit of the [preached word] in the people.” If some elders were expected to have spiritual discernment sufficient to equip them to teach God’s word (but not, necessarily, to preach), while others were not expected to be theologically developed, and yet both share the same authority as ministers in the courts of the Church where doctrinal questions are touched upon and determined, how quickly the Church’s doctrine and practice could be completely corrupted. The colonial/state churches that united to form the PCA saw themselves as holding the same system of governance and so it was not improper for them to have the GAA determine those issues of deep and common concern – such as the nature of eldership and the commitments expected and required of those who would be elders. While doctrine and governance were distinguished, and the GAA was given supremacy in doctrine but not governance, nevertheless, the uniting churches looked to the GAA to set common standards. No state proceeded alone to admit women to the eldership. They waited until the GAA had determined, in 1967, that such an admission was permissible.

Governance and doctrine are not so distinct that they can be dealt with in isolation from one another.

How can the GAA speak into a matter of government

If eldership is a matter of government, does that mean that all matters concerning elders

¹⁴ For a review of the difference between the doctrine of the Church and the government of the Church, refer to the Law Agent’s speech to the GAA commencing on GAA BB 1997, 138.

¹⁵ Ordination vow (iv) required of all ministers, licentiates, deacons/deaconesses, elders and persons set apart for full-time appointments to professorial and teaching roles within those colleges run by the Presbyterian Church.

¹⁶ The GAA also amended the questions to be asked of elders in 1926-28, with no state challenging its authority to do so.

(including questions of “order/office”) are subject only to the authority of their state assembly, or does the state assembly’s authority only relate to some areas of governance such as the functions, qualifications (including gender), manner/s of election and terms of service, expected and required of elders?

The GAA clearly has authority to determine questions that impact on its understanding of the ministry of word and sacraments and admission thereto (Article 2.1). Where another matter, such as the nature and functions of the eldership, intersects with the Church’s doctrine of the ministry of word and sacraments, the GAA has authority to determine the Church’s response to those points of intersection. That is what the Procurator was at pains to point out in each of the three opinions made available to the GAA in 2016 which built on and were congruent with his opinions in 2009-10 and the Law Agent’s advice to the GAA in 1997.

Appendix

Consideration of Eldership by the GAA

Since 1901, the General Assembly of Australia (GAA) has considered issues relating to the eldership in:

- 1901 & 1902 - Questions to be asked of elders in accordance with the Formula.
- 1926 & 1928 - Revision of the Formula to be signed, and questions to be asked of, elders.
- 1930 Rejection of overture to remove life tenure for elders.
- 1939 Determination that only ministers should participate in the ordination of licentiates (Overture 7 from GAV, p. 114), Min. 152.
- 1959 GAV Overture to admit women to eldership sustained and remitted for approval: Min. 137.
- 1962 GAV Overture failed to obtain necessary approvals and lapsed: Min. 136
Committee established on Service of Laity (CSL).
- 1964 CSL reported on women in eldership (p. 203) noting that “in Australia there is a great diversity of opinion about the nature of the office [of eldership] and its relation to that of the Minister of the Word and Sacraments. Until the Church in Australia has a definite doctrine of the eldership, it would seem wise not to finalise the question of the admission of women to it.” At Min. 153(2) the Committee was instructed to “examine further the doctrine of the Eldership, with a view to bringing to the next Assembly a definitive statement on the matter.”
- 1967 CSL reported (p. 182) and reproduced part of a report from the Church of Scotland (CoS) establishing the origins of the eldership. That CoS report concluded that *“there is no clear Biblical evidence for the title ‘Elder’ as we know it today. This is not to say that there is no Biblical warrant for the office. There is evidence in the New Testament of officials of the Church who did just what our Elders do today. These were the Deacons. ... the best evidence for the Eldership is found in the teaching about Deacons.”*

The CSL report also asserted that *“although the Presbyterian Church of Australia has not explicitly approved the Westminster Form of Presbyterian Church Government, as has the Church of Scotland, it is quite clear that, in authorizing the use of its own Book of Common Order, in which is contained the Order for the Ordination and/or Induction of Elders, this Church has approved the doctrine of the Eldership set forth therein as being consistent with the Supreme Standard and the Subordinate Standard.”*

The CSL was (re)appointed with the following members: Rev. A. Smart (Convener), M.O. Fox, Prof. Crawford Miller, J.D. Moody, W.S. McPheat, R.M. Robinson, J. Thomson, Dr W.G. Kirchner, Dr A.R.M. Langley; Messrs R.F. Smart, A.G. Spalding, J.E. Sticpewich; Misses M. Chia, J. Humphreys, F. Whitlam; Mesdames C.R. Ford, J.F. McKay, J.R. Thorburn; and was instructed (Min. 58) to “continue its studies on the function of the Eldership and to report thereupon to the next Assembly;” “continue investigation of the question of women in the ministry;” and “examine the nature of the office of the deaconess in the Church ...” Without further considering the issue of the eldership, the CSL presented an Overture (13) (p. 207) which asserted that the Church “holds the doctrine of the Eldership as set forth in the Westminster Form of Presbyterian (sic) Church Government, under the heading ‘Other Church Governors’” and on that basis proposed that “the Eldership is a service within the Church which can be performed appropriately by men and women alike.”

At Min. 131 the GAA adopted the recommendations of the SCL Overture and permitted women to be admitted to the eldership (without any input from state Assemblies or Presbyteries under Barrier act procedure, which was quite contrary to its practice in 1959 (see above)).

- 1970 CSL discontinued consideration of the **doctrine** of the eldership (believing that that question had been resolved by the GAA in 1967 in terms of the Form of Presbyterian Church Government) and reported that “restatement and reinterpretation of the **function** of the eldership is one of the pressing problems facing the Church.” (p. 200)

Significantly, the SCL report said, “*we may spend our time in debating the historical roots. Or we can look to the future and try to make this form of ministry more effective. The Committee takes the point of view that the eldership in Australia should not have to be an exact imitation of what suited the Scottish scene, for instance. We ought to be reorienting our ideas of the eldership in accord with the outlook of Professor G.D. Henderson: ‘It is a great institution worth preserving, worth promoting, worth improving.’*”

At Min. 102, the GAA resolved (among other things) to:

3. Declare that the place of the elder in history and Scripture warrants the retention within the structure of the church of the function and title of elder.
4. Declare that the general function of the elder within the Presbyterian Church of Australia is:
 - (a) to join with the minister in oversight and government of the congregational life by a dedicated and sustained commitment to the work of the session,
 - (b) to set a personal example of leadership by active participation in worship and Christian fellowship and through the pastoral and teaching and mission programmes of the Church,
 - (c) to serve in the community as a Christian,
 - (d) to share responsibility in the government of the Church in Presbyteries, Synods and General Assembly when commissioned to do so.

The CSL was instructed to continue its consideration of the eldership (as it was, again, in 1974) but the formation of the Uniting Church saw no further consideration of this subject for some time.

- 1982 GAQ Overture seeking reversal of 1967 decision to admit women to the eldership (p. 67) was not sustained (66 for:80 against). A motion to appoint a committee to “study the whole question of the ministry of women within the PCA” was declared incompetent (Min. 73).
- 1997 Admission of women to the eldership was declared to be “an issue of government” reflecting “*the historic distinction in the Westminster Documents of doctrine, government, discipline and form or worship as referred to in the preamble to the Basis of Union, the issue is not one of the doctrine of the Church as found in the Westminster Confession of Faith (read in the light of the Declaratory Statement), but of government of the Church as found in the Form of Presbyterian (sic) Church Government.*” (Min. 59)

A GAV Overture seeking to have women excluded from the eldership (p. 116) was determined to be incompetent. (Min. 66)

An important speech by the Law Agent was inscribed in the minutes. (p. 138)

- 2001 GANSW Overture to permit elders in special pastoral appointments to administer sacraments (p. 77) was sustained and remitted under barrier act procedure. (Min. 42)
- 2004 CP&P amended to permit elders in special pastoral appointments to administer sacraments. (Min. 155(2))
- 2007 Overture from Presbytery of Sydney South to exclude women from eldership (p.81) was transmitted to the GAA by GANSW. It was stated, sustained, and remitted under barrier act procedure, with the Procurator asked to provide an opinion on the legitimacy of the overture to GAA in 2010. (Mins. 74, 82)
- 2010 Procurator advised (pp.129-140) that the 2007 overture was “incompetent and invalid and was invalidly sustained and remitted by GAA 2007.” Critically, it ignored the requirements for amending the Basis of Union, and it conflated two issues that should have been considered separately: a grant of power and the application of that power. Accordingly, the overture, when reconsidered in 2010, was dismissed. (Min. 18(1))
- 2016 Reference from GANSW (pp. 78-80) asking whether the GAA “finds any objection to the

overture [which gave rise to, and was transmitted with the reference] due to inconsistencies with the doctrinal position of the Presbyterian Church of Australia.” At Min. 49, two statements of opinion from the Procurator on this matter and tendered to the GANSW 2016 were received by the GAA together with a third statement prepared for the GAA: (i) an original statement dated 29/6/16 (pp. 65-68); (ii) a supplementary statement also dated 29/6/16 (pp. 69-74); (iii) a further statement dated 5/7/16. (pp. 75-78) These expanded upon the Procurators advice dated 29/6/2009 and received by the GAA in 2010 as above.

BRUCE MELLER, Convener



THE PRESBYTERIAN CHURCH OF AUSTRALIA

MEMO

TO: All Assembly Clerks

FROM: Bruce Meller, Assembly Clerk (GAA)

CC: Lesleigh Hall, Deputy Clerk

DATE: 4 March 2020

SUBJECT: National Safe Ministry Framework

At its meeting in September 2019, the General Assembly of Australia considered, and adopted, a National Safe Ministry Framework (NSMF) to identify the Principles, Policies and Procedures to which the Church commits itself in relation to all ministry involving children and young people (Ref. Min. 105).

A copy of the NSMF is appended to this memo. The NSMF has been carefully developed so that its Principles and Policies will be applicable in each of the state churches. Likewise, its policies should be generally applicable but the differences in the secular legislation of the several states means that some flexibility must be allowed to state churches in the determination of local procedures to take account of legal obligations. I am gratified by the knowledge that the Safe Church Unit in Victoria has almost completed a revision of its Safe Church documentation to ensure coherence with the NSMF. A review of Breaking the Silence is currently in progress in NSW through the Conduct Protocol Unit. And PresSafe in Queensland has also reviewed its processes. Between them, these three bodies provide child protection services to all of the state churches.

Sadly, the principles espoused in the NSMF have not always been upheld and the Church accepts, with deep regret, that some people (too many people) have not received from some representatives of the Church, the loving, God-honouring care to which they were entitled. The Church is determined that such offences should be prevented far more deliberately in the future than they were in the past. In recognition of the harm done to victims of child sexual abuse, and arising from its adoption of the NSMF, the Assembly also approved the wording of an apology that may be used in any relevant situation. That apology appears as the last of the following resolutions.

That the Assembly:

- (1) Receive the draft National Safe Ministry Framework prepared in response to GAA Commission 2018, Min. 96 in which the Assembly resolved to "request the Clerk to progress, in conjunction with State churches, the production so far as is possible of a uniform set of child protection procedures and practices within those State churches."
- (2) Thank the following representatives of the child protection units of the Presbyterian Churches of New South Wales, Queensland and Victoria (Messrs Jon Flood, Wayne Knapp, and Mrs Fiona Bligh, respectively), together with the Assembly Officers, for their cooperative endeavour to prepare the National Safe Ministry Framework.

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- (3) Adopt the National Safe Ministry Framework as a statement of the principles, policy and procedures of the Presbyterian Church of Australia.
- (4) Request the Clerk, before publishing the National Safe Ministry Framework, to number its paragraphs and dot-points in order to simplify navigation, reference and communication.
- (5) Request the State churches to adopt the National Safe Ministry Framework as a statement of their own principles, policy and procedures, while recognising the need for the State churches to augment or amend the stated procedures to ensure that they remain fully compliant with secular legislation in their respective States.
- (6) Request the State churches, through the leaders of their child protection units, to maintain close liaison with one another and with the Clerk of Assembly in order that maximal uniformity might be maintained in the practices of Presbyterian Churches across Australia, and so that recommended changes to the National Safe Ministry Framework might be presented to the GAA with one voice.
- (7) Request the State churches, through the leaders of their child protection units, to share with one another, and with the Clerk of the Assembly, their experience in using the National Safe Ministry Framework in order to bring recommended changes to the next meeting of the GAA.
- (8) Until the next ordinary meeting of the GAA, empower the Commission of Assembly, if necessary, to consider and effect changes to the National Safe Ministry Framework.
- (9) Adopt the following as the apology of the Assembly to victims of sexual abuse as children in churches and ministries of the Presbyterian Church of Australia:

"With deep sorrow the Presbyterian Church of Australia apologises to all who have been affected by sexual abuse through their involvement in the Presbyterian Church of Australia.

Sexual abuse of a child is appalling and wickedly violates Christ's words, "Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these."

It is a breach of trust to those who have taken part in church activities, to their families, and to the wider community.

We regret the hurt caused when our response as a church has denied or minimised the pain that victims have experienced or caused them to experience further pain.

The Presbyterian Church has taken steps to respond to child sexual abuse.

- *Each State Church is participating in the National Redress Scheme, and we encourage all victims of child sexual abuse to make use of this scheme.*
- *The Church commits itself to making a timely and compassionate response to all allegations of child sexual abuse.*
- *The Church has adopted the National Safe Ministry Framework which seeks to be consistent with the National Principles for Child Safe Organisations.*
- *The Church commits itself to full co-operation with the civil authorities in dealing with accusations of child sexual abuse.*
- *The Church commits itself to processes of education and training in relation to response to child sexual abuse."*

Bruce Meller

Bruce Meller
Assembly Clerk



PRESBYTERIAN CHURCH OF AUSTRALIA

NATIONAL SAFE MINISTRY FRAMEWORK

(Adopted by the General Assembly of Australia, September 2019.

Pursuant to GAA 2019, Min. 43(4), this text has been enumerated to “simplify navigation, reference and communication.”)

Preamble

This document is a national Statement of approach – in principles, policies, practices and procedures – that seeks to achieve so far as possible the uniform protection against abuse of children by or within the Church’s organisations. It is to be read as working within, subject to, interpreted by, and administered in accordance with, the laws of the relevant State or Territory of the Commonwealth and the laws of the Church. It is not itself a law of the Church and does not of its own force override or modify the laws of the Church or laws of the relevant State or Territory in which it is being administered. Church organisations must be familiar with and act in accordance with those relevant secular and Church laws including the Church’s national Code of Discipline (which itself is subject to secular laws). Church organisations in each State and Territory undertake to conform so far as possible to this statement in their particular principles, policies and practices and procedures, taking into account differences in secular and Church law in different States and Territories.

Some State churches cover in their jurisdiction one or more of the Territories of the Commonwealth. Although a reference to Territory is not specifically mentioned each time secular law of a State is referred to, those State churches will need to be careful in the appropriate presbyteries or charges of the Church to abide by Territory law if it differs from that of the State. There may in due course be Commonwealth secular law that needs to be followed as well.

Introduction

The Presbyterian Church of Australia (PCA) is a national church formed by the federation of six formerly colonial churches in 1901. The national church was given powers legislative, administrative and judicial. These were supreme in relation to specified matters including doctrine, worship and discipline. Otherwise, they were concurrent with the State assemblies’ powers.

The maintenance of safe ministry practices rests, generally, with the State churches but behaviour that is contrary to the Standards of the Church or an obligation imposed on a minister or member of the Church by the word of God or a law of the Church is also subject to consideration under the Code of Discipline. Careful management of these overlapping domains is as necessary as it is challenging. It is expressly recognised in rule 1.13(b) of the Code of Discipline that child protection policies are congruent with the ends of discipline expressed in rule 1.02. This is because putting in place proper measures to protect children and to forestall an alleged offender against his or her alleged propensity is for “the glory of God, the purity of the Church and the spiritual good of the alleged offender”.

Additionally, Commonwealth and State governments are entitled to, and do, enact legislation that impacts on the Church in various ways, including in the area of child protection. It is therefore necessary for the State churches to be cognisant of legislation and regulations applicable in their State, and to determine particular procedures to ensure compliance with their State-specific obligations.

To assist the Church in its attention to these matters, it is both desirable and necessary that a uniform and consistent approach to the protection of children be adopted within the PCA and across all of the State churches. At the request of the GAA, the persons appointed to manage these matters by the State Assemblies in New South Wales, Queensland and Victoria have worked with Assembly Officers to prepare this Framework which is offered to the Church with the prayer that it might advance God’s glory, protect children

from harm, help the Church to maintain a good reputation with outsiders, and guide potential offenders away from the destructive paths of sin.

This Safe Ministry Framework is presented in three parts: principles, policy and procedures. The Safe Ministry Principles are the high-level ideals to which the PCA is committed. The Safe Ministry Policy particularises the Church's commitments and sets out the mechanism by which the Church's pursuit of its principles is governed. The Safe Ministry Procedures then set out specific steps and actions to be taken in the implementation of the Safe Ministry Policy. All three parts belong together and none can be separated from the others.

Part I: National Safe Ministry Principles

1.1 Fundamental Conviction

We remember at all times that we are representing the Lord Jesus Christ in all our conduct and we will, accordingly, strive to refrain from any action that is contrary to Scripture or a law of the land consistent with Scripture or which violates the requirements of biblical ethics, striving to ensure that all our conduct is motivated by love for God and a desire to commend him and to promote his glory.

1.2 Statement of Commitment

The Presbyterian Church of Australia (PCA) is committed to ensuring that a safe environment is established and maintained for all persons associated with the Church and for those accessing its services, especially children. The Church requires all paid employees and all volunteers serving within it to create an environment that will help people flourish and cause no harm particularly harm arising from emotional, physical, or sexual abuse; or neglect.

The Presbyterian Church of Australia recognises its obligation to

1. Ensure the safety and wellbeing of all children (being persons under the age of 18) involved in its activities.
2. Implement policies and procedures to safeguard children from child abuse or harm including emotional, physical, or sexual abuse, or neglect.
3. Refuse to tolerate any behaviour that might result in child abuse or harm.

1.3 Values

1.3.1 Love and compassion The Presbyterian Church of Australia, and its State Churches, is bound by the example of the love and compassion of Jesus Christ in his ministry.

1.3.2 Service to others The unique nature of servanthood, which Jesus Christ demonstrated to his disciples and which they then encouraged Christians to display, is the foundation of the Safe Ministry Principles.

1.3.3 Humility Jesus spoke of himself as being a servant of others and not one who came to be served. Paul, in his letter to the Philippians, encourages us not to live with a selfish purpose, but with humility, thinking of others as better than ourselves. As people chosen by God to serve him in obedience, we are to live as those who watch out for what is good for others rather than watching out for our own good.

1.3.4 Gentleness Paul urges the early Church to let their gentleness show in their treatment of all people.

1.3.5 Nurture and protection As a Church we are to nurture and protect children. This responsibility rests on everyone involved in church life.

1.3.6 Respect The Safe Ministry Principles seek to inform the Church and create a culture which promotes respectful relationships and maintains an ongoing safe environment free of abuse of children. Whilst this responsibility rests immediately with leaders and those involved in ministry to children, it is also a shared responsibility of the whole Church.

1.3.7 Christian faith and practice Those serving in leadership and working directly with children and young people, accept a position of trust which places on them a commitment to carry out their role in accord with the Doctrine and Christian values of the Church.

1.3.8 Consistency and integrity Breaches of the Safe Ministry Protocols by any person, regardless of position, are taken seriously and may result in the questioning of that persons' capacity to continue to serve, as well as the implementation of boundaries deemed necessary to protect children.

1.3.9 Accountability The Church can be one of the few places where an Offender or Person of Concern, as a recipient of God's love and grace, can find a Christian welcome, Scriptural teaching and encouragement to grow in Christ. However, participation in the life of a Christian church or organisation is not a guarantee of Christlike behaviour nor a guarantee against repeating past sinful behaviour that has been abusive and caused harm. Therefore, the Church must communicate clear expectations and firm boundaries with transparency and accountability in relation to an Offender or Person of Concern who participates in the life of the Church. This helps to ensure that the Church is safe for children.

1.3.10 Foundational Principles

In our aim to create a safe environment and in our quest to ensure that children are protected from abuse and harm, the following principles must guide the behaviour expected of all persons involved in ministry-related activities:

- Become familiar with and act in accordance with the National Safe Ministry Framework (including its Principles, Policy, and Procedures) and any Code of Conduct and specific Procedures established by the relevant State Church
- Understand that perpetration of any physical, psychological or emotional harm or neglect, or sexual abuse or exploitation is unacceptable, that it will be treated seriously and sensitively, and that it must be reported in accordance with the Church's Mandatory Reporting Policy and Procedures
- In all aspects of personal life and relationships and at all times, strive to act according to the highest standards, demonstrating courtesy, consideration and good judgement
- Treat all people with respect and dignity regardless of age, culture, gender, religious affiliation, personal circumstances or any other point of differentiation
- Accept and exercise the duty of care appropriate for each and all participants
- In accord with Scripture, engage only in lawful activity and never assist persons engaged in illegal activities
- Strive to carry out all relevant roles in accordance with the doctrines and values of the Presbyterian Church of Australia
- Respect the authority of leaders and act in accordance with reasonable directions
- Only engage in actions and activities that are appropriate for children where ministry-related activities involve children
- Complete any and all training required by the Church in relation to ministry roles; and
- Create and maintain appropriate resources for use and training in ministry.

As the application of these National Principles in specific situations requires interpretation, those involved in ministry must seek advice if placed in a position of uncertainty.

Part II: National Safe Ministry Policy

2.1 Governance: Roles and Responsibilities

The General Assembly of the Presbyterian Church of Australia (GAA) has supreme authority within all parts of the Church in matters covered by Article 2.1 of the Articles of Agreement. Its responsibility in relation to discipline (Article 2.1((c)) obligates it to seek the fullest possible uniformity between Church-based policies and procedures in the several States, and secular laws applying in the relevant State.

The GAA approves and adopts this Framework and encourages State Assemblies to adopt this statement of Principles, Policy and Procedures, and put in place safe ministry practices that are in line with this statement and with legislative requirements of the relevant State.

The GAA affirms the adoption across the PCA of the Child Safe Standards identified by the Royal Commission into Institutional Responses to Child Sexual Abuse (Royal Commission) as follows:

1. Child safety is embedded in institutional leadership, governance and culture
2. Children participate in decisions affecting them and are taken seriously
3. Families and communities are informed and involved
4. Equity is upheld and diverse needs are taken into account
5. People working with children are suitable and supported
6. Processes to respond to complaints of child sexual abuse are child-focused
7. Staff are equipped with the knowledge, skills and awareness to keep children safe through continual education and training
8. Physical and online environments minimise the opportunity for abuse to occur
9. Implementation of the Child Safe Standards is continuously reviewed and improved
10. Policies and procedures document how the institution is child safe.

The Clerk of the GAA is responsible to oversee and co-ordinate the maintenance of a National Register which contains limited but sufficient information to assist affiliated institutions to identify and respond to any risks to children that may be posed by people in ministry. The Clerk of the GAA is also responsible to ensure effective liaison between the State churches so that any risks that may be posed by people in ministry are identified and receive an appropriate response.

Within its area of jurisdiction, each State Assembly is responsible for:

- Governing the implementation of this Policy and associated procedures and Code of Conduct for interacting with children;
- Initiating, developing and amending child protection procedures under their State structures which must accord with any mandatory specific requirements of secular State legislation and any associated requirements applicable in their State.
- Ensuring that appropriate information, training, instruction, supervision, monitoring, auditing and resourcing is available to maintain an environment that is safe for all persons, particularly children;
- Ensuring that an appropriate person or body is appointed to oversee the implementation of this Policy and associated procedures including the Code of Conduct (if any) enacted by the State Assembly; and procedures mandated within secular law applicable within its area of jurisdiction;
- Ensuring that all ministers, licentiates, deaconesses and other ministry workers remain compliant with State-based Working with Children Check or equivalent legislation;
- Establishing a mechanism by which the State church ensures that it is reliably informed on issues of child sexual abuse and child safety including prevention, policies and procedures and complaint handling; and
- Providing mechanisms whereby all allegations of child sexual abuse will be referred to the person or body appointed by the State Assembly to provide oversight of any such allegation and any perceived or real conflicts of interest that may arise from individuals responding to complaints of child sexual abuse in the investigative, judicial or pastoral processes.

Within their bounds, Presbyteries have oversight of Sessions and must strive to ensure that each and every Session is compliant with the Safe Ministry Framework, relevant secular legislation, and the Code of Conduct (if any) and statement of procedures established by the relevant State church.

Sessions have oversight of all ministries operated within their congregations and must annually review all ministries conducted within the Charge and, without limiting their responsibility, minute:

- Approval of proposed programs, activities, and the people authorised to lead them; and

- Their commitment to the Safe Ministry Framework, relevant secular legislation, and the Code of Conduct (if any) and statement of procedures established by the relevant State church.

Assembly Committees with oversight of children's ministry and activities are considered to have the same responsibilities as Sessions.

2.2 All instructions of the Church to be faithfully observed

Any body or person within the Church with responsibility for the employment or appointment of another person (the appointee) to a role that includes oversight or interaction with children is responsible to ensure that all instructions of the Church are observed faithfully, regardless of whether the appointee's role is performed on a paid or voluntary basis.

2.3 Liberty to report

Any person has the liberty to report directly to external agencies and supervising bodies within the Church any allegations or matters of suspicion of risk of sexual abuse or harm, noting that the purpose of reporting to the Church is to ensure that the Church can take action promptly to protect children.

An adult who claims to have been a victim of child sexual abuse but who does not want to press charges or to be involved in a criminal complaint will be advised that the person or body appointed by the relevant State Church to receive such allegations will report the matter to State Police for information without disclosing that adult's name. If the State Police advise that the matter will not proceed, the person or body appointed by the relevant State Church to receive such allegations will initiate action to determine the plausibility of the allegation always in accordance with procedural fairness and to take such action as may be necessary to protect children from harm.

2.4 Obligations of State Churches

Within its area of jurisdiction, and in the provision of children's ministry, each State church will demonstrate commitment to, capability for, and consistency in:

- Adhering to this Policy governing the interaction of adults with children;
- Implementing State-based procedures in accordance with this Policy in pursuit of the highest levels of safety and care;
- Educating and training all those involved in ministry in their duties and responsibilities in a determined endeavour to ensure that all persons involved in children's ministry are familiar with this Policy and any State-based procedures made in accordance with this Policy, whether those persons are engaged on a paid or voluntary basis;
- Selecting, recruiting, training and managing persons engaged or to be engaged in children's ministry within the Church;
- Supporting those involved in ministry as they carry out their roles;
- Providing management systems to ensure compliance with:
 - the relevant State's laws and its Working with Children Check or equivalent,
 - this Policy and
 - any State-based procedures established in accordance with this Policy;
- Requiring all Ministers, Elders, Managers, employees and children's ministry volunteers to hold a current Working with Children Check or equivalent clearance and to agree to adhere to this Policy and any State-based procedures established in accordance with this Policy, and to undertake Safe Ministry training before working with children within the Church and at such other times as may be required by the responsible body.
- Overseeing risk management of activities and implementing management plans for high-risk activities and special events to ensure the safety of children;
- Implementing appropriate steps to manage persons known to pose a risk to children, in order to create an abuse-prevention and response framework which prioritizes the safety of children;
- Offering pastoral care and support to victims of sexual abuse and those impacted by that abuse;

- Offering pastoral care and support to any member of the Church known or alleged to have offended against a child; and
- Adequately insuring approved programs, events and activities to the extent such insurance is reasonably available.

2.5 Disclosure, investigation and responsible action

To ensure effective disclosure and investigation of suspicions of abuse and harm, and consistency in the management of breaches of this Policy, the following obligations are established throughout the Church:

- Any allegation, or reasonable suspicion of risk of harm of a child, is to be referred to the person or body appointed by the relevant State church to receive such allegations or suspicions in order to facilitate consultation with the State Police Service or Child Protection Agency without delay and to take appropriate steps to manage the risk to children.
- Any allegation of sexual abuse made against a person involved in ministry or leadership within the Church (being ministers, elders, managers, or other roles whether paid or unpaid), is to be reported immediately to the person or body appointed by the relevant State church to receive such allegations in order to facilitate consultation with the State Police Service or Child Protection Agency without delay and to obtain guidance therefrom concerning investigative needs, and (in accordance with the Code of Discipline), the appropriate Court of the Church will promptly consider and determine whether the person concerned should be suspended from working with children and any other ministry or leadership function until the matter has been investigated by Police.
- If, in respect of an inducted minister, a positive Working with Children Check or equivalent is withdrawn, suspended, barred or revoked, the fact must be reported without delay to the relevant Presbytery and the Presbytery will urgently consider the need to sever the pastoral tie as an administrative action separate from the Code of Discipline or to take other action to remove the minister from child-related activities and will monitor whether such action remains sufficient and take further administrative action as required. Subsequent action may be taken under the Code of Discipline.
- If, in respect of an employee of the Church, a positive Working with Children Check or equivalent is withdrawn, suspended, barred or revoked, the fact must be reported without delay to the relevant employer and the employer will urgently consider the need to terminate that person's employment as an administrative action separate from the Code of Discipline or to take other action (if possible) such as removal from child-related activities and will monitor whether such action remains sufficient and take further administrative action as required. Subsequent action may be taken under the Code of Discipline.
- If a minister is the subject of a substantiated complaint of child sexual abuse or is convicted of child sexual abuse, the censure to be applied by the Presbytery in accordance with the Code of Discipline will be deposition from the ministry or the censure under the Code of Discipline appropriate to the nature of the offence found.
- If an elder is the subject of a substantiated complaint of child sexual abuse or is convicted of child sexual abuse, the censure to be applied by the Session in accordance with the Code of Discipline will be deposition from the eldership or the censure under the Code of Discipline appropriate to the nature of the offence found.
- If any other person is the subject of a substantiated complaint of child sexual abuse, or is convicted of child sexual abuse, or their Working with Children Check or equivalent is withdrawn, suspended, barred or revoked, the fact must be reported without delay to the body holding jurisdiction within the Church and that body will urgently consider the need to remove that person forthwith from the exercise of all or some ministry functions and from participation in any leadership roles within the Church including membership of any committee at any level of the Church's operation .
- Although the appropriate Court of the Church may instigate Disciplinary proceedings against a member under the provisions of the Code of Discipline at any time, rule 1.13(g) of the Code of

Discipline requires that disciplinary proceedings must “not prejudice investigations and prosecution procedures under State law”.

- Where a Court of the Church becomes aware that any person attending any of its services or activities:
 - is the subject of a substantiated complaint of child sexual abuse,
 - has been convicted of an offence relating to child sexual abuse,
 - has been denied a positive *Working with Children Check* or equivalent, or whose *Positive Working with Children Check* or equivalent has been withdrawn, suspended, barred or revoked, or
 - poses a reasonably-known risk to children,the Court will assess the level of risk posed to children by that person’s ongoing involvement in church activities and take appropriate steps to manage that risk, which may include the implementation of a behavioural agreement.

2.6 Managing Breaches of the Safe Ministry Framework

Overview All people are sinners and breaches of the Safe Ministry Framework, secular and Church law and procedures will occur, whether by mistake or deliberate intent. Managing breaches requires a high level of judgement and discernment in order to maintain the safety of children and restore the person committing the breach to the expected standard of behaviour, if possible. The overriding consideration must always be the safety of children and the risk to them of an ongoing or repeated breach.

Types of Breaches Breaches might be non-criminal behaviours which do not meet the standards to be maintained by people working with children. Breaches may also be criminal behaviours. As breaches may differ, so do their consequences. Some may require no more than guidance on correct procedure. Some may require immediate removal from ministry (paid or unpaid).

Action Action in response to a perceived breach is taken in accord with secular and Church law including the Code of Discipline if applicable and will involve the following steps:

1. **Recognise** the perceived breach
2. **Report** the perceived breach
3. **Record** the perceived breach
4. **Remedy** the perceived breach

Options for responding to a person who is perceived to have breached the Safe Ministry Framework include (without limitation):

- Immediate removal from Children’s ministry (and, potentially, other ministries);
- Advice from a leader on the correct procedures;
- Further training;
- Working with a more experienced person;
- Restoration to a position of responsibility when the Session is satisfied that the person comprehends and demonstrates the standard of behaviour expected of people in ministry.

Seek the advice of the person or body appointed by the relevant State Church.

Reporting Breaches Any breach by a paid or volunteer employee is to be reported to the leader or coordinator of the relevant ministry or the Moderator of the relevant supervising body as soon as possible and to the person or body appointed by the relevant State church. The person or body appointed by the relevant State church will ensure that the breach is documented.

Part III: National Safe Ministry Procedures

3.1 Contents

Purpose

Application of the National Procedures within State churches.

State churches to define additional procedures for Safe Ministry with Children
 Delegations of Authority
 Recruitment and Management of Paid and Volunteer Employees working with children
 Interview Process
 National Register
 The Working with Children Check (or equivalent)
 Training
 Handling disclosures or suspicions of harm
 Confidentiality
 Child Focussed Complaints Handling
 Family Violence
 Offenders and Persons of Concern
 Retention and Disposal of Records and Privacy
 Support

3.2 Purpose

The purpose of these national procedures is to guide decision makers and those involved in ministry as they provide and develop a safe environment and ensure compliance with legislation protecting children from harm and abuse.

These Procedures apply throughout the PCA.

3.3 Application of the National Procedures within State churches

To allow for differences between legislative frameworks within the several States of Australia, State churches may establish Codes of Conduct and additional procedures to prevent the abuse of children. State-based decisions and provisions must respect and adhere to all relevant State legislation or other enactments as also to the procedures set forth in this document as augmented or amended from time to time by the GAA or the relevant State Assembly. In the event that there is any inconsistency between procedures determined within the Church and particular State legislation, then State legislation prevails and must be followed.

3.4 State churches to define additional procedures for Safe Ministry with Children

State-based procedures will include procedure for conducting Safe Ministry with Children including but not limited to, the following ministry practices:

- Recruitment and management of paid and volunteer employees working with children
- Transport
- Food safety and allergies
- Camps and off-site activities
- Consent to take and use images of people in church
- Toileting children
- Physical contact in ministry
- Child-leader ratios
- Electronic communications including via smart phone and online – particularly in relation to children

3.5 Delegation of Authority

Each state Assembly will delegate authority for implementation of the Safe Ministry Framework and any Code of Conduct and statement of procedures established by the relevant State church to the person or body appointed by the relevant State church.

3.6 Recruitment and Management of Paid and Volunteer Employees working with children

Due to the variance in State legislative requirements, State-based procedures apply to the recruitment of paid and volunteer employees working with children in the church. The following elements must be implemented in State-based procedure and every applicant must:

- Hold a Positive Working with Children Check (or equivalent)

- Undertake an interview
- Answer screening questions relating to past behaviour via completion of a form
- Supply referees as required
- Sign their agreement to adhere to the Safe Ministry with Children Policy, National Principles and Procedures and State-based legislation and procedures (including the applicable State-based Code of Conduct, if any).
- Be provided with a role description
- Complete Safe ministry with Children training within the State-based training procedure.

3.7 Interview Process

All persons desirous of undertaking Children's ministry must undergo an interview to determine their suitability. The most appropriate time for this to occur is during the verification of details at the time of completing a Working with Children Check (or equivalent) Application when warnings are required under legislation. The interview or conversation should be structured to focus on behaviour traits and values. A suggested approach is to explore:

- The person's reason for wishing to be engaged in Children's ministry;
- Their experience in working with children;
- Value based/behaviour questions (e.g. what they consider to be inappropriate actions or conduct with a child);
- Their willingness to comply with the expectations, reasonable directions and decisions of the Session or Committee or higher Court of the Church in regards to their ongoing suitability to work with children in the Church.

3.8 National Register

The PCA National Register records information that assists the Church to identify and respond to any risks posed to children by people in ministry. Information is provided for the register by the person or body appointed by the relevant State church.

The names of all persons who:

- apply for a Working with Children Check (or equivalent),
- are Ministers,
- are missionaries endorsed by APWM, or
- are paid employees or volunteer ministry workers of the Church,

require a clearance via a check of the Church National Register by the relevant State-based Safe Ministry with Children Unit before they may be admitted to any new role or ministry.

The National Register includes information about persons who have been involved in the life of the Church, and are or have been:

- Charged with or convicted of an offence or offences against the person – including sexual offences;
- Had a Working with Children Check (or equivalent) clearance withdrawn, suspended, barred or revoked;
- The subject of a substantiated complaint of child sexual abuse;
- Listed on the Sex Offenders Register; and
- Subject to a risk management plan or party to a relevant behavioural agreement under the authority of a relevant Court of the Church.

3.9 The Working with Children Check (or equivalent)

Ministers and elders (and, in some States, managers) are required by secular legislation and/or Church decisions to hold a positive Working with Children Check (or equivalent) to qualify for their role within the congregation.

No minister, elder or (where required) manager may commence work in a new role until they hold a positive Working with Children Check (or equivalent) according to the requirements of the State in which they work or seek to work.

State-based procedure enabling compliance with the relevant Working with Children (or equivalent) legislation must be adhered to by each Court of the Church and all Committees at all levels of the Church's operation.

3.10 Training

All people involved in ministry must undergo State-based Safe Ministry with Children training. As a minimum, state-based training must educate participants to:

- Champion a culture that prioritises the safety of children from abuse and harm in the Church;
- Understand their responsibilities and obligations under Commonwealth, State or Territory legislation, the Church's laws including the Code of Discipline, the State or Territory Code of Conduct, and this Safe Ministry Framework;
- Recognise physical and behavioural indicators of child sexual abuse and harm;
- Identify, assess and minimise risks of harm to children;
- Manage disclosures or suspicions of child sexual abuse, harm, and inappropriate behaviour in relation to both children;
- Follow reporting procedure;
- Conduct ministry with children that is safe for leaders and participants;
- Understand the necessity to undertake risk management in relation to both ministry and people;
- Understand and conform to the behaviour expected of team members;
- Understand and protect their personal safety.

3.11 Handling disclosures or suspicions of harm

The Church requires the immediate reporting of all disclosures of child sexual abuse or suspicions of harm of children and is intentionally victim-focused.

A suspicion of harm exists when someone has a reasonable suspicion that a child has suffered, is suffering, or is at an unacceptable risk of suffering significant harm. A suspicion of harm can arise from:

- A child telling a person they have been have harmed;
- Someone else, for example another child, a parent, employee or volunteer telling a person that harm has or is likely to occur;
- A child telling a person that they know someone who has been harmed;
- A person is concerned about significant changes in the behaviour of a child, or the presence of unexplained injuries; or
- A person sees harm happening.

If a disclosure of child sexual abuse or suspicion of harm relates to a person whom the concerned person would normally report the matter to, the matter is to be reported according to state-based reporting procedure.

In all instances involving disclosures of child sexual abuse or suspicion of harm to a child the parent is to be advised, unless the parent is the person to whom the disclosure relates. This advice is to occur according to the relevant State-based procedures.

The relevant sections of the Safe Ministry Framework must be adhered to in regards to reporting, in addition to any State-based procedures.

The person or body appointed by the relevant State church will ensure that the matter is documented.

3.12 Confidentiality

All disclosures of child sexual abuse or suspicions of harm are to remain confidential between the parties required under State-based procedures for reporting the matter.

3.13 Child-Focussed Complaints Handling

The Church does not inform the person against whom an allegation of child sexual abuse or suspicion of harm has been made until advised to do so by Police and/or the responding governmental agency or as required by secular law. The manner and content of such advice and the taking of steps such as suspension from ministry involving contact with children will be governed by State or Territory-based procedures and where applicable the Code of Discipline and other Church law and in consultation with Police and/or the responding governmental agency.

3.14 Family Violence

Family violence involves violent, abusive or intimidating behaviour carried out by a partner, carer or family member to control, dominate or instil fear. This includes physical, emotional, psychological, sexual, financial or other types of abuse.

If a person has an immediate concern that a child is exposed to or subject to family violence, an urgent report must be made to the Police and the State or Territory child protection agency and State/Territory-based reporting procedure must then be followed.

In the case of family violence against an adult where there are no children in the home, any mandatory reporting requirements in State/Territory legislation must be followed and the victim should be asked if he or she wants the Police notified (unless notification is already mandatory). Appropriate pastoral care and support should be offered including encouragement to contact, and assistance if required to contact, welfare and support agencies such as shelters.

3.15 Offenders and Persons of Concern

When dealing with an Offender or a person who has been properly designated as a Person of Concern, the Session (having due regard to the Code of Discipline 1.13(f)) will implement a management plan which must incorporate the following elements:

- Pastoral support for the Offender or Person of Concern;
- Accountability for the Offender or Person of Concern via regular, consistent and direct supervision;
- Clear boundaries for the participation of the Person of Concern;
- Prioritization of the safety of children in the church.

The boundaries may include, without limitation, that the person must not:

- be alone with children;
- engage with children by electronic, digital or social media platforms;
- be offered any leadership role involving contact with children;
- participate in any activity or groups directed mainly toward children.

In accordance with the obligation of the Session (and all other courts of the Church) to prioritise the safety of children in the Church, the Session may enact a management plan via means including but not limited to:

- Requiring the person to sign a behavioural agreement as a condition of their ongoing participation in the life and activities of the church;
- Allowing a person who refuses to sign a behavioural agreement to still participate in specific aspects of the church's life provided that they observe the conditions set out in the proposed agreement. The Session, with assistance from the person or body appointed by the relevant State church, will develop a management plan to monitor the person's conduct, with any unsatisfactory deviation from the plan result in the person being barred from participation in the life of the church, regardless of their membership status. Where a person who refuses to

sign a behavioural agreement is a communicant or adherent member of the congregation, they will be informed of their rights under the Code of Discipline;

- Instructing a person who is neither a communicant nor an adherent member of the Church and who refuses to enter into a behavioural agreement to leave the Church and to stay away from it until they can credibly demonstrate their willingness to submit to the authority of the Session;
- Providing spiritual and pastoral care via direct ministry to the person, outside of church services and activities.

3.16 Retention and Disposal of Records and Privacy

Each State Church has an approved Privacy Policy which is to be followed by those involved in ministry.

The Royal Commission into Institutional Responses to Child Sexual Abuse found that the average age of abuse was ten years for males and nine years for females and that victims took an average of 22 years to disclose the abuse to which they were subjected. For this reason, it is imperative that records are maintained of all leaders and participants in children's ministry.

All records pertaining to children's ministry are to be retained, including parental permissions, children's information and the names of those involved in children's ministry programs, activities and events. Records may be maintained in paper or digital format. Records must be maintained for a period of 50 years or as otherwise determined by State-based procedure regarding location and retention of records.

3.17 Support

The person or body appointed by the relevant State church resources the State church in Safe Ministry with children and offers support and assistance to those involved in ministry on child protection concerns and disclosures, behaviour management issues, breaches of the Safe Ministry Framework, secular legislation and procedures established by that State church, risk management and safe standards when conducting ministry.

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THE PRESBYTERIAN CHURCH OF AUSTRALIA

MEMO

TO: Assembly Clerks, Presbytery Clerks
FROM: Bruce Meller, Assembly Clerk (GAA)
CC: Lesleigh Hall, Deputy Clerk (GAA)
DATE: 4 March 2020
SUBJECT Paedocommunion

Extract Minute – Concerning Paedocommunion

At Sydney, and within the Hurstville Presbyterian Church, the General Assembly of Australia met between 9-13 September 2019 and was constituted with prayer.

Among other things, and in relation to the issue of paedocommunion:

At Min. 73, the Assembly resolved to:

- (3) Affirm the teaching of the Westminster Confession of Faith that in the Lord's Supper "worthy receivers ... inwardly by faith, really and indeed, yet not carnally and corporally but spiritually, receive and feed upon, Christ crucified, and all benefits of His death", which implies that a person must exercise faith in order to receive the Supper in a worthy manner.
- (4) Determine that, because of necessity of faith, and in accord with the mainstream of the Reformed tradition, as expressed in the Larger Catechism, the Supper should only be offered to those who "are of years and ability to examine themselves" and who have made a profession of faith and who are baptised.
- (5) Affirm that there is no set age at which a person is able to examine themselves and make a profession of faith.
- (6) Remind sessions that they have a responsibility for the admission to the Lord's Table, as well as suspension from it, and that admission to the Table should not be left entirely to the decision of individuals or families.
- (7) Affirm that the responsibility of a Session with regard to admission to the Lord's Table is discharged by the preaching of the word and may also be by means of admonition, course of instruction and other mechanisms.
- (8) Instruct sessions which wish to provide for children to receive the Lord's Supper to ensure that children are instructed in the faith and about the nature of the sacrament and that children have either made a public profession of faith, or that the Session has confirmed in consultation with their believing parent/s or guardians that they have made a credible profession of faith.

- (9) Encourage sessions to clarify their understanding of the theology and practice of the Lord's Supper, including admission to the Supper; and communicate this clearly to the congregation.
- (10) Encourage sessions to deal carefully and charitably with members who transfer to their congregation and have been used to a different pattern of admission to the Lord's Supper.
- (11) Request the State Assemblies to ensure that their codes are structured in conformity to the decisions of the GAA.

Later:

By leave of the Assembly, Mr R. Holvast moved:

That the Assembly:

Make available to State Assemblies, presbyteries and kirk sessions, upon request, the portions of the report of the College Committee relating to paedocommunion and the associated resolutions of the Assembly.

The motion was seconded and approved.

Extracted from the records of the General Assembly of Australia on 4 March 2020 by me, Bruce Meller, Assembly Clerk.

The relevant part of the report of the College Committee is attached to this memo.

Assembly Clerks, I draw your particular attention to Clause 11.

Presbytery Clerks, I draw your particular attention to Clauses 8-10.

As I do not have addresses for all the Session Clerks across Australia, may I rely on the Presbytery Clerks to ensure that this memo and its attachment are properly distributed?



Bruce Meller
Assembly Clerk

Concerning Paedocommunion

Background

At its 2016 meeting the GAA referred to the College Committee a matter from the Presbytery of Darling Downs regarding the practice and theology of paedocommunion, which had been raised by some practical questions emerging from a charge within that presbytery. The committee was requested to address three separate substantive questions:

1. Speak to whether the practice and theology of paedocommunion is consistent with the doctrine and worship of the Presbyterian church of Australia.
2. Undertake a survey of Presbyteries of the practice of paedocommunion in their location.
3. Enquire into the status of paedocommunion in sister reformed denominations overseas.

This report seeks to address these questions in turn, devoting primary attention to the first of these matters, while also responding to the Assembly's other requests.

The relevant minute from the 2016 General Assembly is as follows:

Minute 217:8 re. Reference from the Presbytery of Darling Downs concerning paedocommunion was laid on the table and received. The Rev. M. Powell moved: That the Assembly: Request the College Committee to: (a) Survey all Presbyteries in Australia as to how many of their congregation practice paedocommunion. (b) Investigate the position and policy of other Presbyterian Churches throughout the world. (c) Explore the biblical, theological, historical and pastoral implications of the issue. (d) Bring to the next GAA recommendations as to what our own policy and practice should be.

What is the practice of paedocommunion?

There are three broad groupings of practices in common views that can potentially be described as paedocommunion and that roughly encompass most positions located under this label globally, noting that there will always be exceptions to this broad schema and other less-common manifestations of paedocommunion.

1. A Session which is prepared to have younger children than has traditionally been the case present themselves for a public confession of faith (and/or confession to a Session and/or its members appointed for the purpose), and upon that confession and assessment of their understanding and manner of life, authorises them to partake of the Lord's Supper.
2. A Session which does not actively require communicant members to make a public confession of faith, but leaves it to personal judgement and conscience of adults. Either in the service of the Lord's Supper, or more generally in the teaching surrounding it in the life of the charge, the requirements of worthy participation are expounded and people are encouraged to only communicate in a worthy fashion. This ministry of the Word in laying out the requirements is the primary expression of the Session's admitting people to the sacrament and where, if a person having heard such exhortations chooses to communicate, that choice to communicate is respected unless there are clear and manifest reasons to question their participation. In line with this approach, the Session leaves it to parents to determine the eligibility of minors under their responsibility to partake of the Lord's Supper upon private assessment of their faith, understanding, and manner of life.
3. A Session which encourages all people of any age who have received valid baptism to partake of the Lord's Supper, without the need for a public or private confession of faith or for any minimal threshold of understanding as to the mechanism at work in the sacrament.

Of these three internationally-common varieties of paedocommunion, it is the third that raises the largest questions for historic reformed theological understandings of the sacrament and its practice. Accordingly, this report will briefly address the other two possible ways the term could be applied, before focusing on the issues related to the third category of paedocommunion.

Another factor in the equation

There does exist another path to paedocommunion in practice, which is not an expression of any substantive theological or biblical convictions, or any concern of pastoral application. This is where the Session does not exercise *any* effective role in the admitting of participants to the Lord's Supper. This can be because the Session simply opts to not give any guidance to people in the congregation as to what is required for worthy participation of the Lord's Supper, or even that there

is such a thing as worthy or unworthy participation of the sacrament. In such a situation some parents might oversee their children partaking for any reason. This path can also be taken where a family ignores or rejects the counsel and admonition of the Session as to the manner of worthy participation in this sacrament and takes it upon themselves to encourage their children to partake for their own reasons, often because they see this as a family matter, not a church matter.

In this instance, Sessions should be encouraged to exercise their role in admitting people to the Lord's Supper. Paul's instructions in 1 Cor 11 as to the conduct of the Lord's Supper do not envisage the sacrament to be partaken as family affair, with some households operating according to different norms than the church as a whole. Irrespective of what reading one takes of 1 Cor 11, such a manner of partaking that elevates the individual family over the gathered church as a whole guided by the officers that the Lord has installed, is much closer to the situation that Paul address than the one for which he advocates. The problem at Corinth was, among other problems, this kind of conduct of the sacrament whereby partaking was undertaken on privately held grounds that meant that the church was divided in its practice of the sacrament when it gathered. Among other things, the sacrament is an expression of the visible nature of membership in the body of Christ, and is to be done in order under the oversight of the officers of the church responsible for its administration, which includes the exercise of admission and non-admission to the sacrament. Sessions should be encouraged to exercise this role, and families to submit to it. Who partakes of this sacrament is a matter for Sessions to exercise, not families within charges.

The two approaches to paedocommunion that are arguably compatible with the basis of union

It has been the historic practice of reformed churches for a Session to only allow children of church members to partake of the Lord's Supper upon baptism, followed by a public confession of faith somewhere from the beginning of their teenage years or afterwards, and a manner of life consistent with that profession.

Both the practice of younger children making professions of faith to a Session, or publicly, and of parents deciding on whether their own children are worthy participants in the sacraments are changes to historic practice. However, the question revolves around whether they are significant departures from the doctrine and worship of the church, such as to warrant a ruling from the GAA.

It is the conclusion and advice of the committee that these two forms of partaking in the Lord's Supper by minors do not meet the requirements for attention from the GAA.

This is particularly clear with regards the first practice—Sessions admitting minors to the Lord's Supper at a younger age than has historically been the case. In this instance, while there is a clear historic practice among Reformed churches since the Reformation of an older age threshold, there is nothing germane in the Confession that speaks to the precise age where someone may be permitted to partake. Given this absence of direct guidance on the subject, it is consistent with our polity and doctrine to leave this to the judgement of individual Sessions to decide when a child is capable of making a necessary profession of faith.

The second practice is a more complex matter. In its favour, the Confession is not explicit as to whether a participant needs specific authorization from a church officer before they can partake of the Lord's Supper, but against it the Confession does speak of church officers suspending people from this sacrament and does mention people being admitted to the sacrament. The three paragraphs which arguably speak most directly to this matter are reproduced below:

Chapter XXVII—On Sacraments

I. Sacraments are holy signs and seals of the covenant of grace, immediately instituted by God, to represent Christ and His benefits; and to confirm our interest in Him: as also, to put a visible difference between those that belong unto the Church and the rest of the world; and solemnly to engage them to the service of God in Christ, according to His Word.

Chapter XXIX—The Lord's Supper

VIII. Although ignorant and wicked men receive the outward elements in this sacrament; yet, they receive not the thing signified thereby; but, by their unworthy coming thereunto, are guilty of the body and blood of the Lord, to their own damnation. Wherefore, all ignorant and ungodly persons, as they are unfit to enjoy communion with Him, so are they unworthy of the Lord's table; and cannot, without great sin against Christ, while they remain such, partake of these holy mysteries, or be

admitted thereunto.

Chapter XXX—Church Censures

IV. For the better attaining of these ends, the officers of the Church are to proceed by admonition; suspension from the sacrament of the Lord's Supper for a season; and by excommunication from the Church; according to the nature of the crime, and demerit of the person.

27.1 indicates that one of the purposes of the sacraments is to demonstrate a visible difference between those who belong to the Church and those who are outside. 29.8 speaks of how unworthy persons cannot partake *or be admitted* to the Lord's Supper without it being a great sin against Christ. 30.4, in addressing how church officers attain the ends intended for church censures, explicitly mentions suspension from the sacrament and excommunication from the Church as possible responses to notorious and persistent offenders.

Taken together these three paragraphs are suggestive of an approach to the sacraments that is public rather than private, and undertaken under the authority of church officers in the prohibiting of people from partaking of the Lord's Supper and, most probably, also in authorizing them to partake. In sketching out the picture drawn from these three paragraphs, it should be noted that the discussion of suspending people from the sacrament is far more fully drawn than that regarding admission to the table. In the latter case, only the words 'or be admitted thereunto' are stated, with no mention of who or what is doing the admission. This does leave some small ambiguity in the Confession as to who does the admitting to the Lord's Supper, and the means by which that might be exercised. In speaking this way the Confession would appear to be reflecting the balance of Scripture: the biblical material doesn't give any direct instructions on admission to the Lord's Supper other than a) each Christian exercising self-regulation as per Paul's advice in 1 Cor 11, and b) the clear implication of exclusion from the Lord's Supper, from the biblical direction that those who wilfully sin after warnings be excluded from the church family.

Possibly in light of this relative silence on the mode of admission to the Lord's Supper in our Confession, and also no doubt as an expression of the tendency within contemporary evangelicalism to prioritize the subjective and individual over the objective and corporate, and the mobility of Christians (any given service could have members of other churches in attendance), it is at present a practice within the Presbyterian Church of Australia for Sessions to effectively leave it to the consciences of participants to decide whether or not they are worthy to partake at the Lord's table. While the Session may suspend someone from the sacrament as an expression of church discipline in notorious and persistent cases, the sacrament is not fenced as strictly under normal circumstances, and it is left to visible members of Christ's Church to assess themselves as suitable partakers. The Session exercises its role in the admitting of people to the sacrament by means of the ministry of the Word—in teaching on the nature of the sacrament, and what is the nature of worthy and unworthy participation in the Lord's Supper, and in exhorting and admonishing people in light of this teaching. It is left to the individual to then apply that teaching to their own situation, and where they partake that is taken to be a sign that they should partake, unless there are clear apparent reasons to question that self-assessment.

Where a Session leaves it to adults to exercise their own personal judgement and conscience then leaving the participation of minors to the personal judgement and conscience of their parents would seem to be a procedure consistent with that practice and to offer little theological or liturgical challenge beyond that already discerned in leaving it to adults to admit themselves to the table. While it is not unreasonable for someone to challenge this interpretation and application of the Confession as not the most natural way to thread together the picture drawn by the three paragraphs discussed earlier, the heart of the dispute involves the shift from church officers to personal conscience in admitting people to the Lord's Supper, not the move to allow parents to exercise judgement with regards to their children. Consequently, any possible challenge to the practice should, in the committee's opinion, focus on the prior practice of leaving admission to individual conscience, actively formed by the Word of God, rather than that of parental judgement. This practice of paedocommunion is arguably nothing more than applying a more general practice, of fencing by the Word shaping the conscience, to the specific case of minors.

Given the relative silence of the Confession regarding how people are to be admitted to partake of the Lord's Supper, and that this practice does not seem to fundamentally challenge the view of

the sacrament as placing a visible difference between those of the Church and the rest of the world (while acknowledging that it would not be unreasonable to see this development as potentially weakening that function to some degree), it is the view of the committee that this practice really involves the interpretation of the implications of the Confession for appropriate liturgical practice, and does not involve substantive *theological* conflict with the teaching of the Confession. Accordingly, it is best left to Sessions to implement or otherwise, under the authority of their respective Presbyteries as the court of the church where such judgements are to be located.

Hence, it is the recommendation of the committee that the GAA leaves the matter of the first and second forms of paedocommunion listed above to Presbyteries and Sessions to determine in relation to their congregations as they seek to faithfully conduct themselves in line with the worship and doctrine of the church in their location.

The approach to paedocommunion that is incompatible with the basis of union

As has been indicated, the third form of paedocommunion listed above would appear to present the most difficulties theologically and practically in terms of the worship and doctrine of the Church. With this approach, the baptized children of members of the church are (usually) considered to be full members of the Church and united to Christ Jesus, and as such should be admitted to the Lord's table along with adult members of the Church.

It would appear that there is a range of positions under this view of paedocommunion, and so a report of this nature is not going to be able to describe every permutation of how the case for this understanding and practice has been articulated. Nonetheless, the following is a good faith attempt to articulate the doctrine and practice of paedocommunion of this kind.

In summary, there are three basic dimensions to the case for this form of paedocommunion, each of which we will try to first summarize, and then briefly sketch out. Different proponents of this form of paedocommunion might 'weight' one of these strands more heavily than the others, and this will mean that some of the descriptions of some of the arguments might not be as germane to their form of this position.

- (1) A theological understanding of the sacraments whereby baptism is the sole qualifying criteria for being admitted to partake in the Lord's Supper, but where people can be subsequently disqualified by manifesting symptoms of apostasy. Part of this theological understanding also involves a prioritizing of covenantal membership over signs of regeneration for seeing baptized children as full members of the body of Christ.
- (2) A biblical-exegetical understanding of the Lord's Supper that sees the Passover as the matrix for the Lord's Supper and for participation in the Lord's Supper that leads to a different view of the concern in 1 Cor 11 that participants in the Lord's Supper recognize the body and examine themselves than has historically been the case in most reformed thinking.
- (3) An understanding of church history that sees paedocommunion as the normal practice in the early church and that it changed to credocommunion in the middle ages due to the theology of the Mass. The Reformers, and the Reformation tradition in general, maintained the medieval practice due to an insufficient reflection upon the implications of the covenantal nature of the sacraments.

A. Theology of children and sacraments

Description of the argument

First and foremost, this version of paedocommunion involves a very distinct understanding of the place of the sacraments in relation to regeneration and faith. Historically, the Reformed tradition has overwhelmingly practiced paedobaptism alongside credocommunion. In response to challenges from credobaptists, the mainstream reformed tradition has frequently offered a defence of the practice of baptizing the children of believers on covenantal grounds and has rejected the argument that faith is the precondition of baptism with regards to the children of believers. This has not been an isolated feature, but has shaped how the tradition has given pastoral care to grieving parents faced with death of a minor who had yet to show clear signs of faith (pointing them to the objective nature of God's promise to make the covenant with them and their children, and to the objective nature of the sign of baptism to give the parents assurance) and how it has approached the formation of the children of believers (with usually far less focus on evangelizing children, and far more focus on faith formation).

However, the mainstream reformed tradition has overwhelmingly agreed with credobaptists in practicing credocommunion. Hence, with regards to partaking in the Lord's Supper has not relied simply upon covenantal arguments, but has also considered regeneration, and clear evidences of saving faith, as also a precondition for participation in this sacrament, alongside baptism. As a consequence, baptized children have not been permitted to partake of the Lord's Supper until they have demonstrated positive evidence of regeneration and faith, most commonly by some kind of catechism, confession of faith, and nothing in their lives incompatible with that confession in the knowledge of their Session.

This has at times produced criticism from credobaptists as to inconsistency—that if it is recognized that the Lord's Supper requires a pre-existing faith, that the parallel nature of the sacraments indicates that the same requirement for regeneration should be understood to be in play for baptism as well. One way of seeing the position of paedocommunion is that it identifies the same internal tension within historic Reformed thinking on the sacraments as credobaptists but that it runs the argument in the opposite direction. The mainstream reformed tradition was correct in seeing the covenantal nature of baptism, but has been inconsistent in not recognizing the covenantal nature of the Lord's Supper, and instead making participation in the Lord's Supper dependent upon regeneration and evidences of faith. The right way forward is to align its approach to the Lord's Supper to its understanding of baptism, and so to appropriate a more thorough covenantal basis for the administration of this sacrament.

This concern takes two general forms.

First, is a concern to recognize the full covenant status and membership of the children of those in Christ. Advocates of this position take the evidence and arguments stressed by historic reformed theology in its debate with credobaptists and hold that the church should take this view of the status of children within the covenant that is on view in baptism more seriously and more consistently when it comes to admission to the Lord's table. In particular, on the basis of passages such as Rom. 6, 1 Cor. 12:13, Gal. 3:27 and Col. 2:12, proponents of paedocommunion argue that the children of members of the church are part of the covenant, have been ingrafted into Christ, have been justified, are holy, and have been adopted as children of the Father. These are not legal fictions, or covenantal positions that are merely external and lacking in spiritual substance, but weighty portrayals of the actual state of affairs for anyone rightly baptized. These realities are not also not capable of differentiation by degree, but are all-or-nothing status descriptors—you are either holy or you are not, you are either justified or you are not, you are either a child of God or you are not; there is no middle ground where you are partly one status and partly another. Not only the statuses, but also the rights, privileges, blessings and responsibilities that come with having that status in the covenant are also either-or realities. You are either a member of the covenant with all the privileges and responsibilities that go with that, or you are not a member of the covenant and so enjoy none of the privileges and responsibilities. The historic reformed position that sees baptized children as members of the covenant but not necessarily as united to Christ is seen to deny clear Scriptural teaching. As full members of Christ's body, the Lord's Supper is for baptized children just as much as it is for adults.

Second, is a concern to embrace the full strength of scriptural language for baptism. Passages such as Romans 6 and others, when taken in their natural sense, indicate that baptism is the point at which a person crosses from death to life, from being part of the domain of darkness and death to being ingrafted into Christ and made a member of the kingdom of light and life. The position that the Reformed tradition has historically held that faith is the sole instrument of our union with Christ is considered, by advocates of this strand of argument, to not do justice to the Scriptural teaching that the sacraments are not empty signs, but signs and seals of spiritual reality *that effectively communicate those realities so signified to the partaker*. Someone who is rightly baptized according to the terms of the covenant of grace has the sign of belonging to Christ, and by their baptism has been ingrafted into Christ. Advocates of this position will differ in how they conceptualize this—some will lean all the way in and really invest in the realist nature of Scriptural sacramental language and so have opened themselves up to the charge that they have recapitulated a more Catholic view of baptismal regeneration, others will distinguish between God's knowledge of his elect and the signs to which we have access in order not to locate regeneration within baptism strictly, but to claim that

where someone is validly baptized they should be treated as regenerate unless there are clear evidences that they are in a state of apostasy. Accordingly, paedocommunion advocates of the third kind listed previously can suggest that the historic Reformed practice of credocommunion wrongly excludes covenant children by denying them the ongoing sign and seal of their union with Christ and their place in the body of Christ.

The recognition of the genuine possibility of unregenerate covenant members is an important one to grasp how this view grapples with the same issues that faces paedobaptism generally—how to understand the experience of unbelieving children of church members. This experience is one reason why the historic Reformed tradition has practised credocommunion only—as a child moves from minor to adult clear positive evidences of regeneration are looked for, and where they are absent the person is seen to be outside the body of the Christ. In its place paedocommunion advocates will generally stress that apostasy is possible among Christians of all ages, and where it can be seen it should be subject to church discipline, but that Scripture itself encourages us to see this as an unusual state of affairs under the conditions of the new covenant, and not to almost expect unbelief by withholding the Lord's Supper until there is clear evidence that this path has been avoided. Instead, given the covenant promises regarding the children of covenant members and that they have the sign and seal of having been grafted into Christ, they should be seen to be worthy recipients until such time as they (against all expectation) show signs of substantial covenant unfaithfulness.

Reflection upon the argument

It is arguable that it is these theological convictions, rather than the next two strands of the argument (exegesis and historical practice), that has occasioned the 'heat' from defenders of the historic reformed practice and understanding towards this form of paedocommunion. The mainstream reformed tradition embraces tensions throughout its reading in Scripture—in the covenantal and organic natures of union with Christ, in human freedom and bondage, in the interrelationship of time and eternity, in justification apart from works but assurance at least in part through works, in the relationship of faith and repentance, in assurance coming both directly through Christ as the mirror of election but also some place for assurance from examination of one's own good works, and in conceiving of salvation in both objective (covenantal) and subjective (regeneration and faith) terms. Faced with theological debates that seek to subordinate one strand of biblical evidence to the other and force Christians to choose one of two putatively incompatible options, the Reformed tradition has almost always refused to domesticate God's word to the rationality of the human mind and has sought to understand how two apparently contradictory claims can both be true without embracing a hard paradox.

This is one of Reformed theology's greatest strengths and weaknesses. It is a strength in that it seeks to be faithful to *everything* Scripture says on a topic, and not just half of it. It is a weakness in that it is always open to the charge of not being consistent by trying to have its cake and eat it too. In this case, the thrust of this version of paedocommunion's argument is that only credobaptists and paedocommunionists are internally consistent, the historic reformed position is a compromise that falls between two stools. This may be the case, but such a judgement opens up the complementary diagnosis in return—that credobaptism and paedocommunion are two sides of the same coin, and in the way they either collapse covenant into faith (credobaptist) or faith into covenant (paedocommunion) they seek to inappropriately resolve a tension regarding the objective and subjective dimensions of incorporation into Christ that is there in the Scriptural evidence itself.

The other major point to note at this point, is that it is precisely these kinds of theological convictions that have generated the debate over the so-called 'Federal Vision' and which have meant that proponents of these kind of ideas have been seen to be recapitulating theological ground covered by N.T. Wright and the movement within New Testament studies known as the 'new perspective on Paul.' Two points on this line are worth noting. First, the *effect* of this constellation of theological ideas (even if not the intent of its proponents) is similar to that of which Wright has been accused by his Protestant critics on justification. That is, that baptism becomes the point of transfer from the domain of death to the kingdom of the Son. A person is saved by baptism, or at least by the promises given to them in baptism (which should be seen as being kept at the point they are given rather than at some interminable time in the future, according to most advocates of this set of views).

Faith then becomes the evidence that the person has already been incorporated into Christ. The regeneration that has occurred in baptism will at some time bear fruit in conscious and evident faith. Hence the classical Reformational structure that faith justifies and good works are the evidence of a living faith is turned into a structure where baptism takes the place of faith (it is the point of transfer) and faith takes the place of good works (it is evidence of a previously existing transfer). It is then difficult to perceive much difference in substance with Roman Catholicism in our view of salvation (although the formal principle of Scripture's authority still remains a point of contention).

It should be seen that this form of the argument for paedocommunion is a constellation of ideas that present a fundamental challenge to a raft of principles that are at the heart of the Reformed understanding of the gospel and which are written into our basis of union. It is not hard to find advocates of this strand of the argument for paedocommunion quite clearly and explicitly make precisely this point. For example, Peter Leithart, writes the following in *Daddy, Why Was I Excommunicated?*

The paedocommunion debate raises questions not only concerning the character of the sacraments and the relationship of the two sacraments, but also touches on such major areas of theology as the doctrine of the Church, the meaning of the covenant, the relationship of the covenant to eternal election, the doctrines of perseverance and assurance, the relationship of faith and the sacraments, the relationship of faith and understanding, the relationship of faith and works, and other questions of great theological significance. Hermeneutical questions, including the meta-issue of relating the OT and NT, are also implicated. For these reasons, in the PCA, where many have a less than Scriptural view of baptism, paedocommunion is rightly seen as a profound challenge to the prevailing thought and practice. If true, paedocommunion requires the contemporary Reformed churches to undergo a far-reaching theological repentance.

"If true, paedocommunion requires contemporary Reformed churches to undergo a *far-reaching theological repentance*," and Leithart lists the multiple theological areas which this covenantal vision of salvation touches, while indicating that that is not an exhaustive list. Unfortunately for those of us who seek catholicity, in this matter the sacraments continue to be as divisive as they historically and ironically have always been—debates over substantial sacramental practice (such as this) always entail broad-ranging and deep differences in how to read Scripture in a range of topics.

To offer one small example of what Leithart is gesturing at in this quote and to see the implications of these arguments for the theological understanding laid out in the Confession, and so the far-reaching theological repentance that this practice would require, take the following paragraph from the Westminster Confession, regarding faith:

14.1 The grace of faith, whereby the elect are enabled to believe to the saving of their souls, is the work of the Spirit of Christ in their hearts; and is ordinarily wrought by the ministry of the Word: by which also, and by the administration of the sacraments, and prayer, it is increased and strengthened.

Here the confession quite clearly states that faith is normally wrought by the ministry of the Word, the preaching of the gospel. The sacraments are clearly distinguished as instruments which (along with the ministry of the Word and prayer) increase and strengthen faith, not produce it. But if the covenantal arguments outlined above are correct, then the relationship of sacrament and the ministry of the Word are reversed in the production and growth of faith. At least in the case of covenant children, faith will ordinarily be wrought by the sacrament of baptism and then increased and strengthened by the Lord's Supper and the ministry of the Word. Adoption of these arguments for the practice of paedocommunion (either explicitly, or because this form of paedocommunion cannot be adopted by Reformed churches without at least implicitly taking on some of these covenantal emphases) raises the prospect of not just amending a couple of clauses in the Confession regarding this one sacrament but possibly a larger number (especially if Leithart's analysis is taken as not guilty of hyperbole) touching on key aspects of the doctrine of salvation.

Ultimately, these kinds of theological differences tack back to their advocates' vision of God himself. Richard Lusk, in *For the Children's Sake*, writes:

But there is no question that, at the very least, paedocommunionists and anti-

paedocommunionists have radically different views of God. At some deep level, our understandings of God's nature widely diverge. The anti-paedocommunionist applies something of a hermeneutic of suspicion to God. He assumes God is more likely to curse than to bless. He assumes God does not want to feed our children at his table until they are old enough to understand various doctrines and so forth. He assumes ultra harsh judgments will be poured out upon our unsuspecting children if we allow them to partake of the sacred meal that Christ instituted for his people. He assumes that God either is not fully a Father to baptized children (which makes non-sense of the baptismal formula; cf. Mt. 28:19), or he is the sort of Father that does not feed his children until they have grown up big and strong (which is clearly absurd; cf. Mt. 7:9-11).

Here an advocate of this form of paedocommunion states clearly that paedocommunionists of this kind and credocommunionists have *radically* different views of God to one another—where the credocommunionist position is seen to entail a mean-spirited and curse-prone God who is not truly Father to the children of believers.

It should be apparent that, putting to one side the genuine desires of people to live in harmony across differences, these theological differences are at least of the order of the kind that divided Luther from Zwingli, and Calvin from both. As *a set of ideas that must be expressed in symbolic practice* they are not likely to coexist easily with the doctrine and worship laid out in the Westminster Confession of Faith, unless the ties that bind the PCA together are loosened further.

B. Exegetical argument regarding the Passover as the matrix for understanding the Lord's Supper and a different reading of 1 Cor. 11

For some people the previous theological argument is less decisive and their approach to this practice is grounded more strongly on the following exegetical case. The second kind of argument is that the OT parallel to the Lord's Supper is the Passover feast, and that as such the right way to understand the Lord's Supper, and who should partake of it, is patterned off the Passover, and that in the Passover covenant children partook. We will briefly sketch out each of these three steps of the argument.

The first step of the argument is that the Passover is the backdrop for the Lord's Supper. In the same way that circumcision was the OT form of the sacrament of baptism, the Passover was the OT form of the sacrament of the Lord's Supper. Evidence for this can be seen from the way in which the Gospels draw a link between the Lord's Supper and the Passover. The Gospels make this connection in various ways. One example is the way that the Last Supper is clearly presented as occurring in the context of a celebration of the Passover. Another example is how the words of institution recorded in the Gospels explicitly identify the element of the bread of the Passover feast as Christ's own body and this element is carried over into the NT sacrament. These narrative features in the Gospel accounts of the Last Supper encourage the reader to connect the Passover and the Last Supper, to use the former to help understand the meaning and significance of the latter.

The second step of this argument is that this OT ordinance is the correct matrix for understanding the NT sacrament. The Lord's Supper has the nature and operating norms of the Passover because this sacrament is the fulfilment of the Passover feast. As the fulfilment of its OT type, the OT type (the Passover) must act as *the* matrix for interpreting what the Lord's Supper is, and hence how it is to be partaken. There must be a fundamental continuity between a type and its anti-type, and so the relative lack of NT material on the Lord's Supper is not a problem for a developed theology and practice of the sacrament because the Passover feast provides the fundamental structure. The Lord's Supper (the anti-type) fulfils, but does not overturn, its OT type (the Passover).

The third step of the argument is that nature of the Passover, and the conditions of its celebration, is significantly different from historic Reformed practice of the Lord's Supper. Rather than being a highly introspective, deeply penitential and cognitively heavy ritual where the individual is to consider the health of their own spiritual life and to be capable of a sophisticated grasp of a theology of the sacrament, the Passover was a family meal that made few strenuous moral and theological demands on its participants and at which minors were full participants. The credocommunion practice of the sacrament, where it is reserved only for spiritually healthy and theologically adept partakers of mature years, and which promotes a mystical communion between

the partaker and the risen Lord cannot be mapped onto the matrix of the Passover. For at least some proponents of this position, rather than partaking of Christ himself, the centre of the Lord's Supper, like the Passover, focuses more on a publicly acted symbolic remembrance of the redemption by the Mediator, than a participation in the Mediator himself. (Although it would seem that proponents who also invest highly in theological principles of the previous strand of argument often *also* see 1 Cor. 10:1-4 as having a more direct significance for our understanding of the Lord's Supper and so can have an almost sacerdotal view of this sacrament rather than a memorialist one.)

The importance of this argument for interpreting the Lord's Supper through the lens of the Passover feast can be observed in the way that it supports a significantly different reading of 1 Cor. 11 than what has been characteristic historically for Reformed readings of that passage.

Historically, 1 Cor. 11 has been read as articulating a universal and fundamental framework for partaking in the Lord's Supper. The instructions contained in this part of Scripture are not simply troubleshooting the problems occurring in Corinth but enunciating general principles with wide and direct application to other circumstances, without the need to be filtered through a historical reconstruction of the situation that Paul was addressing. Paul's words in vv27-32:

²⁷Whoever, therefore, eats the bread or drinks the cup of the Lord in an unworthy manner will be guilty concerning the body and blood of the Lord. ²⁸Let a person examine himself, then, and so eat of the bread and drink of the cup. ²⁹For anyone who eats and drinks without discerning the body eats and drinks judgment on himself. ³⁰That is why many of you are weak and ill, and some have died. ³¹But if we judged ourselves truly, we would not be judged. ³²But when we are judged by the Lord, we are disciplined so that we may not be condemned along with the world.

Calling on the Corinthians to examine themselves and only then partake of the sacrament, and the suggestion that unworthy participation in the sacrament could potentially lead to guilt for Christ's body and blood, as well as illness and death, has encouraged a cautious approach where participants need to be able to examine themselves to establish their regeneration and to be able to discern the ascended body of Christ through the instrument of the sacrament. This has led to an introspective reflection and a spiritually and morally earnest self-examination in and around the reception of the elements as hallmarks of a historic Reformed practice of this sacrament. This can be seen in the language of some of the answers in the Westminster Larger Catechism:

Q. 171. How are they that receive the sacrament of the Lord's supper to prepare themselves before they come unto it?

A. They that receive the sacrament of the Lord's supper are, before they come, to prepare themselves thereunto, by examining themselves of their being in Christ, of their sins and wants; of the truth and measure of their knowledge, faith, repentance; love to God and the brethren, charity to all men, forgiving those that have done them wrong; of their desires after Christ, and of their new obedience; and by renewing the exercise of these graces, by serious meditation, and fervent prayer.

Q. 173. May any who profess the faith, and desire to come to the Lord's supper, be kept from it?

A. Such as are found to be ignorant or scandalous, notwithstanding their profession of the faith, and desire to come to the Lord's supper, may and ought to be kept from that sacrament, by the power which Christ hath left in his church, until they receive instruction, and manifest their reformation.

Q. 174. What is required of them that receive the sacrament of the Lord's supper in the time of the administration of it?

A. It is required of them that receive the sacrament of the Lord's supper, that, during the time of the administration of it, with all holy reverence and attention they wait upon God in that ordinance, diligently observe the sacramental elements and actions, heedfully discern the Lord's body, and affectionately meditate on his death and sufferings, and thereby stir up themselves to a vigorous exercise of their graces; in judging themselves, and sorrowing for sin; in earnest hungering and thirsting after Christ, feeding on him by faith, receiving of his fullness, trusting in his merits, rejoicing in his love, giving thanks for his grace; in renewing of their covenant with God, and love

to all the saints.

Q. 175. What is the duty of Christians, after they have received the sacrament of the Lord's supper?

A. The duty of Christians, after they have received the sacrament of the Lord's supper, is seriously to consider how they have behaved themselves therein, and with what success; if they find quickening and comfort, to bless God for it, beg the continuance of it, watch against relapses, fulfill their vows, and encourage themselves to a frequent attendance on that ordinance: but if they find no present benefit, more exactly to review their preparation to, and carriage at, the sacrament; in both which, if they can approve themselves to God and their own consciences, they are to wait for the fruit of it in due time: but, if they see they have failed in either, they are to be humbled, and to attend upon it afterwards with more care and diligence.

Q. 177. Wherein do the sacraments of baptism and the Lord's supper differ?

A. The sacraments of baptism and the Lord's supper differ, in that baptism is to be administered but once, with water, to be a sign and seal of our regeneration and ingrafting into Christ, and that even to infants; whereas the Lord's supper is to be administered often, in the elements of bread and wine, to represent and exhibit Christ as spiritual nourishment to the soul, and to confirm our continuance and growth in him, and that only to such as are of years and ability to examine themselves.

It would seem that the pattern of sacramental piety set out in these articles is the rationale for the explicit statement in answer to Q177 that one of the ways baptism and the Lord's Supper are to be distinguished is that baptism is to be administered 'even to infants' whereas the Lord's supper is to be administered 'only to such as are of years and ability to examine themselves', which has historically been understood to indicate that children are incapable of the examination necessary for worthy participation.

In place of this historic reading of 1 Cor. 11, and the spiritual practices associated with it, advocates of this version of paedocommunion offer a more contextual reading of Paul's exhortations and warnings to the Corinthians that they argue is better grounded exegetically in the flow of argument of the letter and better reflects the Passover background to the Lord's Supper. On this reading Paul is not indicating in v28 that there is a universal requirement to examine oneself (or that this self-examination should range widely over all aspects of the faithfulness of one's walk as entertained by the language of the Larger Catechism quoted above) in the partaking of the sacrament whenever it is taken, or in v29 that there is a need to be able to theologically and spiritually discern Christ's physical and ascended body in the reception of the bread and wine.

Instead, Paul is addressing the particular situation in Corinth where the strong members of the congregation (the wealthy) effectively exclude the weak ones (the poor) from a family meal that is intended to express the unity of the people of God that has been forged in the gospel event of the cross. Just as the Passover was a family meal intended to set forth the common identity and unity of God's people established by the saving acts of the Passover, so too the Lord's Supper is intended to do likewise, except that it replaces the type of the Passover with its greater anti-type in the fulfilment of the Passover in the events of Cavalry.

In this particular situation arising in Corinth, where there are clear and objective transgressions against the nature of the sacrament to unite Christ's people in the common fellowship established by the common cup, the Corinthians should examine themselves, make the necessary amendments, and only then take their place at the Lord's Supper again. In context, Paul's instruction in v28 to examine oneself and only then eat and drink, is not a wide-ranging practice of almost unlimited subjective introspection for any possible blemish in our Christian life. Instead it is a specific instruction relating to an objective transgression—creating disunity within the people of God in the practice of a sacrament that is intended to display and promote unity—that can be identified with a relative minimum of effort and amended. The requirement to examine oneself and only then to partake of the sacrament is not a requirement for every and all receptions of the Lord's Supper, but only for situations analogous to that on view in 1 Cor. 11—where there are clear and objective sins against the integrity of the people of God. Paul's instructions in this passage are far closer to the dominical teaching in Mt. 5:23-24 than the kind of piety entertained by the Larger Catechism.

Similarly, proponents will often argue that the need to discern the body in v29 is, in context, at least as likely a reference to the unity of the Church as the body of Christ as it is to the ascended body of Christ. In the previous chapter Paul has already made the connection between the church and the body of Christ in 10:17 in the context of this sacrament:

Because there is one bread, we who are many are one body, for we all partake of the one bread.

Similarly, Paul's instructions in 1 Cor. 12-14 regarding orderly corporate worship will also be shaped by category of 'body' for the nature of the church in 12:12-13, and 27:

For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and all were made to drink of one Spirit.

Now you are the body of Christ and individually members of it.

In both of these locations the integrity of the church as a single entity, the way in which all who belong to Christ have been joined together into a single body, is in view. This is the overarching trajectory of Paul's thought within chapters 10-14, and so should control how Paul's language of discerning the body is to be understood within chapter 11. This instruction is not laying down an obligation that the partaker must be able to undertake a complicated theological and spiritual exercise of simultaneously distinguishing the sign from the thing signified while at the same time uniting sign and signified so as to be able to discern the thing signified through the act of eating and drinking. Instead it is asking for something far more concrete and straightforward—that the person receiving the sacrament recognize that the people around them are also part of the same body of Christ of which they are part and to act in such a way and treat them in such a fashion as to recognize their position as the body of Christ. It is a practical and ethical judgement, not a mystical and intellectual discernment, that is on view.

Consequently, far from instituting a practice of self-reflection and theological discernment that automatically excludes young children, Paul is in fact addressing a distinctly adult pattern of covenant unfaithfulness and his words have little direct significance for the question of whether young children may receive this sacrament. In fact, as some proponents of this version of paedocommunion have noted, given their reading of what Paul is actually addressing in this chapter, the irony in the credocommunion approach is that it runs the risk of committing the very sin that Paul is confronting—the strong (adults) exclude the weak (children) from the table and so break the unity of the Church and fail to discern the one body of Christ. It is arguable that in this kind of reading of 1 Cor. 11 against the matrix of the Passover feast reading, children are almost incapable of falling under the judgement envisaged in 11:27, 29ff, for they are incapable of acts of disunity against the integrity of the gathered people of God as they lack the authority and agency to conduct them. Far from Paul's instructions necessitating the exclusion of children from this sacrament, they are potentially the one demographic whose partaking in the sacrament runs no risk of the unworthy reception envisaged in Paul's words.

Reflections

None of these exegetical arguments are founded on strained or irresponsible ways to read the Scriptures. Quite the contrary, they follow principles of Bible interpretation that are regularly utilized in reading the Scriptures and which do not cause controversy when applied to other passages. These are not arguments that should be dismissed in a cavalier fashion but should be considered seriously. Advocates of this family of readings (for this has been an attempt to try and outline the general shape of how most proponents would argue the case exegetically, but there will be variations in exegesis among specific advocates) are presenting a plausible and reasonable argument based on practices of grammatico-historical exegesis in light of how the two Testaments relate to each other.

This is not to say that the argument be accepted uncritically, or even at all. Among critics of this version of paedocommunion all three steps of the argument have been contested. Critics have argued that the Passover is not the matrix for understanding the Lord's Supper (usually because the Lord's Supper has connections to more OT types than the Passover alone), that the Passover is not determinative for our understanding of the nature and conditions of the Lord's Supper (usually because the fulfilment of the OT sacrament introduces new features, just like the Lord's Supper is no longer celebrated annually in Jerusalem), and even arguments that it is not at all clear that

children did partake in the Passover feast. The wholesale rereading of 1 Cor. 11 is also contested.

For example, in his report to the Orthodox Presbyterian Church of America on this matter, Peter Lillback responded to the exegetical arguments outlined above in a brief but wide-ranging fashion that, if accepted at most points, neutralizes the entire exegetical case for this practice of paedocommunion:

C. The Passover and Lord's Supper Parallel

1. It is true that Jesus established his Supper at the occasion of the Passover. Hence, there is an inseparable connection between the two. But this connection is not a connection of absolute identification. Contrary to the Passover of the OT, Jesus did not eat this meal with his physical family, but with his spiritual family. The meal added wine which was not part of the initial Passover. The meal was during the Passover as well as after the Passover. Hence, it cannot simply be identified with the Passover.

2. Jesus appealed to other Old Testament feasts besides the Passover in his inauguration of the Supper, such as in the words of institution, "this is the new covenant in my blood," which harks back to the covenant made with Israel in Exodus 24 in which only the elders partook of the covenantal meal. Hence, in the same Supper one could argue for the inclusion of children on the basis of the Passover, or their exclusion on the basis of Jesus' reference of his Supper to Exodus 24.

3. Moreover, the inclusion of weaned children in the Passover is not explicitly stated in Exodus 12. Their inclusion was granted by rabbinical authority, but such cannot be equated with the authority of Scripture. Consequently, many interpreters agree with Calvin in saying that the time of inclusion in the meal was meant to be taken from the children's question at the Passover meal, "Why do we do these things?"

D. The Continuity and Discontinuity of the Covenant

1. While it is possible that it can be properly inferred from the OT Scriptures that weaned children were granted the privilege of eating the Passover meal, this, in itself, does not constitute proof that weaned children are privileged in eating the meal of the New Covenant.

2. It is clear from Jer. 31 that the New Covenant has a far more inward and spiritual character than that of the Old. While the covenant is clearly the same in substance, it is not the same in administration. The covenant is different in administration in that it is far broader. There is no longer any male nor female, bond nor free, Jew nor Gentile in Christ (Gal. 3:26–29). Hence, the Gentiles and the women are included in baptism. But while the covenant is broader in admission, it is more stringent in appropriation. Hence, there is a greater judgment for covenant-breaking (Heb. 10:26–31), a greater glory in covenantal experience (II Cor. 3:7–18), and a more spiritual and directly personal experience of God (Heb. 8:1–13, Jn 14:21–23; 15:15). Such changes in covenant administration are fully understandable in light of the incarnation of the Messiah. These factors readily explain the necessity of faith for participation in the Lord's Supper.

3. It is argued that I Cor. 10:1ff. shows that Christ was eaten and drunk by the Old Testament fathers and their families, so why should now the covenantal children be excluded? The answer to this is found in a careful comparison of Jesus' teaching upon the manna in John 6 and Paul's discussion of it in 1 Cor. 10. Paul elevates the experience, while Christ diminishes it. Why so? This is because Paul's point is to establish that the Corinthians were liable for judgment just as the Israelites were when there is spiritual rebellion. Both groups had a true fellowship in Christ. So if the first could be judged, so could the second. Jesus' purpose is to show that the bare external eating of manna did not, however, produce life. The fathers ate and died. Jesus' food of his body will give life. This life is for his elect and called people who eat with faith in his Word produced by the Holy Spirit (Jn. 6:37, 44, 63–65). Now it is nearly impossible to evade the sacramental implications of John 6. Should this be granted, it is clear from Jesus' exposition of the fathers' eating that those who eat the new manna are to be believers, even though many in the wilderness congregation ate as unbelievers.

E. I Corinthians 11 and Its Implications for Paedocommunion

1. The argument of paedocommunionists concerning 1 Cor. 11 is that it does not have any reference to children. But the passage is addressed to the whole church. How can children be excluded?

2. Further, the passage addresses "whoever eats the bread or drinks the cup." Certainly, if

paedocommunion is correct, these children who eat must be considered as among those who "eat the bread."

3. But it is argued that they eat, but they do not eat unworthily since they are unable to discern the Lord's body. Hence, they are not liable for this judgment. But did not the children of the Old Covenant perish with their parents' sins as mentioned in 1 Cor. 10:1ff.? (Cf. Num. 16:23–35) Does not the Lord teach that ignorance is culpable and is no excuse for not doing his will? (Lk 12:48). If children were liable for judgment in the Old Covenant, and the New has even more severe judgments for the violation of the covenant, it must not be lightly assumed that our children are not able to be recipients of God's judgment.

4. It is objected that "discerning his body" has reference to the church and hence has to do with the sin of schism, which is a sin that a child cannot commit. But it must be noted, that the "body" of the church is inseparable from the "body of Christ," as seen in 1 Cor. 12. Hence, discerning the body so that one does not become schismatic, first entails having a faith in Christ so that one can discern the body of his Saviour. Hence, this objection has no force, since faith in Christ the Head of his body the church is still the point.

5. One can readily understand then why Calvin spoke of giving "poison" to our undiscerning children when we bring them to the Lord's table, in light of God's warnings for partaking without discerning.

6. Finally, there are scriptural examples of the requirement of maturity for participation in covenant privileges such as marriage, ordination, and service in the tabernacle.

7. In light of God's warnings, the covenant's high demands, the necessity of saving faith for a participation in the real presence of Christ, and the administration of the keys of the kingdom by the elders (Mt. 18:18), it is in keeping with the good order and decency of Christ's church (1 Cor. 14:40) that the elders keep watch over the participants at the Lord's table (Heb. 13:17). Moreover, since Jesus insists upon the public profession of his name before men and the bearing of his cross (Mt. 10:32, 33; Mk 8:34–38), it is entirely appropriate that the Session of Christ's church expect that the children of the church profess the name of Christ before coming to his table.

Three lines of argument outlined here by Lillback are especially worthy of further reflection, because each of them touches on a potential weak point in the structure of the paedocommunion exegetical case.

First, that the argument from the Passover is less securely founded than is ideal to support such a wide-ranging challenge to our worship and doctrine. It is not certain that young children did actually partake of the Passover feast. Even if they did, it is not certain that the nexus between the Lord's Supper and the Passover is so exclusive as to exclude implications from other ceremonial types in the OT for the nature and practice of the NT sacrament. Even if that is the case it is not clear that the fulfilment of the type might not involve some significant differences in how the covenant of grace is administered in the gospel era that would mean that reflection on the Passover cannot simply establish the meaning of the NT sacrament and the norms for participation in it. It might be more analogous to other areas where the relation between type and anti-type is more dynamic and symmetrical, and that the type helps create a framework for understanding its fulfilment even as the fulfilment enables us to better understand the true spiritual and redemptive meaning of its OT shadow. At each of these three points, proponents of this version of paedocommunion need to establish a case for their position at that point and indicate the likely probability of their proposal when each of the three stages of the argument required is taken into account. They cannot simply assume their answer for each component of their case that the Passover is broadly determinative for our understanding of the Lord's Supper.

Second, discerning the body in 11:29 is a central issue. Almost the whole case for the entire practice for both the historic Reformed practice and the new paedocommunion practice hangs upon the meaning of this one verse. It is not immediately clear what the referent for this term is in its context. As has been noted a case can be made for the referent being solely or primarily the church as the body of Christ. However, it is arguable that the inverse, that the referent is solely or primarily Christ's resurrected and ascended body, is at least as plausible. 'Body' is a surprisingly frequent recurring term in 1 Corinthians. Along with the occurrences already mentioned, it also features in 6:12-20 where an individual believer's physical body is a member of Christ in the context of sexual

immorality, 7:4 where it is in the context of sexual faithfulness, 9:27 in the context of disciplining the physical body as part of the self-control needed to use one's freedom in Christ to become a slave of all for the sake of the gospel, and in chapter 15 in the context of the resurrection of the body. In light of this, it is not immediately obvious that its usage in chapters 10 and 12ff would necessarily control its usage in chapter 11. While there is continuity of subject matter across these chapters, that is arguably also present in some of the other occurrences of 'body' in the book as well. This exegetical conundrum is only exacerbated if one moves from simply appearances of the *term* 'body' to locations where the idea might be present, for this could potentially add even more passages into the mix. It is arguable that the theme of the body in 1 Corinthians is of some importance to the scope and message of the book as a whole, and that its import for how we read the term in 11:29 might be more complicated than how it is being used in the adjacent chapters.

Even more problematically for the exegetical case for this version of paedocommunion, there is a usage of 'body' that is much closer to 11:29 than either chapter 10 or 12. This is its usage in 11:24:

...and when He had given thanks, He broke it and said, "This is my body, which is for you; do this in remembrance of me."

Given that this occurs only a few sentences earlier and is on the same topic, it is quite probable that when Paul mentions discerning the body, without any further qualification or indication as to what body he is referring, it is the body that is already on view in this material, namely Christ's physical body given for his people in his sacrificial death, which is an integral part of what is being remembered in the sacrament. Arguably such a usage is *more* probable than the idea that Paul passes over his usage in the immediately preceding verses to reintroduce a usage used only once in the book to this point, in the preceding chapter. The idea that the sacrament is about an enacted remembrance of Christ's physical body sacrificed for sin, but that the body that is to be judged rightly in the partaking of that remembrance is the church, is not as intuitive as some of its proponents seem to consider.

Third, that membership in the covenant does not automatically grant all covenant privileges. At least part of the force of this version of paedocommunion appears to come from the way in which it wishes to tie the two sacraments even more closely together than the historic reformed thinking has generally done, such that baptism creates a right and expectation to partake of the Lord's table. In response it is important to note that in both the OT and the NT, covenant membership does not entail participation in all covenant activities. There are restrictions within the people of God when it comes to some covenant activities, and maturity can be a salient factor. The language of Gal. 3:28 and Col. 3:11 that is possibly echoed in 1 Cor. 11:13 and which indicate the levelling of social categories in Christ does not include the social categories of young, mature and/or aged, even though these categories are invoked elsewhere in the NT when they are relevant to the corporate life of God's people. Nowhere does Scripture say 'there is neither young or old in Christ' in the way in which it does say that for other social categories, and it is worth considering the potential implications of that silence. It is possible that chronological age is a more significant factor in this question than this version of paedocommunion seems to assume.

While this paper has outlined some of the exegetical case for and against this version of paedocommunion, it is not the place of this report to the Assembly to rule upon this exegetical debate. It should be obvious that both the family of historical Reformed readings and the new family of paedocommunion readings are plausible on their own terms, and that the issues are unlikely to be settled simply on exegetical grounds as this kind of reading also involves views on how the OT and NT relate to each other in the promise-fulfilment schema of the Scriptures, as well as broader theological questions (again, note the observation by Leithart). For this reason, it is unlikely that either side is going to convince broad groupings of adherents of the other side in the short term simply on the exegetical case. Persuasion will most likely involve both exegetical and theological arguments, and will likely not convince everyone given previous Christian experience of theological disagreements of this nature.

Third Argument – Historical Practice and Development

The third argument is a supporting one to the previous two. It seeks to demonstrate that paedocommunion was likely the ubiquitous practice in the early church and that it only changed to

credocommunion in the early Middle Ages, most likely due to the sacrament developing into the Mass. The Reformers (with one exception) simply continued the tradition on this sacrament that they received and did not carefully apply the insights of their theological revolution to their practice in this matter. The Reformed tradition has then continued the practice either without reflection or with very minimal arguments given for its position.

Again, as with the other arguments, almost every part of this reading of history can be observed to be contested by critics of paedocommunion. As the historical argument is supplementary to the question of the teaching of Scripture, and the position of our subordinate standard, and this report is already long, this debate will be noted but not entered into in detail.

Two more factors that might be significant for this question

A. Cultural change around the family

In the longer term it is worth people, whatever their position on paedocommunion, taking the time to consider the possible ways in which changes in our broader society might be creating conditions that these developments (opening this sacrament to younger children) are seeking to answer. There are trajectories in our society legally, culturally, economically and technologically that are diminishing the status and integrity of children.

It is possible that in this context, the various attempts to secure a place for children in the sacrament of the Lord's Supper is a way of securing the *inherent* dignity and sanctity of children—their intrinsic right and place in the people of God apart from any subjection to the will of human beings (theirs or their parents). Rather than seeking to counter these pressures on children and families using theological resources such as the image of God or the nature of family, these liturgical changes are seeking to symbolically establish the full humanity and dignity of children in their own right, and not simply as a product of the will of their parents, by means of the cluster of theological ideas surrounding this sacrament. Advocates may not be tacitly aware that this is occurring—but part of the appetite for these changes to historic practice might be in part due to a sense that there is a need to secure the position of children (and possibly the family) in our time on a basis other than that offered by our society. Few things will do that for the church as much as participation in this sacrament, due to the way in which public symbolic actions function.

B. Sacrament and ecclesiology in light of union with Christ

The other factor that might be worth considering in the long term is the issue of union with Christ. It is possible that the theological and exegetical dimensions of the case for this form of paedocommunion reflect and embody distinctive departures from the kind of understanding of union with Christ that is present in the Confession and has been expounded historically by Reformed divines beginning with figures such as Calvin and Vermigli, and in more recent times championed by people such as John Murray and Sinclair Ferguson.

Implicit in the theological case for this kind of paedocommunion is a tendency to understand the believer's union with Christ primarily in covenantal terms. Within the argument that baptism is the entry point to the people of God, and that where someone is validly baptised regeneration should be assumed, and so admission to the Lord's Supper is right and proper, is a trajectory that places almost all weight on covenantal categories for ecclesiology and the sacraments. It is more than likely that where this is the case, one of the underlying theological causes will be a conception of believers' union with Christ that is also overwhelmingly covenantal. Where the argument rests more on memorialist understandings of the sacrament it is possible that this is a symptom of an underdeveloped doctrine of union with Christ, where it has little substantial role in soteriology, and hence only a minimal influence upon ecclesiology and the sacraments.

If there is any truth to a diagnosis along these lines, then it is possible that debate over paedocommunion can only be resolved in the longer term by a renewed consideration of the nature and function of union with Christ for our soteriology, and hence our ecclesiology and sacraments. As the Confession's position on the Lord's Supper is simply an application of a particular approach to union with Christ being applied to the question of ecclesiology and then from there to the sacraments, arguments against paedocommunion are likely to lack potency unless they are combined with a positive case for, and reappropriation of, the view of union with Christ that is needed to make sense of the Confession's teaching on the Lord's Supper.

The following is offered as a brief indication of the kind of theological approach to the

sacrament in view. The Westminster Confession sides with Calvin and Luther, and against Zwingli and memorialist theories of the sacrament in general, as to the presence of Christ's body and blood in the sacrament for the believer, and that Christ is truly received and fed upon by worthy receivers, as shown in 29.7.

Worthy receivers, outwardly partaking of the visible elements in this sacrament, do then also inwardly by faith, really and indeed, yet not carnally and corporally, but spiritually, receive and feed upon Christ crucified, and all benefits of his death: the body and blood of Christ being then not corporally or carnally in, with, or under the bread and wine; yet as really, but spiritually, present to the faith of believers in that ordinance, as the elements themselves are to their outward senses.

While the Confession (and Calvin before it) clearly rejects Luther's view as to the mode of Christ's presence in the sacrament (consubstantiation), it is nonetheless clear that Christ himself, and his human body and blood, is *really* present (in a spiritual fashion) to believers' faith. Similarly, the Confession is clear that in this sacrament worthy receivers do 'really and indeed' receive and feed upon Christ crucified although, again, in a spiritual manner, not 'carnally and corporally'. What is on view here is a genuine reception of Christ himself and a feeding upon him, that encompasses his physical body and blood, and that is undertaken in a spiritual fashion by faith rather than in a physical fashion. This is neither a mere memorial nor a merely covenantal exercise in its nature—the spiritual and real presence of Christ point in a different direction than either of these alternatives.

This view of the sacrament, whereby the sacrament is a genuine partaking of, and communion with, Christ, reflects the ecclesiology of Confession, as seen in 29.1 and 26.1.

Our Lord Jesus, in the night wherein he was betrayed, instituted the sacrament of his body and blood, called the Lord's Supper, to be observed in his Church unto the end of the world; for the perpetual remembrance of the sacrifice of himself in his death, the sealing all benefits thereof unto true believers, their spiritual nourishment and growth in him, their further engagement in and to all duties which they owe unto him; and to be a bond and pledge of their communion with him, and with each other, as members of his mystical body. (29.1)

All saints that are united to Jesus Christ their head, by his Spirit and by faith, have fellowship with him in his graces, sufferings, death, resurrection, and glory: and, being united to one another in love, they have communion in each other's gifts and graces, and are obliged to the performance of such duties, public and private, as to conduce to their mutual good, both in the inward and outward man. (26.1)

29.1 reinforces the fact that the confession does not have a memorialist view of the Lord's Supper. It lists a perpetual reminder of our Lord Jesus' sacrifice of himself in his death as the first reason or purpose of the sacrament, but then goes on to mention four more beyond that, including 'the sealing of all benefits thereof unto true believers', 'their spiritual nourishment and growth in him', and 'to be a bond and pledge of their communion with him, and with each other'. These extra items extend the purpose of the sacrament beyond mere memorialism into something that offers a genuine spiritual benefit to believers—sealing the benefits of Christ's sacrifice to them and nourishing them in Christ (most likely because, as we have seen, they do really feed on Christ including his body and blood). It is not primarily a human act of remembrance, but a divine act of sealing, nourishing and pledging that is on view in this sacrament.

It is the mention of the Lord's Supper being a bond and pledge 'of their communion with him, and with each other, as members of his mystical body' that point to the ecclesiological basis for this view of the Lord's Supper, arising from the impact of union with Christ upon the Confession's doctrine of the church. This is most immediately seen in the last three words 'his mystical body'. This cuts against primarily covenantal (or organic) understandings of the nature of the church. The church really is Christ's body, such language is not simply a metaphor. However, it is not Christ's physical body (or an extension of his incarnation on earth), but it is his *mystical* body. Mystical here does not denote mysticism, but rather the idea that this is a trans-rational reality, ultimately beyond our capacity to grasp or comprehend.

This language of 'his mystical body' is introduced in order to ground the final purpose of the sacrament's institution: that it would be a bond and pledge of true believers' communion with our

Lord Jesus and with each other, as members of his mystical body. It is because true believers are members of Christ's mystical body that the sacrament is to be a pledge of their communion with the Lord Jesus and with each other. In other words, there is a genuine communion that believers have with Christ and with one another because they are members of Christ's mystical body. This is the ecclesiological reality. The sacrament is then a bond, a pledge, of that communion they have with Christ and one another due to their membership in Christ's mystical body. Here, union with Christ is driving the Confession's ecclesiology, which in turn is shaping the teaching on the Lord's Supper. The Lord's Supper is simply the pledge of the abiding reality that characterizes the life of the Church—communion with Christ.

The notions of communion and a mystical body present in 29.1 allude back to chapter 26, which is on the communion of the saints. This idea of the communion of the saints in the mystical body of Christ is defined in 26.1 (quoted above). There it is stated that all saints are united to Christ, who is their head, and that the Spirit and faith are the bond of the union. This union with Christ results in fellowship with Christ's benefits (graces, suffering, death, resurrection, glory). They are also united to each other through this union with their head, and love is the bond of that union, and this in turn leads to a communion in each other's gifts and graces. In this key location, union with Christ is determinative for key features of ecclesiology. The doctrine of the church is taking its shape from a soteriology driven by union with Christ.

While brief, this quick survey of some key sections of the Confession should make it clear that the question of paedocommunion in the Lord's Supper is connected to ecclesiology, and that both are connected to the nature and significance of the believer's union with Christ. Where someone struggles with the Confession's stress on the reality of believer's communion with Christ in the sacrament, it is worth considering the possibility whether this is because they also struggle with the reality of the believers' communion with Christ and one another as members of his mystical body, and that this is because they also struggle with the mystical union with Christ that is the basis for our fellowship with Christ's death, resurrection and glory, and hence our salvation. They perceive salvation as coming by means of Christ, but possibly not as clearly that salvation is in Christ. They see Christ as means, but not as the end, the giver but not the gift as well. While someone can have a memorialist view of the sacrament and be opposed to paedocommunion at least some people at present seem to be drawn to the practice because of their memorialist views, and the relatively minor role union with Christ has in their soteriology and ecclesiology.

Similarly, the tendency to see inconsistency between the Confession's position in 25.1, that baptism is for the purpose of admitting someone to the visible Church, and that of 25.6, that one cannot simply assume that a baptised person is regenerate, says less about problems with the Confession's ecclesiology, and more about a failure to grasp the mystical nature of the body of Christ arising out of the mystical nature of union with Christ. The church, and church membership, will have both covenantal and organic features, but cannot be reduced down to either as its fundamental nature for it is a mystical reality. On some questions the organic aspects will be more salient, for others the covenantal, but ultimately the church, the sacraments, and salvation itself are the mystery of Christ, and there are going to be areas where we have to live with some tensions and not try to resolve them by either exchanging the mystery for something relatively easy to comprehend (such as covenantal categories) or pulling back from a substantial doctrine of union with Christ in our soteriology, ecclesiology and sacraments.

Again, this argument has been briefly rehearsed to raise the possibility that it is discussions such as these about the nature of union with Christ, and its import for ecclesiology and the sacraments, that might be required as a positive aspect of discussions alongside the negative task of critiquing exegetical and theological cases for and against the practice of paedocommunion if there is to be any hope of achieving substantial catholicity on this issue.

Is this view compatible with the historic doctrine and worship of the church?

In the view of the committee this version of paedocommunion is clearly not compatible with historic Reformed doctrine and worship as expressed in the Westminster Confession of Faith. *The critical section for this question is from Chapter 29:*

VII. Worthy receivers, outwardly partaking of the visible elements in this sacrament, do then also inwardly by faith, really and indeed, yet not carnally and corporally, but

spiritually, receive and feed upon Christ crucified, and all benefits of his death: the body and blood of Christ being then not corporally or carnally in, with, or under the bread and wine; yet as really, but spiritually, present to the faith of believers in that ordinance, as the elements themselves are to their outward senses.

VIII. Although ignorant and wicked men receive the outward elements in this sacrament, yet they receive not the thing signified thereby; but by their unworthy coming thereunto are guilty of the body and blood of the Lord, to their own damnation. Wherefore all ignorant and ungodly persons, as they are unfit to enjoy communion with him, so are they unworthy of the Lord's table, and can not, without great sin against Christ, while they remain such, partake of these holy mysteries, or be admitted thereunto.

In these two paragraphs there is a clear and explicit contrast between worthy and unworthy reception of the elements. Worthy reception requires faith. Unworthy coming to the sacrament involves either wickedness or ignorance. Consequently, for a person to be admitted to the Lord's table there needs to be positive evidence of evangelical faith and good reason to see the partaker as neither wicked nor ignorant.

Two of these requirements, faith and a lack of ignorance, are difficult to reconcile comfortably with baptized children partaking without any need for signs of faith.

A view that quite explicitly rejects the need for there to be evidence of faith for there to be worthy participation in the sacrament cuts against the grain of the Confession's language. If the argument is that faith is not required, because of the parallel with the Passover, then that clearly contradicts 29.7 that worthy reception of the elements requires faith. If the argument is that baptized children should be simply presumed to be regenerate without the need for positive evidence, then that cuts against the explicit stress in chapter 28 paragraphs 5 and 6 that not all who are baptized are undoubtedly regenerated and that the efficacy of baptism is not tied to that moment in time where in it is administered but that it is conferred to those appointed to receive it in God's appointed time. Putting those paragraphs together from those two chapters, the confession clearly points in the direction of not treating baptized children as automatically fulfilling the need for faith for worthy participation in the sacrament simply on covenantal and baptismal grounds and also explicitly emphasizes the need for faith for worthy partaking of the sacrament.

Similarly, the condition that unworthy participants of the sacrament are characterized by ignorance is a difficult one for young children to avoid. This is contested by some advocates of this version of paedocommunion, who argue that young children in a faithful Christian home would have sufficient knowledge of Christ and the meaning of what the sacrament signifies to clear this hurdle as they hold, on the grounds of their reading of Scripture, that if such a hurdle exists it is much lower than historical Reformed thinking has placed it. While a coherent argument, it applies an anachronistic understanding of what the term 'ignorant' meant in its historical and theological context. One of the defining features of the Reformation was its rejection of the Catholic notion of implicit faith, which was a faith that could exist with a very low level of knowledge of the object of faith, but where one looked to outside authority to have the knowledge that the individual possessing implicit faith lacked (in the case of Catholicism, the Church). The notion and practice of implicit faith is explicitly rejected in the Confession in 20.2 as something that destroys liberty of conscience and reason. Seeking to define the language of ignorance in paragraph 7 so that young children are able to avoid its force threatens to reintroduce the notion of implicit faith back into our theological bloodstream, albeit with parents taking the place of the institutional church. It is a permissible thing for people to seek to *amend* the Confession on this point because of a view, on the basis of a reading of Scripture and of experience, that the Reformers were wrong to define faith with such a strongly cognitive dimension to it and to concede that Catholicism has been correct on this question. It is less suitable to simply import that change of view into the wording of the Confession.

Taking these matters into account, it is the view of the committee that this form of paedocommunion is quite clearly in the purview of the GAA as it involves a change in worship due to a change in theology, and in matters on which the confession clearly addresses and where the changes are clearly incompatible to the position of the confession.

Is paedocommunion without signs of explicit faith a matter in which the GAA can offer liberty of conscience?

Our advice is that there is no simple and quick path to freedom of conscience on this issue, and it may not be possible to offer it at all.

The issue here is that, as a confessional church, the PCA has established more than a minimal and lowest common denominator theological form of unity. Evangelicalism more broadly is able to recognize anyone as an evangelical who is reasonably clear on the biblical gospel and the doctrines that most directly bear upon that gospel, and can put all other theological differences to one side as not gospel matters. That creates a certain path to catholicity—one that is quite broad, but quite diffuse. Evangelicals can recognize one another as such, but still cannot join together into partnerships or wholeheartedly encourage believers to attend each others' churches. The formation of more narrow partnerships such as TGC, AFES, Geneva Push, Acts 29 and the like are all testimony of the relative inability of evangelical catholicity to take shape in thick forms—in order to accomplish close ministry partnerships, evangelicals have to produce bodies that pull together subgroups of evangelicals around a broader set of theological agreements than just the gospel narrowly defined. Invariably these groups also produce a confessional document that lays out where that body stands on a wide-ranging set of theological and public worship questions. "Is this a gospel issue?" is a necessary and important question, but it is not a sufficient question unless you are satisfied with a relatively diffuse and thin catholicity that cannot form a basis for close enduring partnerships.

The PCA, much like the Westminster Assembly that produced our Confession, has chosen another strategy for pursuing catholicity—a thick but chartered catholicity, where the theological and methodological agreement is on more than just first order theological issues but where there is some liberty to differ from the Confession on matters that are tangential to its primary teaching. This is a theological strategy that arguably mirrors our ecclesial strategy of federalism and Presbyterianism—a thick enough catholicity for unity of action, and enough freedom for individuation. This aims to enable a chartered freedom of conscience, and a chartered freedom of action for the local Session, while also providing for thicker bonds of partnership than is possible when churches are independent and where there is no confessional standard, but also restraining that from being able to completely centralize all authority to itself. Both unity and freedom, agreement and conscience are checked against each other.

Freedom of conscience on this form of paedocommunion would likely push the needle too far in the direction of loosening the ties that bind us together for the following reasons.

First, there is a sense in which the GAA has already answered the question of whether liberty of conscience can be given on a matter that is not a first order theological issue that touches on the understanding and practice of a sacrament. It has, in recent years, notwithstanding that credobaptism is not a first order theological issue, stated that paedobaptism is the position of the Confession and that all ministers and elders must adhere to that position. The Confession unambiguously teaches paedobaptism and credocommunion. It is somewhat arbitrary to offer liberty of conscience for paedocommunionists while denying it to credobaptists. Neither issue is a first order theological issue, and both issues are roughly equal to each other as the magnitude of their departure from the position of the Confession on the sacraments. Liberty of conscience from the teaching of the Confession for paedocommunion without explicit faith and self-examination would really suggest the need to offer a similar liberty for credobaptism or to open up the charge of a selective inconsistency. There is no reason *within the terms of the Confession itself* to treat the paedobaptist position of the confession as more critical or central than its credocommunion position. What is good for the goose is good for the gander in this matter. This will likely be an unsatisfactory point for those sympathetic to the argument that covenantal factors should be weighted more highly than regeneration and faith, because for them personally paedobaptism is a critical issue. However, in terms of the teaching of the Confession, covenantal dominance for baptism and regeneration dominance for the Lord's Supper would appear of equal import. If anything, at least some of those facing this matter in the U.S. would seem to consider Reformed Baptists to be more compatible with the teaching of the Westminster Confession than the theological arguments for paedocommunion without explicit faith.

Second, the reading of 1 Cor. 11 that appears to be intrinsic to all versions of this form of paedocommunion has a clear implication (which some proponents have made explicit) that the

practice taught by the Confession, of exclusion of baptized children until there is clear evidence of faith, is guilty of the sin of dividing the body of Christ precisely in the ordinance that is intended to unite the body. For its part, the Confession envisages that a baptized child partaking of the Lord's Supper before they understand clearly what is occurring and partaking without evidences of faith is 'a great sin against Christ' both for the child and whoever admitted them to partake. That difference of judgement is not a salvation issue. But those are two paths through the woods on this matter that are unlikely to coexist peacefully in the long term. Anyone who follows the logic of the Westminster Confession and agrees with it will likely see this form of paedocommunion as very problematic at some level. Anyone who follows the logic of this form of paedocommunion's reading of 1 Cor. 11 will likely draw the same conclusion for the form of worship taught in the confession. Individual adherents of those two views can avoid this—either due to warmth of personal relationships across this bridge, a lack of passion over sacramental questions and the like, but the theological framework of the positions themselves will continue to nudge people against manifestations of the other view. Making a choice to allow both approaches to simply run within our church will save us from conflict in the short term, but it is far from clear that we would necessarily avoid a steep cost in the breakdown of catholicity in the future, when the second generation heirs of both positions have to relate to people spiritually formed by an approach to this sacrament that they consider to be guilty of significant disobedience in light of the understanding of the practice that shaped their own relationship with the risen Lord.

Third, as the report has already noted, advocates of this position themselves do not see it as a small issue, that doesn't amount to much. Instead they see this view as symbolic of a much deeper problem across multiple important doctrinal topics. While not a first order theological issue, it is seen by its advocates as the tip of a larger and quite important iceberg. Reformed critics of this position have generally agreed with this self-assessment and also see it as a practical expression of a different theological understanding, not just on the sacraments, but on a range of issues. There is no reason to think that the leaders on both sides of this debate have misunderstood the stakes in question, and those of us who would value unity over precision in this matter have the better sense of the import of the difference.

This leads us to the final point, the symbolic nature of the Lord's Supper. One of the reasons why the prominent advocates on both sides have taken the position mentioned in the third point above, is because that is the nature of public symbolic actions. They encode and express concretely very distinct understandings of reality and of the moral order. This is why public symbolic actions are invariably very divisive, ironical as that is in the case of the sacraments which were given in part to help bind the church together. Marrying two people of the same sex or denying marriage to two people of the same sex, permitting or forbidding marriage across racial lines, allowing or forbidding the marriage of clergy, standing or kneeling at the national anthem, burning a country's flag, baptizing or not baptizing infants, including or not including young children to partake in the Lord's Supper—in differing ways these are actions that do nothing by virtue of the act itself (even in marriage—two actors in a play can say the words of a marriage ceremony and not be married) but yet has enormous symbolic meaning for the way it expresses unequivocally, and with no possibility of misunderstanding (once the symbolic code is deciphered), a particular view of the thing under question. The Lord's Supper divided Catholic from Protestant, Magisterial from Anabaptist, Luther from Zwingli, and Lutheran from Reformed. It was the elevation of an openly gay man to Bishop that finally made any unity impossible for the Anglican Communion. Publicly symbolic actions embody into the life of a community a vision of reality and of human flourishing. Sacraments as a particular kind of symbolic action, unite those who are united by that vision of that sacrament, and divides that group from those who cannot unite around that understanding of the sacrament. There is a certain amount of wishful thinking to imagine that we would be one of the rare bodies to avoid what Augustine and the Donatists, the Reformers, and paedobaptists and credobaptists have discovered through the ages—it is very hard for a body to maintain its catholic integrity with two antithetical sacramental practices.

The sacraments embody into the life of a congregation a particular vision of how the grace of God is offered and received by the way in which they are administered, and faithful partaking of them is one of the key ways in which involvement in the church's public worship spiritually forms people. Public worship shapes people's faith and Christian walk in ways that preaching struggles to access.

Allowing for divergence of this order will not just instantiate two antithetical theological views, but also two antithetical forms of worship that will likely produce two antithetical sets of spiritually formed church members.

This is arguably the case even for those who want to practice this kind of paedocommunion simply on exegetical grounds, being convinced by the argument from the parallel from the Passover and the rereading of 1 Cor. 11, and feeling quite cool on the theological convictions generally associated with the Federal Vision. Often people with this position will have what is often called a 'low' view of this sacrament—seeing it is a memorial meal, and uncomfortable with language of participation in Christ by means of the sacrament. Even for this group, however, there must be *some* theological substance and understanding of the practice, and not just a content-less ritual done simply because it has to be done. Arguably, the removal of the requirement that there be evidences of faith will, in the majority of cases, tend towards something along the lines of one of the following four broad options for those who try to theologically reflect upon the meaning of the symbolic action their church does:

1. The Lord's Supper does not provide communion with Christ and/or his benefits
2. The Lord's Supper does provide communion with Christ and/or his benefits and this can be enjoyed without faith
3. Under normal conditions very young children of believers are regenerate by the time they partake, most likely having either been born regenerate or being regenerated in their baptism
4. The Lord's Supper is a converting instrument, not simply a nourishing instrument, for baptized children. It is designed to bring them to faith, not simply help sustain and strengthen a faith that is already present. So, much like with listening to the preaching of the gospel, faith is not a requirement for admission, rather it will be the outcome of admission

As indicated in the earlier sections of this paper, none of the above positions is a desirable option to be encouraged and supported within the PCA, in relation to the brief on which the College Committee has been asked to report.

For these reasons, the Committee's advice is that a simple and immediate decision to offer unrestricted liberty of practice across the Presbyterian Church of Australia is an unwise path forward, as much as the individual members feel personally the attraction of avoiding needless theological and liturgical conflicts.

Views of other reformed bodies

The issue of paedocommunion without signs of explicit faith was faced by conservative U.S. Presbyterian and reformed bodies in the 1980s and they have overwhelmingly judged it as outside the bounds of reformed doctrine and practice irrespective of which historic reformed creed they have for their confession. For example, in 1988 the General Assembly of the Presbyterian Church in America, after having majority and minority reports on the matter presented, adopted the position that:

The PCA continue the practice defined in our standards and administer the Lord's Supper "only to such as are of years and ability to examine themselves."

And

That those ruling and teaching elders who by conscience of conviction are in support of the minority report concerning paedocommunion [those in favour of paedocommunion, of the third kind outlined above in this College Committee paper] be notified by this Assembly of their responsibility to make known to their Presbyteries and Sessions the changes of their views since their ordination vows.

Similarly in 1988, the Orthodox Presbyterian Church, after receiving majority and minority reports took the action:

On motion the General Assembly determined to advise Kidane-Hiwot and the Sessions of the Orthodox Presbyterian Church that the requirement of the Scriptures and our subordinate standards for meaningful participation in the Lord's Supper is not age, but a faith that confesses, discerns, remembers, and proclaims the body of Christ while partaking.

There are few self-consciously reformed denominations internationally that have either endorsed this form of paedocommunion or even allowed liberty of conscience regarding it. Those who have are small. There is one American reformed denomination of six churches, the Federation of Reformed Churches, that practices paedocommunion throughout its churches. There are two small (by U.S. standards) reformed denominations, Communion of Reformed Evangelical Churches and Covenant Presbyterian Church, that leave it to individual congregations to decide whether or not to practice paedocommunion.



THE PRESBYTERIAN CHURCH OF AUSTRALIA

MEMO

TO: All Assembly Clerks
FROM: Bruce Meller, Assembly Clerk (GAA)
CC: Lesleigh Hall, Deputy Clerk (GAA)
DATE: 4 March 2020

Extract Minute – Honorific Titles

At Sydney, and within the Hurstville Presbyterian Church, the General Assembly of Australia met between 9-13 September 2019 and was constituted with prayer.

Among other things, and in relation to the use of honorific titles for Moderators:

90. Overture (iv): An overture from the General Assembly of the Presbyterian Church of New South Wales concerning the use of honorific titles for Moderators was laid on the table and received.

The Rev. K. D. Murray and Mr J. Greig presented the overture.

Questions were asked of the overture.

Pursuant to notice the Rev. K. D. Murray moved:

That the Assembly:

Sustain the overture.

The motion was seconded and approved.

Pursuant to notice the Rev. K.D. Murray moved:

That the Assembly:

Discontinue the use of the titles “Right Reverend” and “Very Reverend” for its Moderators.

The motion was seconded and approved.

Pursuant to notice the Rev. K.D. Murray moved:

That the Assembly:

Request State Assemblies to review the contents of their state Codes, including any appendices thereto, and remove any recognition of the titles Right Reverend (Rt Rev.) and Very Reverend (V. Rev.) from their Codes insofar as they might refer to the Moderator-General.

The motion was seconded and approved.

Extracted from the records of the General Assembly of Australia on 4 March 2020 by me, Bruce Meller, Assembly Clerk.

Yours sincerely,

Bruce Meller
Assembly Clerk



THE PRESBYTERIAN CHURCH OF AUSTRALIA

MEMO

TO: All Assembly Clerks
FROM: Bruce Meller, Assembly Clerk (GAA)
CC: Lesleigh Hall, Deputy Clerk (GAA)
DATE: 4 March 2020

Extract Minute – Appeals (i) and (ii) against decisions of the GAV

At Sydney, and within the Hurstville Presbyterian Church, the General Assembly of Australia met between 9-13 September 2019 and was constituted with prayer.

Among other things, and in relation to Appeals (i) and (ii):

100. Appeals (i) and (ii): The Assembly sat in private during sederunts 11 and 12 to consider Appeals (i) and (ii). By resolution of the Assembly, the minutes of those proceedings were retained in a record apart.

Appeal (i) from Mrs Rhonda Aubert against a decision of the 2017 General Assembly of the Presbyterian Church of Victoria (GAV BB 2017, Min. 25) was dismissed.

Appeal (ii) from Mrs Rhonda Aubert against a decision of the 2017 General Assembly of the Presbyterian Church of Victoria (GAV BB 2017, Min. 26) was sustained.

101. Purchase of church property: Arising out of its consideration of Appeal (ii), the Assembly considered principles that should apply in the disposal of church property.

The Rev. B.M. Meller moved:

That the Assembly:

Without implying that any such behaviour had occurred, remind State Assemblies that church members should not purchase church property at anything other than market value and in an arms-length transaction.

The motion was seconded and approved unanimously.

Extracted from the records of the General Assembly of Australia on 4 March 2020 by me, Bruce Meller, Assembly Clerk.

Bruce Meller

Bruce Meller
Assembly Clerk

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THE PRESBYTERIAN CHURCH OF AUSTRALIA

Memo

TO: Assembly Clerks, Presbytery Clerks
FROM: Bruce Meller, Clerk, GAA
CC:
DATE: 11 March 2020
RE: Returns to remits

Amendments to Constitution, Procedure and Practice
(i) Standing Order 20
(ii) Code of Discipline, rule 1.05
(iii) First question asked at ordinations and inductions
(iv) Code of Discipline, various rules relating to child protection

At its meeting in September 2019, the General Assembly of Australia (GAA) had before it a report on returns to remits made by the Assembly at its meeting in 2016.

These matters were reflected in the resolutions of the Assembly contained in the following extract minute.

Extract minute

At Sydney and within the Hurstville Presbyterian Church, 43 Park Road, Hurstville, NSW on Tuesday, 10 September, 2019 at 9.30 a.m. the assembly met, pursuant to adjournment and was constituted with prayer, the Moderator presiding.

Among other things:

- 15. Returns to Remits:** *The report on Returns to Remits was laid on the table and received.*
The Rev. B.M. Meller submitted the deliverance.
Clauses (1) and (2) were approved.
Clauses (3) and (4) were approved.
The deliverance as a whole was approved as follows:
That the Assembly:
- (1) *In accordance with returns to remits on Overture (i) (BB 2016 Min. 87) from the Code Committee to amend the Standing Orders by the removal of clause 20(b), amend the said rule to read as follows:*
20. *Committees of the General Assembly shall submit to the Assembly a written report; recommendations for action shall be appended in a proposed deliverance; such reports and proposed deliverance shall be printed and circulated among members of the Assembly at least one day before they are considered.*

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- (2) In accordance with returns to remits on Overture (ii) (BB 2016 Min. 88) from the Code Committee to amend Rule 1.05 of the Code of Discipline, remove all words and replace them with the following:
- 1.05 No accusation shall be received or proceeded with in respect of any offence alleged to have been committed more than five years before the date of the accusation, unless it relates to sexual abuse or abuse of authority.
When an allegation is made under the Code of Discipline, it must be investigated and pursued thoroughly, responsibly and as quickly as the case might allow so that no delay in process or judgement will prejudice either the accuser or the accused.
- (3) In accordance with returns to remits on Overture (iv) (BB 2016 Min. 40) from the Presbytery of Wagga Wagga to amend the first question asked at ordinations and inductions, contained in the Constitution, Procedure and Practice, 6.1(i) and 6.6(i), delete all words in each place and replace them with the following:
"Do you believe the Scriptures of the Old and New Testaments to be the Word of God, the only rule of faith and practice?"
- (4) In accordance with returns to remits on Overture (i) considered at a special meeting of the Assembly held at Hurstville on 6 September 2018 (Min. 9) from the Code Committee to amend the Code of Discipline to strengthen processes for the protection of children:
- (i) Amend the first sentence of Rule 1.03 as follows:**
- 1.03 OFFENCES
Delete the words "An offence, the proper object of judicial process" and replace them with the words "Alleged behaviour which constitutes an offence that is subject to the staged processes of this Code of Discipline" so that it will read, "Alleged behaviour which constitutes an offence that is subject to the staged processes of this Code of Discipline is anything in the doctrines or practices of a member of the Church which is contrary to."
- (ii) Add a new Rule 1.13 at the end of Chapter 8 Part 1 as follows:**
- 1.13 PROTECTION OF CHILDREN
- (a) This Rule relates to practices and procedures which may be adopted by a State Assembly from time to time to give effect to secular legal, including statutory, obligations that apply to State churches (including church courts, church organisations, committees and office-bearers within State churches) relating to the protection of children. Such practices and procedures are referred to in this Rule as child protection policies. State churches initiate, develop and amend child protection policies under their State rules which must accord with any mandatory specific requirements of secular State and federal law applicable in their State. It is an object which is in accord with the supreme powers of the national federal Church under Article 2.1(c) that State churches achieve as much uniformity between their child protection policies as the secular laws applying in a particular jurisdiction permit.
- (b) In child protection policies, the primary purpose is the protection of children rather than the application of discipline to the alleged offender. Such policies are however congruent with the ends of discipline expressed in Rule 1.02: putting in place proper measures to protect children and to forestall an alleged offender against his or her alleged propensity is for the glory of God, the purity of the Church and the spiritual good of the alleged offender.
- (c) Child protection policies operate in relation to members of the Church and those who are not members of the Church but who attend or otherwise participate in or interact with the life and activities of the Church. Discipline under this Code of Discipline applies only to those who are members of the Church (communicants or adherents) including office-bearers of the Church. Accordingly, in relation to those who are not members of the Church, child protection policies will operate apart from this Code of Discipline.
- (d) Where a child protection policy operates in relation to alleged conduct or activity of a member of the Church that by the description of the alleged conduct or activity comes within Rule 1.03, the provisions of this Code of

Discipline must be followed in accord with the following paragraphs of this Rule (which incorporate reference to child protection policies).

- (e) If in accordance with the child protection policies a member of the Church willingly and without coercion or duress enters into an arrangement, such as a behavioural agreement or a similar covenant, which is intended to give effect to the purposes of the child protection policies, there is no necessity for any (or any further) steps under the Code of Discipline to be taken and in particular Rules 3.01 to 3.05 will have been satisfied.*
- (f) If a member of the Church in respect of whom child protection policies are invoked:
 - (i) either disputes the application of those policies or alleges that those policies were not implemented with procedural fairness, and*
 - (ii) denies any conduct or activity which if proven comes within Rule 1.03; then that member is entitled to require, by written notice given to the relevant court at the time of the denial in (ii) that procedures be commenced in the relevant court of the Church under this Code of Discipline.**
- (g) Rule 1.04 does not apply to procedures commenced in accordance with paragraph (f). As with any process under this Code of Discipline, procedures commenced in accordance with paragraph (f) must, in accordance with applicable secular State and federal law, not prejudice investigation and prosecution procedures under State law.*
- (h) Procedures commenced in accordance with paragraph (f) must observe any mandatory specific requirements of secular State and federal law even if the alleged offence is not proven or guilt is not established.*
- (i) If the alleged offence is confessed at any point in the procedures under this Code of Discipline, or is proven, then any mandatory specific requirements of secular State and federal law must be observed in the imposition of a consequence or the imposition of a censure and the range of available consequences includes entry into an arrangement, such as a behavioural agreement or a similar covenant, which is intended to give effect to the purposes of child protection policies. Entry into such an agreement or covenant may be accepted in place of or as a condition of other consequences or censures or as a condition of relief from other consequences or censures.*
- (j) If the alleged offence is not proven or the alleged offender is found not guilty, the court may still determine, despite anything in Parts 4 to 9, that it is appropriate in accordance with the child protection policies to require the alleged offender to enter into or to continue in (in existing or in amended form) an arrangement, such as a behavioural agreement or a similar covenant, which is intended to give effect to the purposes of the child protection policies and to put in place a procedure for periodic review by the court of such an arrangement. Such review is to take into account the state of any investigation or other action by secular State authorities and the conduct of the alleged offender since the determination of the alleged offence or since the last review, and is to include a fresh assessment by the court of any continuing risk relating to children from the alleged offender. Such review is not a procedure under this Code of Discipline (and thus is a decision of the court that is subject to the usual appeal processes of the State church) unless a new allegation of conduct or activity which if proven comes within Rule 1.03 is raised in respect of or in the course of the review.*
- (k) A session or other authority of the Church to whom an application for membership of the Church is made may in accordance with child protection policies and as a pre-requisite for and condition of granting membership put, or leave, in place (in existing or in amended form) an arrangement, such as a behavioural agreement or a similar covenant, which is intended to give effect to the purposes of the child protection policies and to put in place a procedure for periodic review by the court of such an arrangement. Such review is to take*

into account the state of any investigation or other action by secular State authorities and the conduct of the alleged offender since the entry into membership or since the last review. The session or other authority is required to exercise procedural fairness in exercising its power of admission to membership under this paragraph, but there are no rights under the Code of Discipline for the person seeking admission to membership in respect of the decision on admission to membership (refer paragraph (c))."

(iii) Add the following to Rule 3.12:

After "resolved to proceed", in the first and third sentences, add ", or been required under Rule 1.13(f) to proceed," and change "as referred to in Rule 5.01" to "as referred to in Part 5" so that the Rule would read: "If an allegation is made against a person who holds office in the Church, including a minister of a parish, which concerns inappropriate behaviour with young people, including child molestation, then having regard to the need to protect children the Court may at any time suspend the accused person from office even though the Court has not at the time resolved to proceed, or been required under Rule 1.13(f) to proceed, to judicial process as referred to in Part 5. In the case of any such suspension the provisions of Rule 5.01(a) shall apply as though the suspension had occurred after the decision to proceed by judicial process. If the Court subsequently resolves to proceed, or has been required under Rule 1.13(f) to proceed, by judicial process it may either continue or discontinue the suspension and may in any event discontinue the suspension at any time."

(iv) Add a new Rule 3.12A to Ch 8 Part 3 as follows:

"3.12A If an allegation is made against a member (office bearer, other communicant or adherent) of the Church, which concerns inappropriate behaviour with young people (which term includes a child or children as defined in legislation relating to child protection that has force of secular law in the relevant State), including but not limited to child molestation, then having regard to the need to protect children the Court may at any time suspend the accused person from all or some privileges or rights of membership, or place conditions on the enjoyment or exercise of such privileges or rights of membership, including conditions concerning attendance at services and/or other activities of the Church or of a congregation or of a Church organisation, even though the Court has not at the time resolved to proceed, or been required under Rule 1.13(f) to proceed, to judicial process as referred to in Part 5. If the Court subsequently resolves to proceed, or has been required under Rule 1.13(f) to proceed, by judicial process it may either continue or discontinue the suspension and may in any event discontinue the suspension at any time with or without conditions. Such suspension is not governed by and operates independently of and in addition to any suspension under Rule 3.12 and/or Rule 5.01(a)."

(v) Add new provisions to Ch 8 Part 9 as follows:

- (i) **Change rule 9.01** to read as follows:
"9.01 A Court may impose a censure where a charge has been confessed or regularly proven in the course of judicial process."
- (ii) **Change Rule 9.06** to add the following sentence at the end: "Rebuke may be also used in the circumstances described in Rule 4.06 as an alternative to admonition."
- (iii) **Change Rule 9.08** to add at the end "as proven in judicial process or, if confessed, in the circumstances stated in Rule 4.06 as an alternative to admonition" so that the whole as amended reads "9.08 Rebuke is a solemn reproof and is administered to persons guilty of serious offences as proven in judicial process or, if confessed, in the circumstances stated in Rule 4.06 as an alternative to admonition."

- (iv) **Change Rule 9.09** so that the second sentence reads *"This is to be distinguished from suspension under Rule 3.12, 3.12A or 5.01, which is not in the nature of a censure."*

The meeting was closed with prayer.

Extracted from the minutes of the General Assembly of Australia on 11 March 2020 by me, Bruce Meller, Assembly Clerk.

All of the above changes are now reflected in the new edition of Constitution, Procedure and Practice, copies of which may be obtained freely online at

<https://presbyterian.org.au/images/downloads/codes/gaa/GAACodeBook-2020-03-03-withNSMF.pdf?5e5f12dd>

or, for a fee, from the Clerk by email to gaaclerk@pcnsw.org.au

Yours sincerely,

A handwritten signature in dark ink, appearing to read "Bruce Meller", with a stylized flourish at the end.

Bruce Meller
Assembly Clerk



THE PRESBYTERIAN CHURCH OF AUSTRALIA

Memo

TO: Assembly Clerks, Presbytery Clerks
FROM: Bruce Meller, Clerk, GAA
CC:
DATE: 11 March 2020
RE: Statement on Sex, Gender and Marriage

At Sydney and within the Hurstville Presbyterian Church, 43 Park Road, Hurstville, NSW on Thursday, 12 September 2019 at 7.00 p.m. the Assembly met, pursuant to adjournment and was constituted with prayer, the Moderator presiding.

Among other things, the Assembly adopted a statement on sex, gender and marriage and determined that it should be included, henceforth, within Chapter 5 of the *Constitution, Procedure and Practice*.

For the information of members of your Assembly or Presbytery, as the case might be, the statement has been included below.

Bruce Meller

Bruce Meller
Assembly Clerk

STATEMENT ON SEX, GENDER AND MARRIAGE

1. Preamble

- 1.1. The Presbyterian Church of Australia seeks to be faithful to God by holding to the teaching of Scripture in faith and life. Our Subordinate Standard affirms the biblical teaching that God created us male and female (WCF 4.2) and that marriage is to be between one man and one woman (WCF 24.1). This statement presents the Church's understanding of humanity in relation to sex, marriage and gender, based on the teaching of Scripture.
- 1.2. This statement uses the terminology of 'sex' and 'gender' while setting out a biblical understanding of their relationship.
- 1.3. In this statement the Church:
 - expresses its joy in God our Creator and his good order of creation;
 - expresses its grief over the effects of our Fall into sin in distorting God's good order;
 - expresses its faith in the Lord Jesus Christ our Redeemer and Saviour;
 - expresses its hope in God's promise of a new creation in which righteousness dwells; and
 - reaffirms its commitment to serving Christ, his church and his world in the area of sex, gender and marriage.

2. We rejoice in God our Creator and his good order of creation

- 2.1. All people are made in God's image (Gen 1:26-27; Declaratory Statement §4) and have a common dignity and worth. No one should be mocked, hated, or bullied.
- 2.2. God established a good order in his creation (WCF 5.1) in which humans were either male or female (Gen 1:27; 5:2; WCF 5.2), sharing a common humanity (Gen 2:23), but distinguished biologically through their capacity to conceive children together through sexual intercourse (Gen 2:24; 4:1). Men and women are equally created in God's image and are to express their gender in complementary relationships, especially in a loving marriage (Gen 2:18; Deut 22:5; 1Co 11:14-15; Eph 5:22-33; Col 3:18-21; 1 Tim 2:12-14) and also within leadership in the household of God (1 Cor 14:29-35; 1 Tim 2:11-3:7; Titus 1:6-9).
- 2.3. In God's good order, gender identity was determined by one's biological sex (Gen. 1:27; Matt. 19:4).
- 2.4. Marriage is a union of a husband and a wife, to the exclusion of all others, voluntarily entered into for life (WCF 24.1), which for the good order of society is established by a public commitment. It is a sign of the love that exists between Christ and his church (Eph. 5:24-33). The purpose of marriage is lifelong love, intimacy and companionship, to provide the most favourable and stable environment to reproduce and nurture children, and to promote the health and stability of society (Gen 2:18; Ecc 4:9-11; Deut 6:1-7; Eph 6:1-4; Prov 14:1; Pss 127 & 128; WCF 24.2). In the unity and partnership of marriage, a husband is to love his wife as his own body and as her head, and a wife is to submit to her husband (Gen 2:18; Eph 5:22-30). Marriage is the only proper setting for sexual intercourse and is the divinely ordained environment for the raising and nurturing of children.
- 2.5. Married couples are commanded by God to be faithful. All sexual activity outside of marriage is prohibited (Ex 20:14; 22:19; Lev 19:29; Deut 5:18; 22:13-21; 1Co 6:9-10; Heb 13:4; Rev. 21:8; 22:15), as is abuse and violence within marriage (1 Pet 3:7). Divorce is prohibited, except on proper grounds (Mal 2:15; Mt 19:4-8; Mk 10:6-9; 1Co 7:10-14; WCF 24.5-6).

3. We mourn the effects of the Fall and our own sin as they distort God's good order

- 3.1. The fall of Adam rendered all humanity guilty and subject to God's eternal punishment (Rom 5:12-19). It corrupted us and the created order. 'Our first parents ... fell from their original righteousness and communion with God, and so became dead in sin, and wholly defiled in all the faculties and parts of soul and body', and 'the same death in sin and corrupted nature' was 'conveyed to all their posterity' (WCF 6.1-3). As a consequence, all humans turn away from God, refuse to obey him, and worship created things instead (Rom 1:25) — including marriage, sexual experiences, sexuality and gender. All humans

face struggle, distress and distortion in our experiences of gender and sexuality and marriage.

- 3.2. From the Fall, human sin and God's curse have disordered and frustrated God's good creation pattern (Gen 3:14-19; Rom 8:19-21). Humans have sought to make sense of their world and establish their identities apart from God (Prov 1:7; 12:23; Rom 1:21-29; 7:5,14-18; Eph 4:22). Relationships between husband and wife are spoiled (Gen 3:7,12,16; 4:19,23); women are often mistreated and abused (Ge 34:7-31; Deut 22:28-29; Jdg 19:22-20:7; 2Sa 13:1-32; Zec 14:2; 1 Pet 3:7); men and women are tempted to, and participate in, sexual immorality (Ge 39:6-12; 2Sa 11:2-5; Mt 5:27-28; 1 Pe 4:3; 2 Pe 2:14-18) including homosexual sex (Lev 18:22; 20:13; Rom 1:18-32; 1 Cor 6:9-10; 1 Tim 1:9-10); people transgress the boundaries of their sex (Deut 22:5; 1 Cor 6:9; 1 Cor 11:4-5, 13-15).
- 3.3. One consequence of the Fall is that some people are born with conditions in which their sex organs are not easily characterised as either male or female, or their sex organs are not consistent with their sex chromosomes (sometimes called intersex conditions or disorders of sex development). These are often physically uncomfortable and emotionally distressing conditions.
- 3.4. A further consequence of the Fall is that some people experience their gender to be different to their sex (sometimes called gender identity disorder or gender dysphoria). This is often a very distressing and confusing experience.
- 3.5. People who suffer from these conditions and experiences are equally made in God's image and share in the common dignity and worth of all human beings. However, these conditions do not constitute a third sex or gender, nor do they contradict the truth that in his originally good creation, God has established a binary sexual order for human beings. Binary biological sex remains the basis on which we understand these experiences.
- 3.6. All aspects of sexual life and gender are subject to temptations to turn from God's good order and to break his commands. Temptation is not, in itself, sin; though for all fallen humans it appeals to sinful desires which are affected by our sinfulness and for which we are culpable. As a consequence, we are all prone to living out these sinful desires in thought, word and deed (Jam 1:13-15). Marital unfaithfulness through violence, desertion or sexual unfaithfulness is sin, as are all forms of sexual immorality.
- 3.7. Modern Western culture has developed in a framework in which God is not relevant to understanding the world or shaping ethics. This has promoted a culture which views each person as free to determine their own identity and moral framework; and assumes that diversity, including gender and sexual diversity, is a good in itself; and that pleasure and comfort are primary. This culture does not acknowledge the existence of God's good creational order and often celebrates changes which transgress that order. It also presents temptations through sexualised advertising, pornography and social pressures in friendships and in employment and educational contexts.
- 3.8. The church, in seeking to teach and apply the biblical view of sex, gender and marriage has often failed to acknowledge our own sin and has caused undue hurt. We have failed to adequately understand the struggles of others; and, in doing so, have prevented the gospel being heard by those who, like us, are in desperate need of salvation and secure identity in Christ. As a church we are accountable to the Lord Jesus for our treatment of others, especially those who are young in the faith (Matt 18:6; 1 Pet 4:17).

4. We look to Christ for redemption, proclaim him as Lord and Saviour and seek to live for him in ways consistent with God's good order

- 4.1. In his incarnation, God the Son took on human nature to redeem people from sin, to heal them from corruption and reconcile them to God, and to restore God's good order to creation. He achieved this by his life, death, resurrection and ascension (Jn 3:16-21; Eph 1:3-10; 1 Pet 1:1-9; WCF 8).
- 4.2. The gospel, which proclaims Christ as the Saviour for all who trust him, is offered to all people (Isa 57:19; Acts 2:39; Rom 1:5; 3:24; 1 Tim 2:4). Everyone who comes to Christ is welcomed by him and included in his salvation (John 6:37). In Christ, his people find their true humanity and a new identity, irrespective of their gender, sexuality, marital status, family background, social status or ethnicity. They are restored to the image of God in Christ and united with each other in him (Rom 10:12; 1Co 12:13; Gal 2:20; Eph

2:10, 15; 4:22-24; Col 3:10-11). Christ is the answer to the underlying problems for all people — including those facing sexual temptation, the consequences of sexual sin, broken and difficult marriages, loneliness, shame, and gender confusion.

- 4.3. By the gift of the Holy Spirit those in Christ are restored to God and are able to live for him (Rom 8:3-9; WCF 10.1, 13.1).
- 4.4. God does not promise to heal all broken bodies or human relationships nor to end temptation, nor remove homosexual attraction, gender confusion or other burdens in this life. He promises that, because we are his chosen, redeemed and sanctified children, his grace will be sufficient in all our trials (2 Cor. 12:9). He also promises that on the return of Christ all his people will receive resurrected and restored bodies and enjoy full communion with him in a world of righteousness freed from curse and frustration (Rom 8:20-24; 2 Pet 3:13; Rev. 21:1-5).
- 4.5. Christ calls all people, though lost in sin, to come to him to be reconciled to God and to discover their true humanity in his service. Sinners come to God as he works by his Spirit to lead them to love him, and he reorders their desires and behaviour to conform to Christ. By the Spirit, believers are enabled to grieve for and hate their sins and to commit and strive to live as God commands. All believers struggle with sin and must constantly turn to Christ and put to death the sinful nature with its particular sins.
- 4.6. An unmarried person who is a follower of Jesus Christ is called to live faithfully for him in chastity. Singleness is a proper and honourable Christian calling, since it was the calling of the Lord Jesus himself (Matt 19:12; 1 Cor. 7:32–35; 1 Tim 5:5).
- 4.7. Married couples who follow Jesus Christ are called to live together faithfully as husband and wife, loving and serving one another. Husbands are to love their wives as Christ loved the church, and wives are to submit to their husbands (Col. 3:18–19; Eph. 5:22–33; Tit 2:4-5; 1 Pet 3:1-7). Parents are to love their children and raise them in the training and instruction of the Lord (Gen 18:19; Deut 6:7; Col 3:21; Eph 6:4). Children are to honour and obey their parents (Ex 20:12; Deut 5:16; Pr 6:20; Col 3:20; Eph 6:1-2).
- 4.8. An intersex person who is a follower of Jesus Christ should embrace their biological sex insofar as it may be known. Surgical treatment to enable this may be appropriate, though it is not morally necessary.
- 4.9. A person who experiences gender dysphoria and who is a follower of Jesus Christ should accept their body as inherent to their personhood, given to them by God, and seek to reconcile their understanding and presentation of their gender according to this fundamental truth. Learning to live consistently with this may be an on-going and difficult process, yet, as with all Christians, their union with Christ through his Spirit will lead them to grow in grace.
- 4.10. Faithful proclamation of the gospel requires the church to give a clear public witness in word and action to the righteousness of God, the nature and consequences of human sin, including its impact on the curse and frustration of the fallen creation, and God's free offer of grace in the Lord Jesus (Jn 16:8; Acts 2:23, 17:16-17, 30-31; Rom 1:18-3:20). The church presents God's good order and his moral law to the wider society, in part for the sake of the common good which is promoted by a recognition of the moral law. The church is not called to provide moral discipline for society (1 Cor 5:9–10), nor to seek moral reformation of society apart from gospel ministry. The priority of its mission is to proclaim Christ and to call people to salvation in him.

5. We live in eager expectation of God's new creation

- 5.1. The Lord has promised at his return a new creation where righteousness will dwell, and his people will enjoy glorious freedom in his presence, and he will wipe away all their tears (Rom 8:21; 2 Pet 3:13; Rev. 21:1-5; WCF 33.2). So, we live in hope, longing for and praying for the day when we shall be fully conformed to Christ and the created order will be gloriously transformed, healed of all disorder and corruption. In the presence of the Triune God, God's people will be given the fullness of their new identity in Christ (1 Cor 13:12; 1 John 3:2; Rev. 22:4-5).
- 5.2. In the new creation, marriage and sexuality will reach their fulfillment in the marriage of Christ the lamb to his people (Rev. 19:7; 21:2). Jesus declares there will be no marriage at the resurrection, which means that marriage is temporal, and not an 'ultimate' relationship for humanity, but one that points to this ultimate fulfillment (Matt 22:30). We

do not know the details of how bodies will be transformed and how that will reflect sex or intersex conditions. The bodies of God's people will be glorified and made to be like Christ (1 Cor. 15:35–53; Phil 3:20–21; 1 Jn 3:2).

- 5.3. Only then will God's people be freed from temptation and able to love him perfectly and freely.

6. We commit ourselves to serving Christ, his church and his world in the area of sex, marriage and gender

- 6.1. As the Church addresses issues of sex, gender and marriage in its teaching and pastoral ministry should teach and act in consistency with the understanding set out in this statement.
- 6.2. It is important to differentiate between cultural trends and movements, and the situation of individuals. The Church should identify for its members, and for the society, false views about marriage, sex and gender. It should do so in a way that is gracious, compassionate and engaging, and which offers life lived for Christ as a genuine alternative. It should treat those who are influenced by these movements as victims in need of compassion and, like all people, sinners in need of repentance. The Church should remain sensitive to congregation members who may silently struggle with gender or sexuality issues.
- 6.3. The deeply personal nature of sex, gender and marriage makes teaching about these areas, and the provision of pastoral care, particularly complex. We should seek to be informed as well as possible, to welcome advice from those with relevant personal and professional experience and constantly to seek wisdom from the Lord.
- 6.4. Good pastoral care will involve determining with those concerned, in light of the teaching of Scripture, how they can live faithfully in Christ. It will involve supporting them in this and, in love, holding them accountable for their actions. It may involve helping them access the services of appropriate professionals who should share a view of sex, gender and marriage consistent with this statement.
- 6.5. We should seek to build churches in which people of all ages grow together in the gospel, and which share the gospel of God's love in Christ. Our churches should aim to reinforce, enrich and model identity in Christ in contrast to the idolatrous identities of the world. Churches should seek to model faithfulness in marriage and singleness, and to support single people, couples moving toward marriage and married couples to live godly lives and to serve Christ together. The Church should be a community in which people can be honest about their temptations and pain and receive compassionate support from fellow believers as they seek to live faithfully.
- 6.6. The Church should teach that God opposes abuse and violence in marriage and in the family. He particularly warns husbands to be considerate to their wives and treat them with respect (Eph 5:28–30; 1 Pet 3:7). Acts of domestic violence and abuse are heinous sins. In providing pastoral care, church leaders should be alert for signs of domestic and family violence, and teaching in churches should address these issues. Domestic violence may be a valid ground for divorce, along with adultery and desertion (WCF 24:6).
- 6.7. Biological or natal sex is the relevant basis on which the church makes decisions about qualifications for marriage, church membership and church office.
- 6.8. The Church will not ordain any person who is involved in a sexual relationship outside of a marriage between a man and a woman. No church officer nor anyone in a position of leadership or responsibility within the Church should be involved in such a relationship.
- 6.9. All schools, training colleges, aged care facilities, charitable organisations, and other ministries and institutions operated by, in connection with, or under the authority or control of the Church are to operate in a manner, and for purposes, consistent with the understanding of sex, gender and marriage set out in this statement. Church property is only to be used in a manner and for purposes consistent with that understanding.



THE PRESBYTERIAN CHURCH OF AUSTRALIA

Memo

TO: Assembly Clerks, Presbytery Clerks
FROM: Bruce Meller, Clerk, GAA
CC:
DATE: 11 March 2020
RE: Eschatology and millennialism in the Westminster Confession

At its ordinary meeting in 2019, the General Assembly of Australia resumed consideration of eschatology and millennialism in the Westminster Confession, a matter brought before it in 2016 and referred to the College Committee.

EXTRACT MINUTE

45. Assembly Constituted: *At Sydney and within the Hurstville Presbyterian Church, 43 Park Road, Hurstville, NSW on Wednesday, 11 September 2019 at 2.00 p.m. the Assembly met, pursuant to adjournment, and was constituted with praise, the reading of Scripture and prayer, the Moderator presiding.*

Inter alia:

53. College: *The report of the College Committee was laid on the table and received.
The Rev. Dr I.K. Smith submitted the deliverance.
Clause (1) was approved.
The report of the College Committee concerning Eschatology and the Millennium in the Westminster Confession of Faith was received.
Pursuant to notice the Rev. Dr J. McClean moved:
That the Assembly:
Declare that the tenets of Dispensational Premillennialism are at such variance with this Church's doctrinal standards that no person adhering to Dispensational Premillennialism should either sign the Formula or continue in office after signing the Formula.
The motion was seconded.
Arising from debate, the Rev. S. Bonnington moved that the Assembly:
Amend the motion so that it would read:
Declare that the tenets of classic Dispensational Premillennialism are at variance with this Church's doctrinal standards.
The motion was seconded.
By leave of the Assembly, the motion was fallen from.
By leave of the Assembly, the Rev. S. Bonnington moved that the Assembly:*

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Declare that the tenets of Dispensational Premillennialism are at variance with this Church's doctrinal standards.

The motion was seconded and approved as follows:

- (2) ***Declare that the tenets of Dispensational Premillennialism are at variance with this Church's doctrinal standards.***

The meeting was closed with prayer.

Extracted from the minutes of the General Assembly of Australia on 11 March 2020 by me, Bruce Meller, Assembly Clerk.

In order that the members of your Assembly and your Presbytery might be fully aware of this matter, I am providing, on the following pages, a copy of the relevant extract from the report of the College Committee.

Yours sincerely,



Bruce Meller
Assembly Clerk

ESCHATOLOGY AND THE MILLENNIUM IN THE WCF

The College Committee was directed by the GAA to report on the reference from the Presbytery of Western Australia asking the Assembly to express an opinion on whether the Westminster Confession of Faith teaches or excludes particular views on eschatology and the millennium. The reference does not specify which views are of concern to the Presbytery, and there was no explanation given to the Assembly. So, the Committee has considered a range of possible views, relating mainly to the millennium.

The Committee has been asked to comment on the position of the Confession (and presumably the doctrinal position of the PCA). Hence, this report does not deal with the biblical basis for the Confessional position. We direct interested readers to the following for expositions of the biblical material which shows the basis for the confessional position.

- C. P. Venema, *The Promise of the Future* (Edinburgh: Banner of Truth, 2000), 79 folio Bomberg edition of 1518 folio Bomberg edition of 1518 –109.
- K. Riddlebarger, *A Case for Amillennialism: Understanding the End Times* (Grand Rapids: Baker, 2003).

Definition

The Millennium is the 1000-year era in which Christ and the martyrs will reign on earth (Rev. 20:4). This may be interpreted quite literally as involving the physical presence of Christ and resurrected believers ruling for 1000 years, or as a period of triumph for the gospel and restoration of the church, or it may be understood as a description of the current age when Christ rules in heavenly session and believers share with him in that (Eph. 2:6).

The background to the WCF

Although some in the early church (Papias, Justin, the Montanists, Tertullian) held a millennial view, the majority view came to be that of Origen, Tyconius, and Augustine that the millennium is the reign of Christ through the Church between his first and second comings (*Civ. Dei* 20.6–7).¹ In the medieval church, the millennial period was often taken to equate to the rise of Christianity, or of Christendom. This was the position inherited and affirmed by the magisterial Reformation.² However, Puritanism and Reformed thought on the Continent saw a rise of millenarianism. Jue suggests that this was due to an exegetical tension: the Reformers inherited the traditional historicist view that the millennium was the Christian era which had now passed (in AD 1000 or 1300), but also held that the papacy was the anti-Christ which had arisen during the millennial period. The religious wars of the 16th and 17th centuries only increased this conviction. In 1627, the German Johann Heinrich Alsted, and Joseph Mede, a fellow at Christ's College Cambridge, both published works with a millenarian view, and these had a major influence on the eschatology of the Puritans.³

Hence the Westminster Assembly was written during a period of considerable eschatological speculation. The Scottish commissioner Robert Ballie (1599–1662) complained that many of the English members of Assembly were millenarians, especially Thomas Goodwin and Jeremiah Burroughes. The momentous events of British History in the 1640s encouraged this speculation. Goodwin wrote in his Exposition of Revelation that he expected the conversion of the Jews in 1650 or 1665, the fall of the Antichrist in 1666, and the physical resurrection of the saints before the millennium. Ballie himself looked forward to the 'repair of Zion' and thought that the 'day of vengeance upon the Antichrist' was not far off. George Gillespie preached to parliament in 1644 that the prophecy of the rebuilt temple in Ezekiel looked to an age of righteousness and 'later day glory'—and suggested that the fulfilment may be dated in 1643 (i.e. the calling of the Assembly!). Others in the Assembly, such as Alexander Henderson, opposed millennialism. There were also more radical eschatologies being espoused outside the bounds of the Assembly.

¹ The commonly repeated claim that the 431 Council of Ephesus condemned belief in an earthly millennium does not seem to be true. See M. J. Svigel, 'The phantom heresy: Did the council of Ephesus (431) condemn chiliasm?' *Trinity Journal* 24.1 (2003): 105–112.

² E.g. Calvin, *Inst* 3.25.5.

³ J. K. Jue, 'Puritan Millenarianism in Old and New England', *The Cambridge Companion to Puritanism*, J. Coffey and P.C. H. Lim, eds (Cambridge: CUP, 2008), 262.

The Confession

It is notable that in this context the WCF is very restrained in its affirmations about eschatology. Gribben observes, 'Puritan confessions repeatedly refuse to endorse the radical eschatologies defended in the individual writings of some of the very theologians who composed them... puritan expositors showed themselves more open to rehabilitating the patristic millenarian tradition — but, remarkably, never in their confessions.'⁴

The Confession presents a profoundly Christological exposition of salvation and hence of eschatology. Christ is the one in whom all God's purposes are worked out, especially those of redemption (8:1), so he is 'the Mediator' and 'the Prophet, Priest, and King, the Head and Saviour of His Church, the Heir of all things, and Judge of the world'. The exposition of the historical work of Christ ends with the fact that he 'shall return, to judge men and angels, at the end of the world' (8:4). All the eschatology of the WCF is based on the person and work of Christ.

The Confession itself does not have any references to a millennial hope. Other Westminster documents — *The Directory of Public Worship* and the *Larger Catechism* — echo something of the content of the millennial hope in the context of prayer. *The Directory* advises that the prayer before the sermon should include petitions for 'the propagation of the gospel and kingdom of Christ to all nations... the conversion of the Jews, the fullness of the Gentiles, the fall of Antichrist... the deliverance of the distressed churches abroad from the tyranny of the antichristian faction, and from the cruel oppressions and blasphemies of the Turk' as well as 'the blessing of God upon the reformed churches, especially upon the churches and kingdoms of Scotland, England, and Ireland'. Similarly, Q. 191 of *the Larger Catechism* considers that petition 'Thy kingdom come' as a plea that 'the kingdom of sin and Satan may be destroyed, the gospel propagated throughout the world, the Jews called, the fullness of the Gentiles brought in; the church furnished with all gospel-officers and ordinances, purged from corruption, countenanced and maintained by the civil magistrate: that the ordinances of Christ may be purely dispensed, and made effectual to the converting of those that are yet in their sins, and the confirming, comforting, and building up of those that are already converted: that Christ would rule in our hearts here, and hasten the time of his second coming, and our reigning with him forever'. These are prayers for the changes that many in the Assembly expected with the millennial reign of Christ and that they hoped were not far off. They do not, however, assert if or when these prayers would be answered; and the Confession itself has no parallel material.

It is worth noting the contrast with the 1658 Savoy Declaration, which is based on the Confession. It adds a section to Ch 26 on the church, which affirms an expectation that

... in the latter days, antichrist being destroyed, the Jews called, and the adversaries of the kingdom of his dear Son broken, the churches of Christ being enlarged, and edified through a free and plentiful communication of light and grace, shall enjoy in this world a more quiet, peaceable and glorious condition than they have enjoyed.

The Confession takes up the return of Christ at the end and states that this will be the time of the general resurrection (32:2–3) and the day of judgement (33:1). Thus, the Confession does not posit any time gap between the return of Christ, the general resurrection and the final judgement. Indeed, it assumes that each of these events will take place on 'a day'. This contrasts with premillennial schema, which hold that the millennium (understood literally or metaphorically) intervenes between the return of Christ and the final judgement.

The Confession more clearly disagrees with a dispensational millennial view which holds to a rapture of believers before, during or after the tribulation, which is followed by period during which Israel is resorted. The Confession has no reference to a rapture and uses 1 Thessalonians 4:17 in reference to the resurrection at the return of Christ. More significantly, its covenant theology teaches there is one covenant of grace in varying administration and that Christ is held out 'with more fullness, evidence, and spiritual efficacy, to all nations, both Jews and Gentiles' (WCF 7.6). This precludes the idea of a return to an Israel period which is more like the Old Testament.

In summary:

- Assembly members held to a range of eschatological positions including those who entertained considerable millennial speculation, but the Confession neither gives any of

⁴ C. Gribben, 'The Eschatology of the Puritan Confessions' SBET 20/1 (Spring, 2002): 78.

- this doctrinal status nor can it be presumed to rule them illegitimate;
- other Assembly documents express millennial hopes in prayer for a triumphant Gospel age, but no document makes this hope a matter of doctrine;
- the Confession does not give any indication of a period between the return of Christ and the final judgement, and does not seem to allow for any such time period, holding that all takes place on the 'Day';
- the Confession does not allow for a rapture separated from the return of Christ on the final day;
- the Confession rules out the dispensationalist notion of a period of the re-establishment of the state and worship of Israel.

The reference requests the Committee to report on the eschatological teaching of the Confession. It is important, however, to place this in the context of the Confession read in the light of the Declaratory Statement.

The Declaratory Statement allows liberty of opinion on matters not essential to the doctrine of the confession. This must, at least, mean that officers of the PCA are able to hold views that are usually called 'post-millennial'. Many members of the Assembly held similar views and while they go beyond the Confession they do not contradict it. The Confession's view of the coincidence of the return of Christ and judgement disagrees with a 'historical premillennial' position, but this is a relatively minor point and does not conflict with the essentials of the Confession's doctrine. The position of dispensational millennialism, however, differs from the Confession far more substantially. The problem lies not in the details of eschatological timing, but in its view of the relation of Israel to the covenant of grace and the church. The covenant theology of Chapter 7 of the WCF is essential to the whole Confession and if it is denied this leaves much of the Confession incoherent. The opinion of the Committee is that courts of the church should not grant liberty of opinion for officers to hold such a position.

The opening section of the Declaratory Statement also provides important direction in this matter. It highlights the 'objective supernatural historic facts' about Christ— 'especially the incarnation, the atoning life and death, and the resurrection and ascension of our Lord, and His bestowment of His Holy Spirit' as those which should have 'a chief place' in the message of the church. It is Christ and his work, not any particular eschatological schema, which should be the burden of the preaching of the church.

- | | |
|------------------|--|
| Gribben, C. | 'The Eschatology of the Puritan Confessions' <i>SBET</i> 20/1 (Spring, 2002): 51–78. |
| Jue, J. K. | 'Puritan Millenarianism in Old and New England', 259–76, in <i>The Cambridge Companion to Puritanism</i> , John Coffey and Paul C. H. Lim, eds. (Cambridge: CUP, 2008). |
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| Toon, P. ed. | <i>Puritans, the Millennium and the Future of Israel: Puritan Eschatology 1600 to 1660</i> (Cambridge: James Clarke, 1970). |
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| Young, A. | 'Counter Currents to Chiliasm at the Westminster Assembly: Cornelius Burges and the Second Coming of Christ', <i>WTJ</i> 73 (2011): 113–32. |



THE PRESBYTERIAN CHURCH OF AUSTRALIA

Memo

TO: Assembly Clerks, Presbytery Clerks
FROM: Bruce Meller, Clerk, GAA
CC:
DATE: 11 March 2020
RE: Relations with other Churches

For the information of all members of your Assembly or Presbytery, the GAA recently made several decisions about formal connections between the Presbyterian Church of Australia (PCA) and other churches, particularly the Christian Reformed Church (CRCA). After many years of conversation, a Memorandum of Understanding was signed by representatives of both Churches. I report that to you in the hope that if you are in a position to do anything in partnership with a CRCA congregation that will advance the kingdom-claims of our Lord Jesus, the GAA would encourage you to do so.

Bruce Meller

Bruce Meller
Assembly Clerk

EXTRACT MINUTE

32. Assembly Constituted: At Sydney and within the Hurstville Presbyterian Church, 43 Park Road, Hurstville, NSW on Tuesday, 10 September 2019 at 7.00 p.m. the Assembly met, pursuant to adjournment, and was constituted with praise, the reading of Scripture and prayer, the Moderator presiding.

Inter alia:

35. Relations With Other Churches: The report of the Committee on Relations With Other Churches was laid on the table and received.
The Rev. Andrew Nugteren, Ecumenical Secretary, Christian Reformed Churches of Australia, addressed the House.
The Rev. Dr J.P. Wilson submitted the deliverance.
Clauses (1) to (5) were approved.
The Moderator and the Rev. Andrew Nugteren signed the Memorandum of Understanding between the Presbyterian Church of Australia and the Christian Reformed Churches of Australia (CRCA) approved in Clause (4).

MAIL Assembly Clerk,
PO Box 2196
Strawberry Hills NSW 2012
Australia

PHONE 0418 650 618
FAX (02) 9310 2148
EMAIL gaclerk@pcnsw.org.au
WEBSITE www.presbyterian.org.au

At the request of the Moderator, the Rev. C. Markham led the Assembly in prayer for the ministry of the Relations With Other Churches Committee.

The deliverance as a whole was approved as follows:

That the Assembly:

- (1) Thank God that the committee, on behalf of the PCA, has been active in initiating, maintaining and fostering relationships with both Australian and overseas churches of like mind, and that a warm, meaningful and practical relationship exists with many world churches as a result.
- (2) Continue with the practice of directing GAA committees wishing to invite representatives of other churches to attend meetings of the General Assembly, to process those invitations through this committee in cooperation with APWM Committee and the Business Committee.
- (3) Encourage the committee to continue promoting the ministries of the World Reformed Fellowship (WRF), and thank the Rev. Dr John McClean and the Rev. Robert Benn for their services on the WRF Board.
- (4) Agree to, and authorise the moderator to sign, the MoU of co-operation between the PCA and the Christian Reformed Churches of Australia (CRCA), as follows:

“This Memorandum of Understanding is between the Christian Reformed Churches of Australia (CRCA) and the Presbyterian Church of Australia (PCA).

As reformational and confessional churches this Memorandum of Understanding seeks to foster a closer and more formal relationship between our two denominations within the Australian cultural context. Formal recognition would grant bilateral work more authority and provide greater impetus and stimulus to our churches to work together in God’s kingdom.

Such a relationship would be focussed in terms of engagement.

At a local level, such engagement would include:

- *combined services where suitable and desired;*
- *receiving of one another’s members;*
- *recognition of one another’s ministers for preaching duties;*
- *working together in local evangelism;*
- *focussing church planting work with consideration for one another;*
- *combining and/or assisting with local diaconal/mercy ministries where possible.*

At a broader level, such engagement would include:

- *cooperation and mutual encouragement between denominational diaconal/mercy ministries;*
- *overseas mission information exchange and cooperation;*
- *cooperation with Presbyterian Inland Mission;*
- *working together on societal challenges that face us: e.g. marriage equality, safe church issues; as well as submissions to government on various ethical and moral issues;*
- *exchange of greetings and delegates at broader church Assemblies;*
- *provide a foundation for closer relationships with other reformational churches throughout Australia.*

It is understood that this MoU is subservient to and must comply with current and future decisions of the Synods of the CRCA and General Assemblies of the PCA. Where any conflict occurs the formal decisions of the broader Assemblies of each denomination takes precedence.”

- (5) Review the MoU at the meeting of the General Assembly in 2025; instructing the RWOC Committee to engage with the CRCA in the preparation of that review.

Extracted from the records of the General Assembly of Australia on 11 March 2020 by me, Bruce Meller, Assembly Clerk.

COMMUNICATION 10 (Min 86)

From: GAAClerk GAAClerk@pcnsw.org.au
Subject: An Introduction to Church Discipline
Date: 13 May 2020 at 10:09 pm



Dear Assembly Clerk,

At its meeting on 5/2/2020, the Code Committee approved a new document entitled *An Introduction to Church Discipline within the Presbyterian Church of Australia*. It will soon be available on the PCA website but it may not become widely known if that's all that happens to it. Therefore, I am providing you with a copy as I have done for all Presbytery Clerks. As you read it, or as you interact with the Introduction and/or the Code of Discipline, I would welcome your questions and observations, or suggestions for improvement.

Additionally, in response to a request from the GAA (Min. 42(8) of 2019), the Code Committee is undertaking a revision of the Code of Discipline and the Committee seeks input from the State Code Committees. I would therefore be grateful if you would forward this email and that attached introduction to the Convener of your Code Committee (or equivalent). If you would copy me into your email to the Convener, I will compile my own distribution list for Code Committee Conveners. Thanks in advance.

Kind regards,
Bruce

Bruce Meller, Assembly Clerk

An Introduction to Church Discipline within the Presbyterian Church of Australia

Do not make light of the Lord's discipline, and do not lose heart when he rebukes you, because the Lord disciplines the one he loves. (Hebrews 12:5-6)

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Introduction

This paper has been prepared by the Code Committee of the General Assembly of the Presbyterian Church of Australia as an introduction to church discipline. It is also intended to help people understand the Code of Discipline and its staged processes so that they might abide by it. This paper is **not** a substitute for the Code of Discipline. While it is to be read alongside the Code of Discipline, if any matter appears unclear to a reader, the responsibility rests on all agents of the Church to seek clarification of that matter from the Assembly Clerk in order to abide by the Code of Discipline.

This paper will be improved by input from others. Observations on the clarity of the Code of Discipline or any concerns about its use may be addressed to the Convener of the Committee whose contact details appear at the end of the paper.

The nature of discipline

Discipline is a gift from God. Rightly exercised, it reflects a person's commitment to an important, enduring relationship.¹ God is so committed to his relationship with his people that he has persistently disciplined them in spite of their habitual failures. His discipline has not been fickle, impetuous or loveless. Far to the contrary, God's discipline always has been a purposeful expression of his loving refusal to abandon his own. As the Scripture says, "God disciplines us for our good, in order that we may share in his holiness."² For that

¹ Discipline, as a demonstration of grace, **must not be confused with abusive behaviour** motivated by anger, jealousy or vengeance and exercised to punish the offender or vindicate the person offended.

² Hebrews 12:10 drawing on parallels in Deuteronomy 8:5 and Proverbs 3:11-12.

reason, discipline is not to be despised and resented but to be embraced with grateful appreciation that we matter deeply to God and to others whom he has placed in authority over us.³

The spirit of discipline

All discipline, domestic, ecclesiastical, organisational, civil, or of whatever kind, is to be exercised in a spirit of tenderness, love and faithfulness. The goal of discipline that pleases God is to see people come to maturity and be built up more and more into the image of the perfect man, Jesus Christ.⁴ By God's intention we exist "for the praise of his glory" and are to be "holy and blameless before him in love."⁵

Those who are spiritual do not display that fact by self-righteous behaviour in which offenders are derided, hurt or humiliated. Instead, Scripture requires that "if someone is caught in a sin, you who live by the Spirit should restore that person gently."⁶ That is consistent with Jesus' teaching that a person offended by the behaviour of another should not disregard the other and "write them off" but rather go to them and "point out their fault" in the hope that, through gentle ministry, the offender might be won over and drawn back into a warm and engaging relationship flowing from heartfelt reconciliation. The requirement that discipline should be exercised "gently" must not be overlooked. All people are capable of falling into error and it is therefore required that all people keep watch lest they also be tempted, and that those who think that they stand securely must be careful that they don't fall.⁷

Discipline must be understood comprehensively. The word properly refers to **training** – cultivating self-control and developing character by enhancing knowledge and imparting wisdom in how to use that knowledge well.⁸ Punitive measures may be applied as a training tool, but punishment does not define discipline or comprise its essential meaning. In the same way that God trains his people to live a life worthy of the high calling they have received (and sometimes uses punishments for that purpose), persons in authority over others must also endeavour to build people up so that they will overcome defects in belief or behaviour and more adequately fulfil their fundamental task of being God's image-bearers in his world. That can only be achieved properly through careful and purposeful explanation and application of God's word in all its fulness: teaching, reproving, correcting and training in righteousness so that God's word will accomplish its purpose and not return to him "empty".⁹

Discipline, then, requires the application of God's word at multiple levels. Most generally, it is practised as **formative discipline**. Within the community of faith, right belief and right behaviour are to be modelled and taught so that through hearing and observation, people learn how to believe well and live well. The ordinary means of grace are God's normal tools for sanctifying his people and moulding them to the likeness of his Son.¹⁰ As the word of God is read and taught, wrong thinking and wrong practice is brought to the light and exposed for what it is. At the same time, every encouragement is given to "put off the old self" and "put on the new self which is being renewed in knowledge in the image of its Creator" and to be "transformed by the renewing of your mind."¹¹ Within the Christian church, all activities should have, as their underlying aim, to see people formed into the likeness of Christ.

When people deviate from God's revealed will and act according to the old nature, it is necessary to pay them closer attention to induce them to renew their pursuit of holiness. Formative discipline becomes

³ Proverbs 3:11; cf. Hebrews 13:17

⁴ Romans 8:29

⁵ Ephesians 1:12, 4

⁶ Galatians 6:1

⁷ Galatians 6:1; 1 Corinthians 10:12

⁸ Cambridge Dictionary, <https://dictionary.cambridge.org/dictionary/english/discipline>. Thus,

⁹ 2 Timothy 3:16; Isaiah 55:11

¹⁰ Romans 12:1-2. See also Westminster Shorter Catechism, Q. 88.

¹¹ Colossians 3:9; Romans 12:2.

corrective discipline designed to expose evil and move offenders to repentance.¹² This is what is most frequently understood as church discipline. In reality, it is an extension of, and a closer application of, formative discipline. The goal is repentance resulting in forgiveness and restoration to fellowship.¹³ Repentance may not remove the consequences of wrong thinking or wrong doing. While it should make possible a full restoration to fellowship, the nature of the offence might mean that the offender may not be restored to the office they held or the function they performed before their wrongdoing. A repentant person may be required to make restitution where that is possible, and to submit themselves to an ongoing programme of instruction and developmental supervision.

Where a person is demonstrably guilty of an offence but refuses to heed biblical counsel, to admit their failure/s and to repent, corrective discipline may need to be extended through the removal of privileges. Within the Church, a person may be suspended from exercising any leadership that they might have practised previously. It might also be appropriate for an unrepentant offender to be denied access to the sacraments or to other congregational activities.

Where a person persistently refuses to heed biblical counsel, denies a provable offence and/or refuses to submit to legitimate authority, it will become necessary to remove them from the community against which they have offended. Within the Church, this means that the established leaders must declare the offender no longer to be a member of the congregation and, indeed, no longer to be regarded as a believer but to be treated with all the grace that would be provided to an unbeliever in order to bring them to faith in Christ and the repudiation of sin that evidences conversion.

Within civil society, God has given punitive powers (the power of the sword) to the so-called “civil magistrate”.¹⁴ To the Church, however, he has committed the sword of the Spirit which is the word of God, and he has withheld punitive power beyond the power to admit to or remove from membership and to declare forgiveness to the penitent while withholding that declaration from the impenitent.

The purposes of discipline

It is clear that discipline is to be exercised for the good of the offender, but that is not the only reason. Discipline is also to be exercised for the glory of God and the purity of his church.¹⁵

God is dishonoured when sinful practices are knowingly tolerated within the believing community.¹⁶ Members of the New Israel are to be known for their dedication to Christ and their zeal to be like him, which necessarily requires a revulsion against sin and a desire, with a determined practice, to resist the devil and have him and all his temptations flee from them. Where a person persistently demonstrates their contentment with sin and refuses to turn from it, it may be necessary for them to be removed from membership of a congregation and from all the privileges that flow from it.

But God is greatly honoured when sinners turn from their evil ways and repent.¹⁷ Therefore, it ought not to be believed that the glory of God requires a community to be free from all sin, but that its members, out of devotion to Christ, should be striving to exercise true mastery over sin in contrast to their behaviour when

¹² Consider, for example, Nathan’s challenge to King David over his involvement with Bathsheba (2 Samuel 12:1-14) and Paul’s challenge to Peter (Galatians 2:11-21).

¹³ Restoration to fellowship should always be desired. Restoration to office, however, may not always be possible or appropriate given that Christian leaders are required to have a good reputation (1 Timothy 3:7) and to live lives that are above reproach (Titus 1:6-7).

¹⁴ Romans 13:4

¹⁵ When outsiders speak of Christians, they ought to have “nothing bad to say” (Titus 2:8) but, instead, be so impressed by the behaviour of believers that they give glory to the Father in heaven (Matthew 5:16). The evil practised so commonly outside of the church must not be attributable to believers – indeed, such things should not be spoken of as happening amongst Christians (Ephesians 5:3).

¹⁶ Genesis 3:24; Joshua 7:1-24; Matthew 5:48; 1 Corinthians 5:1-8; 1 Peter 1:13-19.

¹⁷ Ezekiel 18:23; Luke 15:7

they were sold as slaves to sin: i.e. before they trusted Jesus. Their progression in holiness will bear stark witness to the watching world of the transformation that has been wrought within them, resulting in God being glorified.

Such discipline, when practised within a congregation, will protect vulnerable persons by (i) alerting them to the power of temptation and (ii) limiting the opportunity for evil to be tolerated or, worse, cultivated.

The subjects of Church Discipline

Formally, church discipline extends only to church members. In Presbyterian congregations, that means communicants and adherents **only**. While non-members might attend church activities, and even attend regularly, no privileges should have been granted to them beyond the helpful courtesies that should be shown to guests. If the behaviour of non-members causes offence within a congregation and, after counselling, they refuse to desist from their offensive behaviour, they should be asked (or required) to remove themselves from the congregation and to cease attending.

The limitations on Church Discipline: Church Discipline and the Civil Courts

When a dispute of a civil nature occurs between believers and they are unable to resolve the dispute personally, they ought to approach suitably-trained Christian conciliators to help them negotiate with one another (mediation). If mediation fails, believers ought to submit their cause to a mutually approved arbitrator whose decision shall be final and binding.

If mediation is not effective and/or arbitration is not possible, civil matters may be determined in civil courts. They should not be brought before the church for determination. The judicatory bodies within the Church are not intended to adjudicate civil disputes, nor are they equipped to do so.

Code of Discipline

The Code of Discipline is a document to guide people towards reconciliation and reformation. It is series of processes that build on one another with increasing formality and solemnity. These staged processes are to be followed successively until a conclusion is reached. It is not necessary to pursue every matter to the end of all of the processes. If an accused person admits their offence, repents and submits to the decisions of the relevant church court – or if the charge made against an accused person cannot be proven, the relevant church court should recognise that the purposes of discipline have been accomplished so that no further action is necessary.

The Code of Discipline is not something to be used only when the relevant church court believes that an accused person must be censured by the church. Instead, its staged processes must be followed whenever it is alleged that a church member has committed an offence.¹⁸

Private conversation: The initial process, as Scripture requires, is that of a private conversation between the parties in conflict. The pursuit of reconciliation is an intensely personal engagement between the parties themselves as they converse privately and faithfully about matters that have come between them and thus seek ways by which their conflict might be resolved. If the parties cannot, by themselves, reach a point of reconciliation, they may (by agreement) engage other competent people to assist them. If they still cannot be reconciled and the matter at issue has the nature of an offence, the accuser might bring the matter to the attention of the session of the church of which the person holds membership (or, in the case of a minister, to the Presbytery that holds jurisdiction over him).

Private conference: When an alleged offence is brought to the attention of the relevant church court and the alleged offence does not relate to a matter requiring mandatory reporting, it will inform itself

¹⁸ Rule 1.03 defines an offence as “as anything in the doctrines or practices of a member of the Church which is contrary to:

- (a) the word of God ... or
- (b) an obligation imposed on a minister or member of the Church by a law of the Church.”

about the accusation and speak privately with the accused church member about the issue. (This is normally done by a committee.) If the accused member admits their fault the relevant church court may administer the penalty appropriate to the offence, giving thanks to God for the reclamation of the errant believer. If the person denies the offence and appropriately demonstrates their innocence, the committee reports accordingly and no further action is taken. If, on the other hand, the accused person denies the offence the relevant church court may appoint a committee to conduct a preliminary inquiry.

Preliminary Inquiry: A preliminary inquiry is a formal investigation of a specific accusation and the evidence that supports it, including interviews of the accuser, the accused and witnesses, to develop an opinion on the strength of the accusation. The relevant church court receives a report on the preliminary inquiry before deciding what action to take. If the accusation is found to be frivolous or without trustworthy evidence, it must be dismissed. If the accused person has admitted the offence, they may be admonished or rebuked – unless the offence calls for more serious action such as suspension, deposition or ex-communication. If the accused person continues to deny the accusation in the face of strong evidence, or if the offence requires more serious action than admonition or rebuke, the relevant church court shall proceed to a formal trial known as judicial process.

Judicial Process: In judicial process, but not before, the accused person is entitled to have a “church adviser” assist in the presentation of their case. The church adviser must be a member of the Church and must have the approval of the relevant church court to serve as a church adviser. The church adviser has no vote, but may speak and ask questions of the accuser and any witnesses on behalf of the accused person. The relevant church court will appoint one or more of its members to serve as the prosecutor/s in the case. Any person appointed as a prosecutor forfeits any right to vote in the determination of the case. A formal charge must be prepared by the prosecutor/s and submitted for “settlement” by the Procurator of the GAA (through the Law Agent). The settled charge must be approved by the relevant church court before further action is taken, and the accused person must receive a copy of the approved charge. In judicial process, the prosecutor and the accused person are entitled to know and see all of the evidence that will be led in the case – with some protections being available for sensitive material. As a result of a judicial process, the accused person may be found guilty or not guilty, or the charge may be found “not proven”. Only if the charge is proven can the accused person be subject to the formal censures of the Church.

Appeals

An accused person may appeal against adverse decisions of the church court but procedures under the Code of Discipline may be continued up to and including the finding as to the committal or non-committal of the alleged offence notwithstanding any appeals lodged along the way. If no appeal is taken against the ultimate finding of committal or non-committal, all other appeals lapse. The effect of that final appeal is to prevent the church court from determining any censure until the conclusion of the appeal process.

Suspension: Administrative or judicial

Ordinarily, a person accused of an offence may not be suspended until the relevant church court has resolved to enter into judicial process. If a person holding office in the Church is accused of conduct which is, under secular law, reportable conduct, the accused person may be subject to administrative suspension in advance of any other action under the Code of Discipline (Rule 3.12). That is not to be confused with suspension imposed as a censure as a result of a judicial process.

Reportable conduct

In cases where an accusation involves reportable conduct, the first responsibility of office-bearers of the Church is to safeguard the welfare of any children or vulnerable people who might be involved. To the fullest degree possible, that should be done without interfering with the legitimate freedoms and privileges of the person accused.

Procedural fairness

In Australia, church governing bodies have no immunity from civil action in the performance of their duties. It is not only right before God, but essential in the face of potential prosecution that in the conduct of any investigation or trial relating to the Code of Discipline procedural fairness be afforded to each and every accused person. At the very least this means that an accused person is entitled to know what is alleged against them, to have their case heard impartially and without prejudicial delay, to have the opportunity to be heard in their own defence, to be afforded reasonable indulgence in the presentation of their case and, if found guilty, to be subject to a sentence which is appropriate to the case and not excessively severe. Care must be taken to speak without prejudice or bias, to say only what is believed to be true, and to say it only to people who are necessarily involved in the case either as members of the relevant church court or as officers of the relevant state assembly or the General Assembly of Australia.

Care must always be taken to protect accused persons and those appointed as prosecutors from unintended injury. Procedural fairness and confidentiality go a long way to preventing such harm.

Confidentiality

Since matters that would constitute an offence often have the potential to impact on a person's work or reputation, strict confidentiality must be observed in every case of church discipline. The only exceptions to this requirement have to do with interactions with the Church's superior "courts" and only then in relation to cases brought by appeal or in which the superior "court" has resolved to exercise its original jurisdiction.

Suggestions for improvement

This introduction to church discipline is not exhaustive. It is no more than a guide to the Code of Discipline in order that it might be better understood and followed more precisely.

Observations made in the course of reading or using the Code of Discipline or this paper, and suggestions for improvement in either document, will be welcomed by the Code Committee. They may be sent to the Convener of the Code Committee, Presbyterian Church of Australia, by email to gaaclerk@pcnsw.org.au.

Questions concerning the Code of Discipline may be referred to the Clerk of Assembly, in his capacity as the Convener of the Code Committee, either by email or by phone to 0418 650 618.

Hebrews 12:1-13

No discipline seems pleasant at the time, but painful. Later on, however, it produces a harvest of righteousness and peace for those who have been trained by it. Therefore, strengthen your feeble arms and weak knees. "Make level paths for your feet," so that the lame may not be disabled, but rather healed.

Deuteronomy 8:5-6

Know then in your heart that as a man disciplines his son, so the LORD your God disciplines you. Observe the commands of the LORD your God, walking in obedience to him and revering him.

COMMUNICATION 11 (Min 87)

From: GAAClerk GAAClerk@pcnsw.org.au
Subject: Administrative Appeals
Date: 13 May 2020 at 10:21 pm



Dear Assembly Clerk,

This may be the second time that you have received this information. I trust that repetition will not bore you.

At its meeting in 2019, the General Assembly of Australia, at Min. 103, received advice from the Procurator concerning the authority of the Assembly to hear appeals on matters in which its authority is co-ordinate with that of state assemblies rather than being supreme. The Procurator advised the Assembly that in order to prevent an appeal being made to the GAA from a state assembly concerning matters in which the GAA does not hold supreme jurisdiction, that state Assembly would need to enact a rule limiting the opportunity to appeal.

The Code Committee now recommends that your assembly make an initial declaration along the following lines at its first opportunity and, at the same time, consider an overture to enact a new rule similar to that suggested below.

Suggested Declaration

Pursuant to Article 10 of the Articles of Agreement of the General Assembly of Australia, this Assembly hereby determines that for all matters in which supreme authority has not been ceded to the General Assembly of Australia, the decisions of this Assembly shall be final and there shall be no right of appeal to the GAA against any such decision unless special leave is granted by the GAA.

Suggested Rule

Appeals restricted: Unless special leave is granted by the GAA, no appeal may be received by the General Assembly of Australia against any decision over which the General Assembly of Australia has not been given supreme jurisdiction through the Articles of Agreement.

Kind regards,
Bruce

Bruce Meller, Assembly Clerk

COMMUNICATION 12 (Min 88)

SB

From: Stuart Bonnington
Subject: SOLIDARITY WITH THE PRESBYTERIAN CHURCH OF VICTORIA
Date: 27 July 2020 at 3:53 pm
To: John Wilson

PRESBYTERIAN CHURCH IN WESTERN AUSTRALIA
General Assembly

Rev. Dr J. Wilson
Clerk of the Assembly
Presbyterian Church of Victoria

Dear John
SOLIDARITY WITH THE PRESBYTERIAN CHURCH OF VICTORIA

Warm greetings to you from the PCWA Assembly.
At its meeting on Saturday 25 July the Assembly resolved unanimously to approve the following resolution:

That the Assembly:
Express Christian prayerful concern and solidarity with all the ministers, elders and people of the Presbyterian Church of Victoria in these very difficult days of COVID-19, remembering that we are called to 'Be joyful in hope, patient in affliction, faithful in prayer.'

Following the carrying of the motion, the Rev. Joel Otten of Mandurah led the Assembly in prayer for our dear friends and fellow servants of Jesus in the PCV, expressing further before our Father our care and concern for you all.

With kind regards

Bill MacRae, Moderator

Rev Stuart Bonnington BA BTh MTh
Minister The Scots' Church Fremantle | City Centre | Zoom and Phone
Church

Clerk General Assembly and Presbytery of WA
PCWA Church Office 5 Gill Street East Fremantle 6058

"Everyone who calls on the name of the Lord Jesus Christ will be saved"



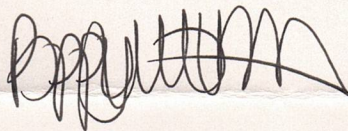
BUCKINGHAM PALACE

6th November, 2019.

Dear Mr Morrow,

The Queen has asked me to thank you for your kind message of loyalty on behalf of the Members of the Presbyterian Church of Victoria, sent on the occasion of your General Assembly which took place on 8th October in Melbourne.

Her Majesty appreciated your thoughtful words and the assurance of your prayers. In return, The Queen has asked me to send her warm good wishes to all concerned.

Yours sincerely,


Poppy Whitworth
Loyal Greetings Officer

Mr Colin Morrow.



OFFICE OF THE GOVERNOR
VICTORIA


COMMUNICATION 14
Min 15

18 October 2019

Elder Colin Morrow
Moderator
Presbyterian Church of Victoria
Office of the General Assembly
156 Collins Street
Melbourne VIC 3000

Dear Elder Morrow,

I write to advise that the Governor of Victoria, the Honourable Linda Dessau AC, has been pleased to forward to London for the pleasure of Her Majesty The Queen the Message of Greeting and Prayer which you have conveyed on behalf of the General Assembly of the Presbyterian Church of Victoria.

Yours sincerely,


Joshua Puls MVO
Official Secretary

Presbytery of South Australia

A Presbytery of the Presbyterian Church of Queensland General Assembly

Moderator:

Rev. Phil Strong,
14 Hernandia Place, Mackenzie, Queensland 4152
PO Box 554, Carina, Queensland 4152
☎ 0432 210 856 ✉ PhilStrong@livingchurch.org.au

Clerk:

Rev. Gary Ware,
PO Box 2015, Mount Gambier SA 5290,
☎ 0417716865 ✉ clerk@pcsa.org.au



November 11, 2019

Rev John Wilson
Clerk of Assembly, Presbyterian Church of Victoria
Office of the General Assembly
Mezzanine Level
156 Collins Street
Melbourne, VIC, 3000
Telephone: (03) 9650 9311
email: office@pcv.org.au

DISSOLUTION OF DERGHOLM AND NELSON PRESBYTERIAN CHURCHES

Dear John,

At Mount Gambier Presbyterian Church, Mount Gambier, on November 9, 2019, which day the Presbytery of South Australia, being duly met and constituted with prayer, considered two items of correspondence relating to the Dergholm Presbyterian Church and the Nelson Presbyterian Church sent by yourself on behalf of the PCV General Assembly, and recorded the following decisions:

- 19.49.3 Disposal of Dergholm and Nelson Church properties [19.23.2.4; 19.37.1.2; Inward correspondence 4,5, and 6]
1. It was moved, seconded, and agreed that the Dergholm congregation be dissolved; noting that a year has elapsed since the last regular service of Presbyterian worship was held, and that the preliminary steps in PCSA Rule 4.13.16; PCV Rule 4.69; and PCQ Rule 4.35 have been complied with.
 2. It was moved, seconded, and agreed that the Nelson congregation be dissolved; noting that a year has elapsed since the last regular service of Presbyterian worship was held, and that the preliminary steps in PCSA Rule 4.13.16; PCV Rule 4.69; and PCQ Rule 4.35 have been complied with.
 3. It was moved, seconded, and approved that the Clerk of Presbytery communicate these decisions to the Clerk of the General Assembly of the Presbyterian Church of Victoria.

Extracted from the minutes of the Ordinary Meeting of the Presbytery of South Australia on November 9, 2019, by me, Gary Ware, Clerk, on November 11, 2019.

I hope the decisions recorded above fulfil the terms of the requests made in the two letters relating to Dergholm and Nelson, and will enable you to issue the directions made by the General Assembly relating to the two properties to the Trusts Corporation.


If not, please let me know and the Presbytery will do everything needed in order for these matters to proceed.

Thank you again for your guidance in framing the petitions relating to these matters, and for facilitating their submission and consideration by the General Assembly. The Churches of

the South-East of South Australia have known much blessing from their relationship with the Presbyterian Church of Victoria in times past. Personally speaking, I believe the curtailment of that relationship, while it has served to benefit the churches in other areas of South Australia, has been to the detriment of our capacity to minister and mission in this region.

As always, we covet your prayers.

In Christian fellowship,

A handwritten signature in cursive script, appearing to read 'Gary Ware'.

Gary Ware,
Clerk,
Presbytery of South Australia.

COMMUNICATION 18

From: Gary Kleyn <gary.kleyn@acl.org.au>

Sent: Friday, 11 September 2020 2:50 PM

To: colinmorrow@bigpond.com

Subject: Thank you from ACL

Dear Rev Morrow,

Really enjoyed our chat just now. It was a blessing to my day.

Further to our conversation, I would just like to reiterate my appreciation for the generous donation from the Presbyterian Churches of Victoria. Please pass on my gratitude to the brothers and sisters of Christ within your communion of saints and the church leadership.

It is such a blessing and encouragement to Martyn Iles and the whole ACL team. It is also such a tangible way in which we can see how God and his Holy Spirit is at work in your church and among people around the nation. Through this, God also reminds us at ACL that we are not alone in this ministry but have the prayers and thoughts of you and others within the Presbyterian Church.

I am grateful for your Church's loyal support for many years now. Your support is even more precious during this difficult Covid-19 period.

Please know that we endeavour always to be good stewards of the money God has entrusted us with.

Please also know that during the lockdown you are currently experiencing, we continue to uphold you in our prayers.

My God will supply every need of yours according to his riches in glory in Christ Jesus. To our God and Father be glory forever and ever. Amen. Phil 4:19-20.

Yours in Christ,



Gary Kleyn

ACL National Ambassador

0429 341 774

gary.kleyn@acl.org.au

acl.org.au |



/ACLobby

OVERTURE 1 (Min 72)

From: the Code and General Administration Committee

**Re: procedure in the light of dwindling numbers in a congregation
(rules 2.7 and 4.69)**

To the General Assembly of the Presbyterian Church of Victoria.

In the light of:

- a) Inadequacies appearing in the rule changes (GAV 2019, overture 6, min 113) especially in regard to proposed rule 4.68B (Dissolutions of congregations), namely, the proposed rule change:
 - i. omits the need for the presbytery to follow the procedure specified in rule 4.68.2;
 - ii. makes no provision for any necessary transfer certificates for members of the dissolved congregation;
 - iii. makes no provision for the managing of the dissolving congregation's affairs during the transition period between when services end and the final dissolution of the congregation (i.e. there is no authority for the proper management of these monies and assets while there is no congregational board to administer them).
- b) The need to more carefully address these omissions with a new proposal, but this time to add to rule 2.7 to provide for the care of vacated properties and other assets of an about-to-be dissolved congregation.
- c) The need to enlarge rule 4.69 to more carefully outline the process of dissolving a congregation, emphasising a presbytery's obligation in the process to ensure that any congregation under its oversight complies with the rules of church and state including all requirements for AGMs and ACNC registration.

Now therefore the Code and General Administration Committee humbly overtures the Assembly to take these premises into consideration and remit the following rule changes to presbyteries under the Barrier Act for approval or disapproval, with replies to the Clerk of Assembly by 31 May 2021, such that rules 2.7 and 4.69 shall read, as follows:

2.7 Boards

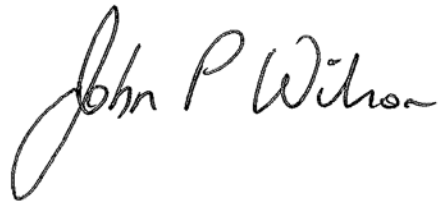
2.7.1 The material affairs:

- a) of a congregation are cared for by its board, provided that:
 - i) by agreement the material affairs of a linked congregation may be cared for by its federal board;
 - ii) in the case of a congregation in the process of dissolution, during the period of time between the cessation of services and final dissolution its material affairs may be cared for by the board of another congregation appointed by the presbytery for this purpose;
- b) of common concern to linked congregations are cared for by their federal board.

4.69 Dissolution of congregations

- 4.69.1 When a congregation (other than a newly formed congregation for which temporary arrangements have been made as provided for by rule 2.37) is unable either:
- a) i) to elect sufficient managers to enable a quorum for its board; or
ii) in the case of a linked congregation, to arrange for the care of its property by its federal board;
 - or
 - b) i) to constitute for a congregational meeting; or
ii) in the case of a linked congregation, to constitute for a joint meeting of the linked congregations;
- within four months of its being required to meet by rule or regulation, the presbytery must be informed forthwith of the particulars of this inability.
- 4.69.2 The presbytery, having been informed of the congregation's inability, must then, without delay, inquire into the circumstances which resulted in the inability. Should the presbytery judge:
- a) i) that the congregation is unable to manage its affairs as required by the rules of the church; and
ii) that this inability is unlikely to be rectified within a reasonable time; or
 - b) that it is inexpedient because of a lack of members for the congregation to continue;
it must propose the dissolution of the congregation. The presbytery must then follow the procedure prescribed by rule 4.68.2 in so far as possible, except that the agreement of the inducted ministers of any pastoral charge affected by the proposed dissolution is not necessary.
- 4.69.3 Should the presbytery, having followed the procedure prescribed by rule 4.68.2 as above, declare its intention to dissolve the congregation, it must:
- a) direct the session to cease services of worship in the congregation forthwith;
 - b) arrange through the session for the issue of transfer certificates to any communicants of the congregation and letters of introduction to any adherents of the congregation (see rule 3.31); and
 - c) authorise the board of another congregation to care for the material affairs of the congregation until it is finally dissolved and the property sold or otherwise disposed of.
- 4.69.4 A presbytery cannot declare that a congregation is finally dissolved until:
- a) at least a year has elapsed since the last regularly authorised Presbyterian service of worship of the congregation was held by a minister or elder or home missionary of the church; and
 - b) its intention to dissolve the congregation has been reported to the General Assembly and agreed to by it.
- 4.69.5 A presbytery must ensure that any monies held for all or some of the purposes of a congregation that is finally dissolved are forwarded to The Presbyterian Church of Victoria Trusts Corporation to be dealt with by it according to law.

or do otherwise as in their wisdom they may consider appropriate.

A handwritten signature in black ink that reads "John P. Wilson". The signature is written in a cursive style with a large, looping initial "J".

(Convener, Code and General Administration Committee)

12 August 2020

OVERTURE 2 (Min 71)
From: the Code and General Administration Committee
Re: Safe Church requirements—appointments
(rules 3.40, 3.45, 4.70, and 4.132)

To the General Assembly of the Presbyterian Church of Victoria.

In the light of:

- a) The fact that there is a requirement for acceptance as a Candidate for the Ministry that the applicant must have a current Working With Children Check (WWCC) (see rule 4.31.2(viii)).
- b) The fact that there is a requirement, before the declaration of the election of a new elder, that that person has a current WWCC and has completed the PCV Safe Church requirements (see rule 3.16(f)(ii)).
- c) Other church workers employed under rules 4.72, 4.74, 4.75 are covered in this regard by use of a BIF-approved contract of employment.
- d) The General Assembly being alerted to the lack of any specific requirement for church workers (i.e. deacons, rule 3.40; congregational officers, rule 3.45; pastoral support and resident supply ministers, rule 4.70; or inducted ministers upon receiving a call, rule 4.132), other than those referred to in (a), (b) and (c) above, to hold a current Working With Children Checks or to have completed the PCV Safe Church requirements.
- e) The Safe Church Committee informing the Assembly that these omissions (referred to in (d) above) are of a serious nature and in urgent need of correction.

Now therefore the Code and General Administration Committee humbly overtures the Assembly to take these premises into consideration and remit the following rule changes to presbyteries under the Barrier Act for approval or disapproval, with replies to the Clerk of Assembly by 31 May 2021, such that the rules referred to shall read as follows (showing additions to rules by underlining the new words), and in the light of advice from the Safe Church Committee regarding urgency, to give the proposed changes interim authority under rule 5.47.1(b):

3.40.6 A session must count the votes cast in the election, and in deciding who is to be elected must follow the order of the voters' preference, first satisfying itself that each of the persons indicated by this choice has demonstrated a commitment to the Lord Jesus Christ and a giftedness for diaconal ministry within the life of the congregation and that he or she has a current Working With Children Check and has completed all relevant PCV Safe Church requirements. Insofar as it is so satisfied it records this by resolution.

3.45 Appointment of congregational officers

3.45.1 Session is responsible for the appointment, but not the financial arrangements, of congregational officers, including choir-director, organist or other musicians, or church officer, using wherever possible contracts approved by the Board of Investment and Finance.

3.45.2 Session must ensure that any appointee has a current Working With Children Check and has completed all relevant PCV Safe Church requirements.

3.45.3 Nonetheless, session shall not appoint or continue the appointment of any congregational officer who is under the minister's direction in the

conduct of public worship if the minister is dissatisfied with his or her character, conduct, qualifications or efficiency.

- 3.45.4 Subject to the terms of any contract, a congregational officer may:
- a) resign in writing;
 - b) be removed by a session if it is dissatisfied with his or her character, conduct, qualifications or efficiency.

4.70 Pastoral support and resident supply ministry

4.70.1 To provide adequate pastoral support or resident supply ministry to vacant charges, a presbytery may appoint (whether full-time or part-time) a minister, licentiate, candidate for the ministry, home missionary, church planter or another suitably qualified person on appropriate terms.

4.70.2 Presbytery must ensure that any appointee:

- a) is eligible for the appointment and has any necessary certificates; and
- b) has a current Working With Children Check and has completed all relevant PCV Safe Church requirements.

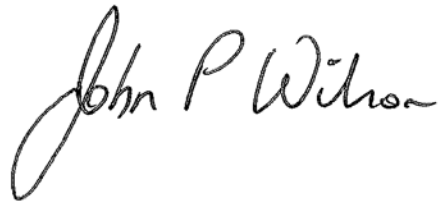
4.132 Sustaining a call

4.132.1 At the earliest opportunity the interim moderator must present the call and a report on proceedings connected with it to the presbytery, following which the presbytery hears the congregational commissioners.

4.132.2 The presbytery may then sustain the call if satisfied that:

- a) the terms of the proposed settlement have been approved by any relevant General Assembly committee;
- b) the rules preliminary to the signing of the call have been complied with;
- c) no improper canvassing for the person to whom the call is addressed has occurred;
- d) the person to whom the call is addressed is eligible, or entitled to become eligible, under either the rules of the General Assembly governing status or of the General Assembly of Australia governing reception of ministers from other churches, and he:
 - i) presents satisfactory certificates when such are required;
 - ii) has a current Working With Children Check; and
 - iii) has completed all relevant PCV Safe Church requirements.
- e) the number of signatures of communicants subscribed is not less than three-fifths (60%) of the number of communicants on the electoral register; and
- f) there are no petitions from persons dissatisfied with the proceedings leading to the call, or that such petitions have been disposed of.

Or do otherwise as in their wisdom they may consider appropriate.

A handwritten signature in black ink that reads "John P. Wilson". The signature is written in a cursive style with a large, looping initial "J".

(Convener, Code and General Administration Committee)

12 August 2020

OVERTURE 3 (Min 73)
From: the Code and General Administration Committee
Re: Permission for boards and church courts to meet online
(rules 2.12A, 2.38.6, and 6.12A)

To the General Assembly of the Presbyterian Church of Victoria.

In the light of:

- a) The fact that current government COVID-19 restrictions are in place throughout Victoria which do not permit boards of management and church courts to meet face-to-face.
- b) The absence of any rule of the church expressly permitting boards of management or church courts to meet via Zoom or other technological/internet means.
- c) The nervousness of some in considering whether meetings other than face-to-face meetings are legitimate.
- d) There remains the need to create rules to permit such meetings described in (b) above, and therefore providing a measure of confidence in the church and also to place parameters around the expectations of this form of meeting.

Now therefore the Code and General Administration Committee humbly overtures the Assembly to take these premises into consideration and remit the following proposed new rules to presbyteries under the Barrier Act for approval or disapproval, with replies to the Clerk of Assembly by 31 May 2021, and in the light of the fact that government Stay at Home Directions, in particular, mean that the church is already of necessity meeting via technological/internet means, to give the additional rules interim authority under rule 5.47.1(b):

2.12A Meeting by technological means

When meeting face-to-face is not possible, a congregation may meet by the members communicating with each other by any technological means by which they are able simultaneously to hear each other, participate in discussion and vote. In these circumstances, the members need not be physically present in the same place.

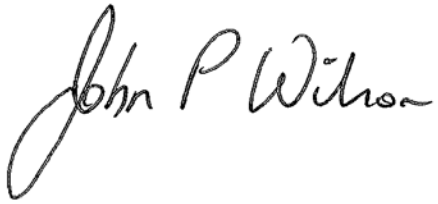
- 2.38.6 When meeting face-to-face is not possible, a board may meet by the members communicating with each other by any technological means by which they are able simultaneously to hear each other, participate in discussion and vote. In these circumstances, the members need not be physically present in the same place.

6.12A Meeting by technological means

- 6.12A.1 When meeting face-to-face is not possible, a court, or a commission, may meet by the members communicating with each other by any technological means by which they are able simultaneously to hear each other, participate in discussion and vote. In these circumstances, the members need not be physically present in the same place.
- 6.12A.2 Notwithstanding the foregoing, any presbytery or commission may meet at any time by the use of technological means as described in

rule 6.12A.1 provided that as far as possible, every presbytery meets face-to-face in an ordinary meeting at least quarterly (see rule 4.16.2).

Or do otherwise as in their wisdom they may consider appropriate.

A handwritten signature in black ink that reads "John P. Wilson". The signature is written in a cursive style with a large, looping initial "J".

(Convener, Code and General Administration Committee)

12 August 2020

OVERTURE 4 (Min 74)

From: the Code and General Administration Committee

Re: Permission for boards, sessions and presbyteries to use email protocol for decision-making (rules 2.38 and 6.12B)

To the General Assembly of the Presbyterian Church of Victoria.

In the light of:

- a) The fact that there is occasionally the need for a board of management, session or presbytery, for urgent and emergent reasons, to look for an approved method for making decisions between ordinary meetings.
- b) The fact that there is only provision for such 'out of session' decision-making in the case of committees of the General Assembly (see rule 5.20.4) but even then, under strict protocol.
- c) There is no such provision for boards of management, sessions or presbyteries.
- d) There remains the need to create rules to permit such a method of decision-making but only in exceptional circumstances where the emergent and urgent nature of the matter is evident.

Now therefore the Code and General Administration Committee humbly overtures the Assembly to take these premises into consideration and remit the following proposed new rules to presbyteries under the Barrier Act for approval or disapproval, with replies to the Clerk of Assembly by 31 May 2021, and in the light of the fact that the church is already sensing the need for this method of decision-making, to give the additional rules interim authority under rule 5.47.1(b)

- 2.38.7 Provided that every member has access to email, a board may, without meeting, approve a proposed resolution by email if the proposed resolution is, with the approval of the chairman, emailed by the secretary in time for each member to make a considered decision and email response.
- 2.38.8 Any notification provided for in rule 2.38.7 must specify:
 - a) the proposed resolution;
 - b) a response time of not less than four days and that upon the expiration of that period the matter will be determined in accordance with the responses received;
 - c) that no response shall be considered if it has not been sent to all members; and
 - d) that any member of the board can, up to the voting deadline, veto the use of this procedure to determine this particular matter thereby requiring that the matter be considered at the next meeting of the board.
- 2.38.9 The secretary must ensure that:
 - a) all the members of the board are promptly advised of the result of the voting;
 - b) both the process followed and the result of the voting are correctly minuted; and
 - c) the minutes of the process are placed before the next meeting of the board for confirmation.

6.12B Resolution by email

6.12B.1 Provided that every member has access to email, a court or commission of a court may, without meeting, approve a proposed resolution by email if the proposed resolution is, with the approval of the moderator, emailed by the clerk in time for each member to make a considered decision and email response.

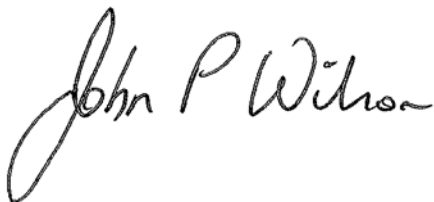
6.12B.2 Any notification provided for in rule 6.12B.1 must specify:

- a) the proposed resolution;
- b) a response time of not less than four days and that upon the expiration of that period the matter will be determined in accordance with the responses received;
- c) that no response shall be considered if it has not been sent to all members; and
- d) that any member of the court or commission can, up to the voting deadline, veto the use of this procedure to determine this particular matter thereby requiring that the matter be considered at the next meeting of the court or commission.

6.12B.3 The clerk must ensure that:

- a) all members of the court or commission are promptly advised of the result of the voting;
- b) both the process followed and the result of the voting are correctly minuted; and
- c) the minutes of the process are placed before the next meeting of the court or commission for confirmation.

Or do otherwise as in their wisdom they may consider appropriate.

A handwritten signature in black ink, reading "John P. Wilson". The signature is written in a cursive, flowing style.

(Convener, Code and General Administration Committee)

12 August 2020

SPECIAL JUDICIAL COMMITTEE (Min 60)

The Special Judicial Committee met and makes its report under authorisation of rule 5.55(c). At the time of closure (rule 5.54.2), five petitions have been submitted for this year's General Assembly to consider.

Petition 1

From: Presbytery of Melbourne East

Re: Extension of funding of the Deaf Congregation with MDC grants

The committee notes that the presbytery brings this application for an extension of funding to the Assembly under rule 4.83.2, asking it to evaluate the request. In line with recent practice, the committee believes that the Assembly is entitled to approve this request if it so chooses. The committee is ready to provide a properly worded motion to give relief to the petitioner if that's the Assembly's will.

Petition 2

From: Presbytery of Melbourne North

Re: Application of Epping Sites Reserve Funds for stated purposes

The committee notes that the presbytery (we assume, on behalf of the Epping congregation) brings this request for the application of Sites Reserve funds for stated purposes to the Assembly under BIF reg 17(b)(ii), asking it to approve. The committee believes that the Assembly is entitled to approve this request—but only after satisfying itself that:

- a) the Presbytery of Melbourne North itself has approved the request; and
- b) there is evidence of congregational approval for the application of Sites Reserve funds in the manner proposed;

for while both these approvals may be implied, they are nowhere stated.

Should evidence be supplied in time that the above requirements have been met, the committee is ready to provide a properly worded motion to give relief to the petitioner if that's the Assembly's will.

Petition 3

From: Presbytery of Ballarat

Re: Sale of Castlemaine properties and application of net proceeds for stated purposes

The committee notes that the presbytery (we assume, on behalf of the Castlemaine congregation) brings this request for the sale of property under BIF reg 16(a) and for the net proceeds to be paid to the congregation (under MTD, clause 5) for stated purposes, asking the Assembly to approve. The committee believes that the Assembly is entitled to approve this request if it so chooses. The committee is ready to provide a properly worded motion to give relief to the petitioner if that's the Assembly's will.

Petition 4

From: Presbytery of Flinders

Re: Dissolution of Cardinia congregation

The committee notes that the presbytery brings this request to agree to the final dissolution of the congregation to the Assembly under rule 4.69(b), asking it to evaluate the request. The committee notes that the required elapsing of time had not been reached at the time of writing, but that this requirement is likely to have been met by Assembly time. The committee believes that the Assembly will then be entitled to approve this request if it so chooses. The committee is ready to provide a properly worded motion to give relief to the petitioner if that's the Assembly's will.

Petition 5

From: Presbytery of Flinders

Re: Dissolution of Kooweerup congregation

The committee notes that the presbytery brings this request to agree to the dissolution of the congregation to the Assembly under rule 4.69(b), asking it to evaluate the request. The committee believes that the Assembly is entitled to approve this request if it so chooses. The committee is ready to provide a properly worded motion to give relief to the petitioner if that's the Assembly's will.

Issues and further requests have come to light since the original Special Judicial Committee report was submitted, and the committee would like members of Assembly to take note of them prior to consideration of the petitions, as follows.

Petition 1

Following a request by the presbytery, the Special Judicial Committee would like the Assembly to invite three members of the Presbytery of Melbourne East to state Petition 1 regarding Ministry Development Committee funding for the Deaf Presbyterian Church.

Petition 2

The committee notes that the presbytery (presumably on behalf of the Epping congregation) brings this request for the application of Sites Reserve funds for stated purposes to the Assembly under BIF reg 17(b)(ii), asking it to approve. At first, the committee believed that should the Assembly be satisfied that both the Presbytery of Melbourne North and the congregation had approved the proposal it was entitled to approve this request in accordance with the provisions of this regulation. Having further considered the matter the committee is no longer as confident as it was at first that this is, in fact, the case.

After it has heard the petition stated and questions answered the committee will provide a properly worded motion to give such relief to the petitioner as it believes is possible if that is the Assembly's will.

Petition 4

This petition has been resubmitted in an expanded form with a further request (for permission to sell the Cardinia property). The committee notes that this request was sent to the Clerk for processing, but it was not included in the wording of the petition, and so the committee lost sight of it. Recitals (d), (e), and (f) are the only additions to the recitals.

The committee believes that the Assembly is entitled to make such a decision if it thinks it is warranted, provided the Assembly give interim authority to the dissolution of the congregation.

John P Wilson
CLERK OF ASSEMBLY

PETITION 1 (Min 64)
From: Presbytery of Melbourne East
Re: Ministry Development Committee funding for
Deaf Presbyterian Church

To the General Assembly of the Presbyterian Church of Victoria
This petition shows that:

- a) The Deaf Presbyterian Church (DPC) of the Presbyterian Church of Victoria was established as a 'Special Interest Congregation', with the status of a 'Home Mission Charge':
 - i. Prior to joining the Presbyterian Church of Victoria, it was an interdenominational fellowship that was established in 1963 (known as the Deaf Christian Fellowship);
 - ii. Since joining the PCV in November 2002, the congregation has been meeting at Surrey Hills Presbyterian;
 - iii. The Session of Surrey Hills Presbyterian Church acts as the Session for the DPC;
- b) The DPC is a unique ministry with the mission of reaching the Deaf community of Melbourne with the gospel:
 - i. The deaf community is an otherwise largely unreached people group, numbering 2783 in Victoria (2011 census);
 - ii. By God's grace, the DPC is uniquely positioned to reach the Deaf community with the gospel;
- c) Rev Salisbury is the only ordained Deaf Minister in the PCV, and leads a small, though vibrant congregation of about 20 people.
 - i. Part of Rev Salisbury work includes chaplaincy at a retirement home;
 - ii. Rev Salisbury intends to retire in February 2023 and is exploring with the Session of Surrey Hills the future of the ministry of the Deaf Presbyterian Church;
- d) The Presbytery has been supportive of the DPC and acknowledges the importance of its unique ministry, but also the challenges it has in becoming a self-sustaining congregation:
 - i. The Deaf Church has been reliant upon the grants that has come from the HCCC, the MMC and the MDC;
 - ii. Surrey Hills Presbyterian Church has occasionally given donations as part of its support towards mission work of the wider church and to meet shortfalls in expenses;
- e) The DPC has been receiving a subsidy from the MDC since 2002 and so has exceeded the ten-year rule.

Now therefore the Presbytery of Melbourne East humbly petitions the Assembly to take these premises into consideration and authorise the Ministry Development Committee, at its discretion and subject to MDC guidelines, to extend the period of subsidy from 1 October 2020 to 28 February 2023;

or to do otherwise as in their wisdom they may consider appropriate.

Signed: K. Childs
Clerk of Presbytery

Dated: 21 August 2020

The petition will be presented on behalf of the Presbytery by Rev John Huynh and Rev John Stasse.

PETITION 2 (Min 63)
From: Presbytery of Melbourne North
Re: Epping Sites Reserve

To the General Assembly of the Presbyterian Church of Victoria.

This petition shows that:

- a) Epping Presbyterian Church has accumulated funds in a Sites Reserve Account over a number of years;
- b) The land on which the Epping Presbyterian Church Manse was built was given by the State Government as a Land Grant;
- c) The Epping Presbyterian Church Manse was built and maintained with funds raised by members of the local church;
- d) After Church Union, Epping Presbyterian Church voluntarily placed some of its savings into a Sites Reserve Account to construct a new ministry centre;
- e) In 2001 the Presbytery of Melbourne North determined that the existing Manse was not fit for purpose;
- f) In 2001 Epping Presbyterian Church received a \$500,000 donation towards the construction of a new ministry centre;
- g) At the 2005 General Assembly the sale of the manse site at Epping and the church site at Lalor were approved (BB 2005 min 83.4);
- h) At its October 2005 meeting the Presbytery of Melbourne North approved the plan for the development of the Epping site according to the plans submitted to Presbytery;
- i) By God's grace the new ministry centre was completed and opened in 2009;
- j) Due to the diligence and careful stewardship of the Epping Board of Management and the generosity of the Lord's people recorded above, after the completion of the building project there were funds remaining which were placed in a Sites Reserve Account;
- k) The Epping Board of Management has the responsibility of maintaining a heritage-listed building. This expensive task requires careful long-term planning;
- l) Historically both the interest and capital from Epping's Sites Reserve Account has been used to pay for the church's manse allowance and ongoing ministry expenses;
- m) In recent years the congregation has grown and now congregational giving covers both the church's ministry expenses and manse allowance;
- n) In 2015 the congregation of Epping Presbyterian Church approved a 5-year plan for the church which, among other items, included the addition of a second pastor and

the planting of a new congregation;

- o) The Presbytery of Melbourne North, at its November 2016 meeting, approved the 5-year plan and notified the BIF of this approval;
- p) In January 2020, consistent with the approved plan and with the aid of MDC, a second worker was added to the staff. The congregation's desire is to see this as a permanent appointment and hopes to issue a call in 2021;
- q) Epping Presbyterian Church has been the caretaker of Beveridge Presbyterian Church for many years;
- r) At its November 2016 meeting the Presbytery of Melbourne North declared that Beveridge was a regular part of the Pastoral Charge of Epping and therefore the care of the property lies with the Epping Board of Management. The Session desires to plant a new congregation at this site;
- s) BIF regulation 17 shows that a congregation must have the General Assembly's approval to direct the BIF's distribution of any amount greater than \$500,000;
- t) Should the funds in sites reserve held for Epping Presbyterian Church not be applied as allocated funds to Epping Presbyterian Church, the Session and Board of Management could not plan with any confidence for the maintenance of the current buildings, the expansion of the current ministry and the future planting of a new congregation. Such a situation would not be conducive to its gospel mission.

Now therefore, the Presbytery of Melbourne North humbly petitions the General Assembly to take these premises into account and:

Direct that all Sites Reserve funds of approximately \$624,000 in August 2020 held in the Epping Presbyterian Church Sites Reserve Account be applied to Epping Presbyterian Church for the purpose of maintaining its buildings, the support of its current ministries and the future planting of a new church, which will serve the cause of the gospel and the building up of the church in and around Epping;

or do otherwise as in their wisdom they may consider appropriate.

Signed: 
Dated: 18 August 2020

Rev Neil Chambers and Rev Nello Barbieri were appointed to state the Petition.

PETITION 3 (Min 69)
From: Presbytery of Ballarat
Re: Sale of Castlemaine church building, church hall and manse

To the General Assembly of the Presbyterian Church of Victoria
This petition shows that:

- a) The Bible clearly teaches that the church is the people and not the building. That the saints are the living stones joined to the cornerstone (1 Peter 2:5-6). Buildings are needed for the meeting of God's people, but the people are the priority.
- b) While the population of Castlemaine has grown by 37% from 2006-2016 as recorded in the Australian Census to make it the 3rd biggest town in the Ballarat Presbytery, only behind Ballarat and Horsham, the Presbyterian church has decreased in number by 25% from 2006-2016.
- c) The current Castlemaine congregation is far too small (just over 20) to maintain such extravagant and expensive buildings that it has inherited from previous generations. It has been financially crippled by its buildings (see attached) which it cannot maintain and struggles to insure—having in the last year to pay the insurance in monthly instalments. The bank balance as of 31 July 2020 was \$12,686.11. The church buildings are very historical and beautiful but are exceedingly difficult to heat and cool, have no accessible facilities, have only steps on the street entrance, and toilets that are old and separate from the church building. The manse has a rising damp issue, requires major refurbishment and repairs, and does not meet manse requirements as set by PCV. An extensive inspection on the cost of repairing the roof, walls and various parts of the church building was undertaken in July 2018 (see attached) where extensive damage was identified and the finding was: "The damage to this building is extensive and has occurred over many decades. The cost to repair the building will be many hundreds of thousands of dollars."
- d) Ballarat Presbytery in their visitation report of Castlemaine in 2015 made the following finding: "...that, for the sake of the future life and health of the congregation, over a five-year period, consideration should be given to moving to a more accessible and low-cost maintenance premises, and that large expenditure on maintenance should, where possible, be avoided over this time." This finding was an attempt to follow rules 4.79 and 4.80 of the PCV code.
- e) The presbytery of Ballarat wishes to sell the church building, hall and manse of the Castlemaine congregation and the funds of the sale to be utilised to purchase or build a modern, more useable church facility and manse for the continuation of gospel ministry in Castlemaine and into the future.
- f) The Board of Management in August 2020 unanimously carried this recommendation to the congregation: "Given the focus of the BOM is to manage the finances and buildings to support the ongoing ministry of the

Church, due to the current worsening financial situation we are experiencing and our deteriorating church and manse, we strongly recommend that the Congregation sell the current property (Church, Hall and Manse) with the aim of purchasing or building a more sustainable church facility". A congregation meeting via Zoom (meeting was postponed twice due to COVID) on 23 August 2020 unanimously carried this motion:

That the Castlemaine Presbyterian Church approve the sale of the Castlemaine Church property: Crown Allotments 16 and 17 Section 3 Vol 1948 Fol 411, with the aim of utilising the proceeds to purchase or build a new church facility that would be more effective for the work of the Gospel in Carisbrook-Castlemaine, request the Presbytery of Ballarat to petition the General Assembly to approve the sale. And further, when the sale finally takes place, appoint Richard McArdle (BOM Secretary) and Nathanael Stevens (BOM Rep.) as the representatives of the Trust Corporation." All members of Castlemaine were personally contacted, a physical 5-page document (see attached) was delivered prior to the congregational meeting. Session also noted that two congregation members in aged care were not contacted regarding this meeting on medical advice and adhering to the wishes of their next of kin. Those congregational members without internet were able to join the congregational meeting on Zoom via their landline phone and mobile phones.

- g) The church buildings are heritage listed but given their condition the most likely buyer will be a developer who will require time to obtain the required permits, finances and restoration. The presbytery will ensure that the contract of sale will allow for the congregation to be able to meet in the building until new facilities are purchased and available to use.
- h) Due to the state of the church buildings and the growth in Castlemaine, presbytery does not see that there will be any significant funds left after the purchase of modern buildings. However, if there are funds left, they will be directed to the site reserves of Castlemaine to help re-establish full time gospel ministry in the area.

Now therefore the Presbytery of Ballarat humbly petitions the Assembly to take these premises into consideration and agree to the sale of the Castlemaine Presbyterian church property (*Crown Allotments 16 and 17 Section 3 Vol 1948 Fol 411*) and the proceeds be used to purchase or build a new church facility and manse that would be more effective for the work of the Gospel in Carisbrook-Castlemaine.

or to do otherwise as in their wisdom they may consider appropriate.

Signed: Rev Keith Allen
 Clerk of Presbytery

Dated: 31 August 2020

Rev Toby McIntosh and Rev Mark Crabb were appointed to state the petition.

PETITION 4 (Min 75)
From: Presbytery of Flinders
Re: Dissolution of Cardinia congregation and Sale of property

To the General Assembly of the Presbyterian Church of Victoria
This petition shows that:

- a) The final dissolution of a congregation cannot be executively declared by the presbytery but requires the agreement of the General Assembly (rule 4.69).
- b) Services at Cardinia Presbyterian Church ceased on 22/09/2019 and so, by the time of the General Assembly, more than one year will have elapsed since a regular authorised Presbyterian service of worship was held.
- c) Presbytery at its meeting on 27/08/2019 agreed to dissolve the congregation in accord with rule 4.68.
- d) The church building does not have facilities that in the opinion of presbytery could be successfully utilised to plant or start another congregation, as there is no hall or kitchen, and the land is not useful for a rebuild as it is situated on a very hilly site with large pine trees that have vegetation protection schedule overlays applying to them.
- e) There are current viable ministries within the presbytery that need financial support that the proceeds of a sale could be applied to.
- f) Presbytery at its meeting on 27/08/2019 agreed to sell the Cardinia property, 2400 Ballarto Road.

Now therefore, the Presbytery of Flinders humbly petitions the Assembly to take these premises into consideration and agree with the decision of the Presbytery of Flinders taken on 27/08/2019, to dissolve the Cardinia congregation in accord with rule 4.68, and to agree to the sale of the Cardinia property, 2400 Ballarto Road, Vol 3923 Folio 784468,

or to do otherwise as in its wisdom it may consider appropriate.



From: Rev David Brown
Clerk of Presbytery

Dated: 1 September 2020

The petition will be presented on behalf of the Presbytery by Rev Peter Roberts and Rev David Brown.

PETITION 5 (Min 76)
From: Presbytery of Flinders
Re: Dissolution of Kooweerup congregation

To the General Assembly of the Presbyterian Church of Victoria
This petition shows that:

- a) The final dissolution of a congregation cannot be executively declared by the presbytery but requires the agreement of the General Assembly (rule 4.69);
- b) Services at Kooweerup Presbyterian Church ceased on 24/06/2018 and more than one year has elapsed since the last regularly authorised Presbyterian service of worship was held;
- c) Presbytery at its meeting on 22/05/2018 agreed to dissolve the congregation in accord with rule 4.68.

Now therefore, the Presbytery of Flinders humbly petitions the General Assembly to take these premises into consideration and agree with the decision of the Presbytery of Flinders taken on 22/05/2018, to dissolve the Kooweerup congregation in accord with rule 4.68

or to do otherwise as in its wisdom it may consider appropriate.

From: Rev David Brown
Clerk of Presbytery

Dated: 1 September 2020

The petition will be presented on behalf of the Presbytery by Rev Peter Roberts and Rev David Brown.

PRESBYTERIAN CHURCH OF VICTORIA

Treasurer's Financial Report For the year ended 30 June 2020



**THE PRESBYTERIAN CHURCH OF VICTORIA
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020
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THE PRESBYTERIAN CHURCH OF VICTORIA - BOARD OF INVESTMENT AND FINANCE

MEMBERS:

Rev B R Oakes B.Bus, M.Tax, B.Th. B.Min, MA(Min) - Chairman
Mr T C Arnold, B.Com, Dip FP, Grad Dip App Fin, F Fin
Mr J Bligh B.Sc, B.Com
Rev S Deroon B.AppSc(Hons), B.Th, B.Min (to December 2019)
Mr E G de Zilwa B.Ec, LL.B, LL.M
Mr A Foster LLB(Hons), BA
Mr D Graham B.E(Hons), B.Sc
Rev A J Venn Dip Int Des, Grad Dip OB, Dip Th, ICT
Mr J Walter LL.B(Hons), MBA (from October 2019)
Mr S R Williamson B. Eng, Adv Dip FP, CFP

AUDITORS:

Saward Dawson

BANKERS:

National Australia Bank Limited

GENERAL MANAGER:

Mr M E Ellison, B.Sc, B.Com

SOLICITORS:

McCracken & McCracken

GENERAL OFFICE:

Assembly Hall
156 Collins Street
Melbourne Vic 3000

**INDEPENDENT AUDITORS' REPORT TO THE GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH OF VICTORIA
FOR THE YEAR ENDED 30 JUNE 2020**

ABN 89276382053

Opinion

We have audited the attached financial report being a special purpose financial report of the General Assembly of the Presbyterian Church of Victoria and its committees, which comprises the statement of financial position as at 30 June 2020, and the statement of Income and expenditure and comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, a summary of significant accounting policies, other explanatory notes and the Board of Investment and Finance Members' members' declaration.

In our opinion, the financial report of the Presbyterian Church of Victoria:

- a. gives a true and fair view of the organisation's financial position as at 30 June 2020 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
- b. complies with Australian Accounting Standards to the extent described in Note 1.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter

a) Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 (page 10) to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Presbyterian Church of Victoria to meet the requirements of the General Assembly of the Presbyterian Church of Victoria to prepare financial statements. As a result the financial report may not be suitable for another purpose.

b) Subsequent event

Without modifying our opinion, we draw attention to Note 9 (page 19) to the financial report, which describes the events that occurred in late July 2020 at Kirkbrae Presbyterian Homes. The outbreak of COVID-19 has impacted staff and residents at the facility and required Eastern Health to temporarily manage the operations. As disclosed in the note, due to the uncertainty of the consequences of this event it is not possible to ascertain the financial implications of the outbreak.

**INDEPENDENT AUDITORS' REPORT TO THE GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH OF VICTORIA
FOR THE YEAR ENDED 30 JUNE 2020**

ABN 89276382053

Board of Investment and Finance Members' responsibility for the financial report

The Board of Investment and Finance Members' are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements are appropriate to meet the requirements of the General Assembly of the Presbyterian Church of Victoria and are appropriate to meet the needs of the Board of Investment and Finance Members'. The Board of Investment and Finance Members' responsibility also includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Investment and Finance Members', as well as evaluating the overall presentation of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Presbyterian Church of Victoria internal control.

**INDEPENDENT AUDITORS' REPORT TO THE GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH OF VICTORIA
FOR THE YEAR ENDED 30 JUNE 2020**

ABN 89276382053

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members.
- Conclude on the appropriateness of the Board of Investment and Finance Members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Presbyterian Church of Victoria's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Presbyterian Church of Victoria to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

The financial statements have been prepared for distribution to the Presbyterian Church of Victoria for the purpose of fulfilling the accountability of the Board of Investment and Finance as Treasurer of the General Assembly of the Presbyterian Church of Victoria. We disclaim any assumption of responsibility for any reliance on this report or on the financial statements to which it relates to any person other than the members of the General Assembly of the Presbyterian Church of Victoria, or for any purpose other than that for which it was prepared.

We communicate with the Board of Investment and Finance Members' regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Saward Dawson

SAWARD DAWSON

Peter Shields

Peter Shields
Principal

20 Albert Street, Blackburn

Dated: 18 August 2020

BOARD OF INVESTMENT AND FINANCE MEMBERS' STATEMENT TO THE GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH OF VICTORIA

It is the opinion of the Board of Investment and Finance that:

- (a) the General Assembly of the Presbyterian Church of Victoria is not a reporting entity because there are no users dependent on general purpose financial statements; and
- (b) this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 of the financial statements; and
- (c) the General Assembly of the Presbyterian Church of Victoria meets the definition of a Not for Profit Entity;
- (d) the financial statements, set out on pages 6 to 57 are drawn up so as to present fairly the financial position of the General Assembly of the Presbyterian Church of Victoria at 30 June 2020 and the results of its operations for the year then ended and are in accordance with the basis of accounting described in Note 1 Page 10.

Signed in accordance with a resolution of the Board of Investment and Finance dated at Melbourne this eighteenth day of August 2020.



B Oakes
Chairman



J Bligh
Board of Investment and Finance member

THE PRESBYTERIAN CHURCH OF VICTORIA
CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Capital			
Accumulated Funds		58,049,769	62,862,507
Reserves		30,481,562	34,019,068
Total Church Funds	2	88,531,331	96,881,576
Represented by:			
Current Assets			
Cash Assets	5.1	8,404,658	2,221,456
Committee book stocks		6,462	5,532
Prepayments		8,819	9,707
Receivables	4	940,075	1,553,249
Investments	1.10		
Common Fund		33,192,925	37,301,399
Separately Invested Funds		28,581,634	36,705,135
Total Current Assets		71,134,574	77,796,478
Non-Current Assets			
Investments	1.10		
Mortgages		5,271,901	5,652,046
Property, Plant and Equipment	3	22,519,490	24,786,719
Property held for Investment - Assembly Hall	1.19(iv), 7	10,360,000	10,360,000
Common Fund - Perpetual Trust Funds		7,016,661	6,989,213
Separately Invested Funds - Perpetual		1,005,643	1,028,457
Total Investments		46,173,695	48,816,435
Intangible Assets			
Kirkbrae Bed Licenses		-	3,300,000
Total Non-Current Assets		46,173,695	52,116,435
Total Assets		117,308,269	129,912,913
Current Liabilities			
Employee Benefits		23,350	23,844
Trade and Other Payables		926,409	1,392,302
Kirkbrae Ingoings		22,969,552	26,092,185
Provisions for Annual, Long Service and Study Leave		1,876,975	1,965,111
Trust Funds and Deposits		58,924	58,885
Total Current Liabilities		25,855,210	29,532,328
Non-Current Liabilities			
Loan PCV Common Fund		2,342,777	2,922,922
Provisions for Long Service and Study Leave		578,950	576,087
Total Non-Current Liabilities		2,921,728	3,499,009
Total Liabilities		28,776,938	33,031,337
Net Assets		88,531,331	96,881,576

Notes to and forming part of these financial statements are set out on pages 10 to 19.

**THE PRESBYTERIAN CHURCH OF VICTORIA
CONSOLIDATED STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
Revenue			
Operating Revenue			
Camp and Conference Income		92,097	91,482
Contributions, Donations and Levies		500,524	628,899
General Mission Programme		212,082	148,789
Grants and Subsidies Received		5,900,422	6,222,729
Interest and Investment Income		4,219,507	5,771,293
Kirkbrae Fees, Ingoings and Meals		3,488,385	3,794,777
Lease Finance Income		596,766	-
Management Fees		146,528	145,526
Rental Income		86,102	100,271
Scots' Church Properties Trust		1,057,386	822,544
Tuition Fees and Bookshop Profit		376,015	400,521
Total Operating Revenue		16,675,815	18,126,830
Other Income			
Net Gain/(Loss) on Sale of Investments		10,966	(465,356)
Net Unrealised Gain/(Loss) on Revaluation of Investments	1.10	(1,884,132)	1,333,008
Total Other Income		(1,873,166)	867,652
Expenses			
Audit and Review Fees		56,912	60,349
Agencies outside PCV		75,460	74,330
Bad and Doubtful Debts		-	300
Bursaries, Prizes and Tuition Fees		78,890	51,986
Camp Expenses		112,747	124,935
Depreciation		1,053,230	1,098,514
Distributions, Grants and Subsidies		3,066,906	2,609,585
Education, Training and Library		230,685	192,206
Fees Chaplaincy and Consulting		100,070	188,547
General Assembly Expenses		161,882	79,359
Insurance Fire and General		159,457	147,349
Interest Paid		130,692	142,437
Kirkbrae Residents Expenses		1,060,920	1,077,260
Lease Finance Expense		596,766	-
Legal Fees and Costs		78,179	30,878
Loss/(Profit) on sale of assets		386	(39,063)
Office Expenses		434,671	527,586
Personnel Related Costs		10,167,123	10,010,996
Net Impairment on Bed Licences	1.19	3,300,000	-
Property Expenses and Improvements		1,845,662	1,170,557
Total Expenses		22,710,638	17,548,111
Surplus/(Deficit) before Sites Reserve		(7,907,989)	1,446,371

Consolidated Statement of Income and Expenditure and Other Comprehensive Income is continued on the following page

THE PRESBYTERIAN CHURCH OF VICTORIA
CONSOLIDATED STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020 (continued)

	Note	2020 \$	2019 \$
Sites Reserve			
Revenue			
Interest and Investment Income		772,895	1,274,297
Proceeds of sale of property		636,968	707,802
Total Sites Reserve Revenue		<u>1,409,863</u>	<u>1,982,099</u>
Expenses			
Ministry expenses incurred by congregations		734,770	685,139
Net Unrealised Loss/(Gain) on Revaluation of Investments	1.10	281,671	86,000
Property improvements and expenses		835,678	886,535
Total Sites Reserve Expenses		<u>1,852,119</u>	<u>1,657,674</u>
Surplus/(Deficit) from Sites Reserve		<u>(442,256)</u>	<u>324,425</u>
Surplus/(Deficit) from ordinary activities	5.2	<u>(8,350,245)</u>	<u>1,770,797</u>
Other Comprehensive Income		<u>-</u>	<u>-</u>
Total Comprehensive Income		<u>(8,350,245)</u>	<u>1,770,797</u>

Notes to and forming part of these financial statements are set out on pages 10 to 19.

**THE PRESBYTERIAN CHURCH OF VICTORIA
CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	Retained Earnings \$	Sites Reserve \$	Other Reserves \$	Total \$
Balance at 30 June 2018		61,309,635	19,864,187	13,936,956	95,110,779
Surplus attributable to beneficiaries		1,446,371	324,425	-	1,770,797
Transfers to/from Reserves		106,501	(832,261)	725,760	-
Balance at 30 June 2019	2	62,862,507	19,356,352	14,662,716	96,881,576
(Deficit) attributable to beneficiaries		(4,607,989)	(442,256)	(3,300,000)	(8,350,245)
Transfers to/from Reserves		(204,750)	(771,196)	975,946	-
Balance at 30 June 2020	2	58,049,769	18,142,900	12,338,662	88,531,331

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
Cash flows from operating activities			
Cash receipts from operations		15,682,369	15,969,246
Cash payments from operations		(19,707,922)	(18,816,996)
Net cash (used in) operating activities	5.2	(4,025,553)	(2,847,750)
Cash flows from investing activities			
Interest Received		1,636,295	1,892,321
Dividends Received		2,045,536	1,993,579
Decrease in Trust funds and deposits		39	(18,202)
Payments for investment securities and term deposits		(25,489,822)	(22,449,867)
Payments for property, plant and equipment		(703,772)	(918,643)
Proceeds from sale of investment securities and term deposits		35,953,403	20,195,853
Proceeds from sale of property, plant and equipment		1,809	44,500
Net cash provided by investing activities		13,443,488	739,542
Cash flows from financing activities			
Interest paid		(130,692)	(142,437)
Net increase/(decrease) in Capital Fund and Retirement Housing loans		(580,145)	620,739
Net increase/(decrease) in residents loans and ingoings		(2,523,896)	1,912,256
Net cash provided by/(used in) financing activities		(3,234,733)	2,390,558
Net increase in cash held		6,183,202	282,350
Cash at the beginning of the year		2,221,456	1,939,106
Cash at the end of the year	5.1	8,404,658	2,221,456

Notes to and forming part of these financial statements are set out on pages 10 to 19.

**THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies

The significant policies which have been adopted in the presentation of these financial statements are:

1.1 Basis of Preparation

The Presbyterian Church of Victoria is an unincorporated association and is domiciled in the state of Victoria.

In the opinion of the Board of Investment and Finance, the Presbyterian Church of Victoria is not a reporting entity because there are no users dependent on general purpose financial statements. The financial statements of the Presbyterian Church of Victoria, set out on pages 6 to 57, have been drawn up as a Special Purpose Financial Report for use by the General Assembly.

The financial statements have been prepared on an accruals basis under the historical cost convention and on a going concern assumption. All figures are in Australian dollars. They do not take into account changing money values or current valuations of non-current assets except to the extent that the revaluation of land and buildings and investments (as noted in the financial statements) partially reflects such changes. Except where noted, the accounting policies have been consistently applied.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the members have determined are appropriate to meet the purposes of preparation. Such accounting policies are consistent with the previous period unless stated otherwise.

1.2 Consolidation

The assets and liabilities, income and expenses of the General Assembly and its Committees form the Consolidated Statements of the "Presbyterian Church of Victoria" as set out on page 6.

The Consolidated Financial Statements, together with these notes have been prepared from the audited books and records for the year ended 30 June 2020 of the following entities:

The Presbyterian Church of Victoria
Kirkbrae Presbyterian Homes for Aged People (Refer to Note 1 Page 48)
Sites Reserve

All inter-entity balances and transactions have been eliminated.

1.3 Common Fund Investments - at Call are shown in three categories:

- (a) General Purposes - Those available for all purposes of the General Assembly and of each Committee.
- (b) Specific Purposes - Those available for specified purposes only, details of which appear in the notes attached to the accounts.
- (c) Perpetual - Capital sums which must be preserved and cannot be expended.

**THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies (continued)

1.4 Revenue

The Board of Investment and Finance has adopted AASB 15: Revenue from Contracts with customers in 2020.

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Presbyterian Church of Victoria expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer.
2. Identify the performance obligations.
3. Determine the transaction price.
4. Allocate the transaction price to the performance obligations.
5. Recognise revenue as and when control of the performance obligations is transferred.

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Presbyterian Church of Victoria have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Provision of services

Revenue from the rendering of services is recognised upon the delivery of the service.

Camp, Conference Income and Tuition fees are therefore only recognised where the participant attends the camp or conference or the tuition has been provided.

Revenue in relation to rendering of services is recognised depending on whether the outcome of the services can be estimated reliably.

If the outcome can be estimated reliably then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period.

If the outcome cannot be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

Contributions, Donation

Contributions, donations and levies are recognised as revenue when the Presbyterian Church of Victoria gains control of the assets, as there is no enforceable contract.

Grant and Subsidies Received

Revenue recognition relating to grant funding is recognised on the basis that the transfer of promised goods or services to customers at an amount that reflects the consideration expected to be received in exchange for those goods or services. Each agreement is analysed to determine the revenue recognition in accordance with the five step model. Where performance obligations have not been met, it will result in unearned income at year end.

Interest and Investment Income

Interest and Investment Income is recognised on a proportional basis taking into account the interest rates applicable to the financial assets and the point in time the Presbyterian Church of Victoria gains control of the income.

Kirkbrae Fees, Ingoings and Meals

Daily Accommodation Payments (DAPs) are recognised as income where a resident has not paid the full balance of a refundable accommodation deposit from the date of entry into permanent care. DAPs may be drawn down from the refundable deposit or paid in cash.

**THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies (continued)

1.4 Revenue (continued)

Rental income

Rental income is recognised at the time of property occupancy as the customer receives the benefit over time of the occupancy.

Sale of goods

Revenue is recognised on transfer of goods to the customer as this is deemed to be the point in time when control of the performance obligations are transferred.

Other revenue

Other revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Presbyterian Church of Victoria expects to receive in exchange for those goods or services.

Revenue from the distribution of the surplus from Scots' Church Properties Trust for the purpose of home mission and church extension is recognised when it is received.

Application

The Board of Investment and Finance has chosen to use the modified retrospective application when applying this new accounting standard. Therefore, the comparative numbers are prepared under AASB 118 Revenue and AASB 1004 Contributions.

This application has not resulted in any adjustment to opening retained earnings.

All revenue is stated net of the amount of goods and services tax (GST).

1.5 Leases

The Board of Investment and Finance has adopted AASB 16: Leases in 2020.

At inception of a contract, the organisation assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The organisation has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The organisation has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

Right-of-use asset

At the lease commencement, the organisation recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the organisation believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

**THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies (continued)

1.5 Leases (continued)

Lease liability

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the organisation's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the organisation's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Kirkbrae - Refundable Accommodation Deposits

Contracts with customers contain provisions for accommodation and use of common areas and facilities for provision of care and other services. The organisation has concluded that its contractual arrangements relating to the provision of residential aged care and retirement living accommodation are an operating lease pursuant to AASB 16, being the exclusive right to the use of a room/unit by a resident.

For residential aged care accommodation arrangements where the resident has elected to pay a Refundable Accommodation Deposit (RAD), the organisation receives a financing benefit, being non-cash consideration in the form of an interest free loan. On adoption of AASB 16 the fair value of this non-cash consideration is required to be recognised as income (to reflect the interest free loan financing benefit received on RADs) and correspondingly interest expense (to record the financial liability associated with RADs at fair value) with no net impact on profit or loss.

The application of AASB 16 for the year ended 30 June 2020 has been based on

- average RAD balance for the year, and
- interest rate equal to Maximum Permissible Interest Rate of 4.89% applicable at 30 June 2020 which is a Government set interest rate used to calculate the Daily Accommodation Payment (DAP) to applicable residents.

The organisation's Statement of Income and Expenditure and Other Comprehensive Income presents Income of \$597,000 and an additional Finance cost (i.e. interest expense) of \$597,000 with nil impact to net result for the year. The accounting treatment for residential aged care accommodating arrangements where residents have elected to pay a DAP has not changed upon adopting AASB 16.

In accordance with AASB 16 a lessor is not required to make any adjustments on transition for leases in which it is a lessor and shall account for those leases applying AASB 16 from the date of initial application (1 July 2019). Therefore comparatives have not been restated.

Application

The Board of Investment and Finance has chosen to use the modified retrospective application when applying this new accounting standard. Therefore, the comparative numbers are prepared under AASB 117 Leases.

This application has not resulted in any adjustment to opening retained earnings.

1.6 Property, Plant and Equipment

Property, Plant and Equipment are recorded at cost or deemed cost and are depreciated using the straight line method.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the Statement of Income and Expenditure and Other Comprehensive Income.

**THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies (continued)

1.7 Provision for Employee Entitlements

The provision for employee entitlements relates to amounts expected to be paid to or on behalf of employees for annual leave, long service and study leave and is based on legal and contractual entitlements.

Provision is made for the organisation's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits are measured at the amounts expected to be paid when the liability is settled, plus related on-costs. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements.

Contributions made by the organisation to an employee superannuation fund are charged as expenses when incurred.

1.8 Income Tax

The Presbyterian Church of Victoria is a non-profit entity registered as a religious charitable organisation with the Australian Charities and Not-for-profits Commission and as such is exempt from Income Tax pursuant to Section 50-5 of the Income Tax Assessment Act 1997. Two trusts have Deductible Gift Recipient status. These are the Theological Education Committee Building Fund, and the Theological Education Committee Library Fund. The Presbyterian Church of Victoria Social Services Committee has been classified as a Public Benevolent Institution with Deductible Gift Recipient Status.

1.9 Inventories

Inventories are carried at the lower of cost or net realisable value. Cost is based on the first-in first-out principle and includes expenditure incurred in acquiring the inventories and bringing them to their existing condition and location.

1.10 Investments

Investments are carried in the financial statements at fair value and unrealised gains and losses are recognised in the Income Statement. Shares and units in investment trusts have been revalued to market value as at 30 June 2020 resulting in a net unrealised loss in operating revenue of \$1,884,132 (2019 gain of \$1,333,008), and a net unrealised loss in Sites Reserve of \$281,671 (2019 loss of \$86,000).

1.11 Comparative Figures

When changes are made as a result of changes to accounting standards or as a result of changes in accounting policies, comparative figures are adjusted to conform with the presentation in the current financial year.

1.12 Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, and other short-term highly liquid investments with original maturities of three months or less.

1.13 Intangibles

Kirkbrae bed licenses have been revalued to nil after an evaluation of the impairment of the asset.

**THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies (continued)

1.14 Impairment of Assets

At the end of each reporting period, the organisation assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another standard. Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the organisation estimates the recoverable amount of the cash-generating unit to which the asset belongs.

1.15 Trade and other payables

Trade and other payables represent the liabilities for goods and services received by the organisation during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

1.16 Accommodation Bonds and Retentions

Accommodation Bonds and Refundable Accommodation Deposits for residents in aged care facilities are held in accordance with the Aged Care Act 1997. Retention amounts are only deducted from accommodation bonds received from residents who entered care before 30 June 2014 in accordance with the Aged Care Act 1997. Retentions are not applicable on refundable accommodation deposits for residents who entered care after 1 July 2014. Residents have a choice of paying their accommodation cost as a refundable lump sum or as a daily payment. Daily payments may be drawn down from the refundable balance or paid in cash.

The accommodation deposit liability is recognised when a resident pays a deposit. The net liability is refunded according to the requirements of the Act when a resident leaves. All of these liabilities have been classified as current as the organisation does not have an unconditional right to defer settlement beyond 12 months.

1.17 Ingoing Contributions and Retentions

Ingoing contributions from cottage residents are held in accordance with the signed resident agreement. The non-refundable portion of the ingoing contribution is deducted in accordance with the signed resident agreement. The ingoing contribution liability is recognised when a resident moves into a facility. All of these liabilities have been classified as current as Kirkbrae does not have an unconditional right to defer settlement beyond 12 months.

1.18 Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

**THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies (continued)

1.19 Critical accounting estimates and judgements

The Board of Investment and Finance evaluates estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the organisation.

(i) Key estimates - Impairment

The organisation assesses impairment at each reporting date by evaluating conditions specific to the organisation that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use or depreciated replacement cost calculations performed in assessing recoverable amounts incorporate a number of key estimates.

(ii) Key judgements - Useful lives of property, plant and equipment

Property, plant and equipment are depreciated over their useful life and the depreciation rates are assessed when the assets are acquired or when there is significant change that affects the remaining useful life of the asset.

(iii) Key estimates - Bed licence values

The committee reviews current information available for the values of bed licences each year. This information is used to assess bed licences for impairment at each reporting date. The value of the bed licences is set aside in a reserve account and any impairment or disposal will be recognised in the statement of income and expenditure and other comprehensive income. Bed licences were held at \$30,000 for the year ended 30 June 2019. For the year ended 20 June 2020 the value has been assessed to be fully impaired and is shown as a nil value.

(iv) Value of the interest held in Assembly Hall

The Board of Investment and Finance has assessed the fair value of Assembly Hall to be \$28 million. This sum was stated as the market value of the building on the Settlement Statement at the time the property was transferred. Based on that value the 37% interest now held by the Presbyterian Church of Victoria for Home Mission and church extension is worth \$10,360,000.

	2020	2019
	\$	\$
2. Accumulated Funds and Reserves		
Balance at beginning	96,881,576	95,110,779
Surplus/(Deficit) from ordinary activities	(8,350,245)	1,770,797
	<hr/>	<hr/>
Consolidated Church Funds	88,531,331	96,881,576
	<hr/>	<hr/>
Represented by:		
Committee and General Assembly Funds	58,049,769	62,862,507
Asset Revaluation Reserves		
Land and Buildings:-		
Kirkbrae Properties and Bed Licences	3,276,956	6,576,956
Church Extension and Home Mission Reserve	9,061,706	8,085,760
Sites Reserve	18,142,900	19,356,352
	<hr/>	<hr/>
Total Reserves	30,481,562	34,019,068
	<hr/>	<hr/>
Total Accumulated Funds and Reserves	88,531,331	96,881,576
	<hr/>	<hr/>

THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

		2020	2019
		\$	\$
3. Property, Plant and Equipment			
Land and Buildings at cost		32,123,174	33,608,048
Accumulated Depreciation		(10,540,195)	(9,720,581)
		<u>21,582,979</u>	<u>23,887,467</u>
Plant and Equipment at cost		1,752,970	1,674,649
Accumulated Depreciation		(1,549,022)	(1,494,849)
		<u>203,948</u>	<u>179,800</u>
Furniture, Fittings and Equipment at cost		1,955,361	1,782,806
Accumulated Depreciation		(1,331,609)	(1,199,208)
		<u>623,751</u>	<u>583,598</u>
Motor Vehicles at cost		280,956	285,268
Accumulated Depreciation		(172,145)	(149,415)
		<u>108,811</u>	<u>135,853</u>
Total Property, Plant and Equipment		<u>22,519,490</u>	<u>24,786,719</u>
4. Receivables			
Dividends Receivable		-	321,591
Franking Credits Receivable		260,158	758,172
Sundry Debtors and Kirkbrae Resident Receivables	1.2	679,917	473,486
		<u>940,075</u>	<u>1,553,249</u>

**THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$	2019 \$
5.1 Reconciliation of Cash		
For the purpose of the Statement of Cash Flows, cash includes cash on hand and at bank and on short term deposit. Cash as at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:		
Cash on Hand and at Bank	8,404,658	2,221,456
5.2 Reconciliation of operating result to net cash provided by operating activities		
Surplus/(Deficit) from ordinary activities	(8,350,245)	1,770,797
Add/(less) items classified as investing/financing activities		
Interest paid	130,692	142,437
Interest/dividends received	(2,867,250)	(4,309,376)
Add/(less) non-cash items:		
Depreciation and amortisation of assets	1,053,230	1,098,514
Retentions claimed	(593,712)	(593,712)
Net losses on sale of property, plant and equipment and investments	1,294,364	426,293
Net unrealised losses/(gains) on revaluation of Investments	2,154,872	(1,247,009)
Net impairment on Kirkbrae Development Costs	610,631	-
Net impairment on Bed Licences	3,300,000	-
Net cash (used in) operating activities before change in assets and liabilities	(3,267,418)	(2,712,056)
Change in assets and liabilities during the financial year		
Decrease/(increase) in sundry debtors	(205,544)	192,796
Decrease/(increase) in bookstore stock and Kirkbrae inventory	(931)	1,030
Increase/(decrease) in creditors and accruals	(466,387)	(411,080)
Increase/(decrease) in amounts set aside for provisions	(85,273)	81,559
Net cash (used in) operating activities	(4,025,553)	(2,847,750)

6. Related Party Information

The persons listed on page 1 of this report each held office as a member of the Board of Investment and Finance during the period ended 30 June 2020. The Board of Investment and Finance members receive no remuneration or other benefit for their services as trustees.

A member of the Board of Investment and Finance was an employee of a firm which provided legal services to the General Assembly.

- 24,240

**THE PRESBYTERIAN CHURCH OF VICTORIA
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

7. Scots' Church Properties Trust

Arising from proceedings in the Supreme Court of Victoria between the Attorney-General of Victoria on the relation of The Presbyterian Church of Victoria Trusts Corporation and the Trustees of the Scots Church Properties Trust ("SCPT"), the Court found that there had been several breaches of trust by the Trustees of the SCPT. Specifically, the Court held that the sum of \$11,402,419.64 used to acquire, develop and improve Assembly Hall had been used or applied by the Trustees in breach of trust. The Court declared that Assembly Hall (156 Collins Street Melbourne) is held on trust:

- a) as to a 63% interest for Scots' Church Board of Management Limited [ACN 618 924 155] as nominee of the Board of Management of the congregation of the Scots' Church Melbourne which interest is to be held and applied for the charitable purposes stipulated in the sixthly provision of clause 7 of the Deed of Trust made 23 July 1891, as amended ("the Trust Deed"), for which payments under that clause are made to the board of management of the congregation of the Scots' Church Melbourne; and
- b) as to the remaining 37% interest for The Presbyterian Church of Victoria as nominee for the Presbyterian Church of Victoria which interest is to be held and applied for the charitable purposes stipulated in the sixthly provision of clause 7 of the Trust Deed, for which payments under that clause are made to the Presbyterian Church of Victoria.

By Order of the Court, Assembly Hall was subsequently transferred to Scots' Church Board of Management Limited and The Presbyterian Church of Victoria Trusts Corporation. The title issued in June 2018. The interest in Assembly Hall arising from the proceedings in the Supreme Court of Victoria was awarded for nil consideration. The Board of Investment and Finance has assessed the fair value of the 37% interest in Assembly Hall to be \$10,360,000.

The Presbyterian Church of Victoria holds its interest in the building for the purposes of home mission and church extension in Victoria.

8. Kirkbrae Presbyterian Homes

On 16 June 2020 the Presbyterian Church of Victoria took the decision to incorporate a new entity Presbyterian Care Victoria Ltd (PCVL) which will assume the oversight of Kirkbrae. All assets in connection with Kirkbrae will be transferred to PCVL once it is incorporated.

9. Subsequent Event

On 19 July 2020 Kirkbrae management became aware of an aged care staff member receiving a positive test result for COVID-19. Despite the immediate response to isolate and limit the infection, the outbreak spread to more than half the residents and many of the staff. Sadly more than 20 of the residents who contracted the virus have died. A large proportion of the staff were required to self-isolate for 14 days due to the possibility of being in contact or exposed to the virus.

The COVID-19 outbreak caused significant ongoing challenges in implementing an effective response in a timely manner, and in overseeing and providing quality clinical care. At the end of July 2020 about 40% of the residents were relocated to hospital to ensure that they could be properly cared for. Eastern Health took over all operational aspects of our facility under their own Interim Facility Manager.

As a result on 29 July 2020 the Aged Care Quality and Safety Commission issued a Notice requiring Kirkbrae to take certain actions, including not to admit any new residents until the Commission is satisfied that the serious risk to care recipients has been effectively addressed. In compliance with this Notice an eligible Nurse/Clinical Adviser (with the agreement of the Commission) was appointed and Kirkbrae is implementing and complying with all advice, recommendations and directions of Eastern Health and other Victorian Health authorities.

Kirkbrae Presbyterian Homes and Eastern Health continue to manage the COVID-19 outbreak at the Residential Aged Care Facility on site. Progress is occurring however it will still be some time until activities at the facility return to normal.

As at the date of this report it is not possible to ascertain the financial implications of the outbreak.

THE PRESBYTERIAN CHURCH OF VICTORIA
GENERAL ASSEMBLY
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Capital			
Accumulated Funds		23,570,017	22,253,348
Reserves		9,061,706	8,085,760
Total General Assembly Funds	1	32,631,723	30,339,108
Represented by:			
Current Assets			
Cash at Bank and on Hand		5,703	2,146
Franking Credits Receivable		16,555	64,819
Sundry Debtors and Prepayments	2	3,058	3,350
		25,316	70,314
Investments			
Common Fund at Call			
General Purposes	3	3,386,292	2,495,216
Specific Purposes	4	6,230,457	10,172,446
Separately Invested Funds		7,399,842	2,294,404
Total Investments		17,016,591	14,962,066
Total Current Assets		17,041,907	15,032,380
Non-Current Assets			
Investments			
Mortgages	5	5,355,901	5,736,046
Common Fund - Perpetual Funds		2,439,653	2,439,653
Total Investments		7,795,555	8,175,700
Property, Plant and Equipment	6	18,328	8,893
Property held for Investment	6.1	10,360,000	10,360,000
Total Non-Current Assets		18,173,882	18,544,593
Total Assets		35,215,789	33,576,972
Current Liabilities			
Capital Fund Deposits by Congregations		58,924	58,445
Sundry Creditors and Accruals	7	70,959	121,017
Provision for Annual Leave		37,792	42,298
Provision for Long Service Leave		73,614	93,182
Total Current Liabilities		241,289	314,942
Non-Current Liabilities			
Loan from Common Fund		2,342,777	2,922,922
Total Non Current Liabilities		2,342,777	2,922,922
Total Liabilities		2,584,066	3,237,865
Net Assets		32,631,723	30,339,108

Notes to and forming part of these financial statements are set out on pages 22 to 24.

THE PRESBYTERIAN CHURCH OF VICTORIA

GENERAL ASSEMBLY

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	General \$	Specific \$	2020 \$	2019 \$
Revenue					
Bequests, Donations, Gifts & Levies		325	89,368	89,693	130,650
General Mission Programme		142,746	-	142,746	58,330
Government Grants		21,078	-	21,078	-
Interest and Investment Income		511,855	1,068,637	1,580,492	1,763,823
Management Fees Received		146,528	-	146,528	145,526
Rental Income		1,403	11,406	12,809	13,496
Scots' Church Properties Trust	1.2	81,440	975,946	1,057,386	80,681
Sundry Income		4,417	-	4,417	4,403
Total Revenue		909,791	2,145,358	3,055,149	2,196,910
Expenses					
Accounting and Audit Fees		21,182	-	21,182	25,392
Depreciation		5,646	-	5,646	7,893
Distributions, Grants and Subsidies		14,940	405,688	420,629	398,323
Education and Training		-	-	-	660
General Assembly Expenses		138,619	23,263	161,882	79,359
General Mission Programme Distributions		59,460	-	59,460	58,330
Insurance and Risk Management		9,303	23,630	32,933	33,864
Interest Paid		-	126,690	126,690	137,193
Legal Fees and Costs		56,300	11,192	67,492	30,418
Office Expenses		19,559	-	19,559	17,944
Personnel Related Costs		563,844	1,593	565,437	595,709
Unrealised Loss on revaluation of Investments	4	-	33,845	33,845	37,087
Property Expenses and Improvements		18,976	-	18,976	19,341
Total Expenses		907,829	625,901	1,533,730	1,441,513
Surplus from ordinary activities		1,963	1,519,456	1,521,419	755,397
Other Comprehensive Income		-	-	-	-
Total Comprehensive Income		1,963	1,519,456	1,521,419	755,397

Notes to and forming part of these financial statements are set out on pages 22 to 24.

THE PRESBYTERIAN CHURCH OF VICTORIA

GENERAL ASSEMBLY

NOTES TO AND FORMING PART OF FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
1. General Assembly Funds			
Balance at beginning		22,253,348	20,665,690
Transfer from Ministry Development committee	1.1	-	725,760
Transfer from Sites Reserve re National Redress Scheme	1.3	771,196	832,261
Surplus from ordinary activities		1,521,419	755,397
Less: transfer to Reserves	1.4	(975,946)	(725,760)
Accumulated Funds		23,570,017	22,253,348
Home Mission and Church Extension Reserve			
Balance at beginning		8,085,760	7,360,000
Repayment of General Assembly funds advanced	1.1, 1.2	975,946	725,760
Total Reserves		9,061,706	8,085,760
Total General Assembly Funds		32,631,723	30,339,108
1.1 Transfer from Ministry Development Committee			
In October 2018 the General Assembly approved the transfer of \$725,760 of funds held by the Ministry Development Committee to the General Assembly as a reduction of the legal costs funded by the General Assembly and recoverable from the charitable trust arising from distributions from the Scots Church Properties Trust under the sixthly provision of clause 7 of the Scots' Church Trust Deed.			
1.2 Scots Church Properties Trust distributions			
Distributions from the Scots' Church Properties Trust will be applied towards a reduction of the amounts advanced by the General Assembly towards the legal costs relating to the charitable purposes of home mission and church extension, until those funds have been recovered. An amount of \$975,946 received in the current year was applied in this way.			
1.3 Transfer from Sites Reserve			
In May 2019 the General Assembly approved the transfer of amounts totalling \$1,603,457 from various Sites Reserve accounts to fund the liabilities for the National Redress Scheme. An amount of \$771,196 (2019 \$832,261) was transferred in the current year.			
1.4 Home Mission and Church Extension Reserve			
Balance at beginning		8,085,760	7,360,000
Legal costs repaid to the General Assembly	1.1, 1.2	975,946	725,760
Total Reserve		9,061,706	8,085,760
Represented by:			
Assembly Hall at valuation		10,360,000	10,360,000
Legal costs due to the General Assembly		(1,298,294)	(2,274,240)
		9,061,706	8,085,760

THE PRESBYTERIAN CHURCH OF VICTORIA

GENERAL ASSEMBLY

**NOTES TO AND FORMING PART OF FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

		2020 \$	2019 \$
2. Sundry Debtors and Prepayments			
Debtors		3,058	3,350
		<u>3,058</u>	<u>3,350</u>
3. Common Fund at Call Specific Purposes			
Beneficiary Funds		193,747	4,973,795
Capital Fund		1,498,426	1,498,429
General Assembly of Australia		245,734	307,508
Insurance Fund		134,311	145,705
Moderator's and Visiting Missionary Expenses		260,483	261,441
Overseas Visitors		234,711	225,312
Balfour Memorial Trust		990,341	990,341
Simon Fraser Trust		917,339	897,969
Pres-AID Appeals		19,580	32,750
National Redress Scheme	1.3	1,735,785	839,197
		<u>6,230,457</u>	<u>10,172,446</u>
4. Separately Invested Funds			
Beneficiary Funds		2,358,255	2,235,837
Ministers Retirement Housing		4,982,460	-
Capital Fund		59,127	58,567
		<u>7,399,842</u>	<u>2,294,404</u>
Investments have been revalued to market value as at 30 June 2020 resulting in a net unrealised loss of \$33,845 (2019 loss of \$37,087). These funds are designated for Specific Purposes.			
5. Mortgages			
Ministers' Retirement Housing Fund		3,013,124	2,813,124
Capital Fund		2,342,777	2,922,922
		<u>5,355,901</u>	<u>5,736,046</u>
6. Property, Plant and Equipment			
Furniture, Fittings and Equipment		73,114	67,436
Accumulated Depreciation		<u>(54,787)</u>	<u>(58,543)</u>
Total Property, Plant and Equipment		<u>18,328</u>	<u>8,893</u>

THE PRESBYTERIAN CHURCH OF VICTORIA

GENERAL ASSEMBLY

**NOTES TO AND FORMING PART OF FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$	2019 \$
6.1 Property held for Investment - Assembly Hall		
Land and Buildings at Cost - Assembly Hall	10,360,000	10,360,000

Arising from proceedings in the Supreme Court of Victoria between the Attorney-General of Victoria on the relation of The Presbyterian Church of Victoria Trusts Corporation and the Trustees of the Scots Church Properties Trust ("SCPT"), the Court found that there had been several breaches of trust by the Trustees of the SCPT. Specifically, the Court held that the sum of \$11,402,419.64 used to acquire, develop and improve Assembly Hall had been used or applied by the Trustees in breach of trust. The Court declared that Assembly Hall (156 Collins Street Melbourne) is held on trust:

- a) as to a 63% interest for Scots' Church Board of Management Limited [ACN 618 924 155] as nominee of the Board of Management of the congregation of the Scots' Church Melbourne which interest is to be held and applied for the charitable purposes stipulated in the sixthly provision of clause 7 of the Deed of Trust made 23 July 1891, as amended ("the **Trust Deed**"), for which payments under that clause are made to the board of management of the congregation of the Scots' Church Melbourne; and
- b) as to the remaining 37% interest for The Presbyterian Church of Victoria as nominee for the Presbyterian Church of Victoria which interest is to be held and applied for the charitable purposes stipulated in the sixthly provision of clause 7 of the Trust Deed, for which payments under that clause are made to the Presbyterian Church of Victoria.

By Order of the Court, Assembly Hall was subsequently transferred to Scots' Church Board of Management Limited and The Presbyterian Church of Victoria Trusts Corporation. The title issued in June 2018. The interest in Assembly Hall arising from the proceedings in the Supreme Court of Victoria was awarded for nil consideration. The Board of Investment and Finance has assessed the fair value of the 37% interest in Assembly Hall to be \$10,360,000.

The Presbyterian Church of Victoria holds its interest in the building for the purposes of home mission and church extension in Victoria.

7. Sundry Creditors and Accruals

Accounting and Audit Fees	12,160	20,400
Employee Benefits	5,403	1,846
PAYG Tax and Fringe Benefits Tax	50,787	43,275
Trade and Other Payables	2,609	55,496
	<u>70,959</u>	<u>121,017</u>

8. Archives & Historic Records

Expenses

Office Expenses and Rent	7,729	7,082
Personnel Related Costs	36,864	35,232
Storage and Retrieval Costs	11,350	10,391
	<u>55,943</u>	<u>52,704</u>
Total Expenses		
(Deficit) from ordinary activities	<u>(55,943)</u>	<u>(52,704)</u>

9. Related Party Transactions

A member of the Board of Investment and Finance was an employee of a firm which provided legal services to the General Assembly on an arms length basis

-	24,240
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THE PRESBYTERIAN CHURCH OF VICTORIA
AUSTRALIAN PRESBYTERIAN WORLD MISSION (VIC) COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds	1	849,562	873,663
Represented by:			
Current Assets			
Investments			
Common Fund at Call			
General Purposes		242,559	237,010
Specific Purposes	2	204,112	226,605
Total Current Assets		446,670	463,615
Non-Current Assets			
Investments			
Common Fund - Perpetual Funds		374,122	374,122
Property, Plant and Equipment	3	28,770	35,926
Total Non-Current Assets		402,892	410,048
Total Assets		849,562	873,663
Net Assets		849,562	873,663

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	General \$	Specific \$	2020 \$	2019 \$
Revenue					
Donations and Appeals		500	36,112	36,612	37,873
General Mission Programme		20,822	-	20,822	24,877
Interest and Investment Income		47,404	23,982	71,386	87,940
Other Income		1,825	-	1,825	1,909
Total Revenue		70,551	60,094	130,645	152,598
Expenses					
Depreciation		7,156	-	7,156	7,718
Distributions, Grants and Subsidies		32,412	83,113	115,525	144,670
Motor Vehicle Expenses		12,456	-	12,456	10,039
Office Expenses		3,443	-	3,443	2,450
Personnel Related Costs		16,165	-	16,165	15,473
Total Expenses		71,633	83,113	154,746	180,349
(Deficit) from ordinary activities		(1,082)	(23,019)	(24,101)	(27,751)
Other Comprehensive Income		-	-	-	-
Total Comprehensive Income		(1,082)	(23,019)	(24,101)	(27,751)

Notes to and forming part of these financial statements are set out on page 26.

THE PRESBYTERIAN CHURCH OF VICTORIA
AUSTRALIAN PRESBYTERIAN WORLD MISSION (VIC) COMMITTEE
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
1. Committee Funds		
Balance at beginning	873,663	901,414
(Deficit) from ordinary activities	(24,101)	(27,751)
Committee Funds	<u>849,562</u>	<u>873,663</u>
2. Common Fund at Call Specific Purposes		
Dayspring (Transport in Vanuatu)	3,070	6,799
Dehra Dun Presbyterian Theological College	2,227	6,824
Overseas Missionary work	82,494	84,118
Missionary work in Australia	-	10,593
Overseas Missionary work within Australia	<u>116,320</u>	<u>118,272</u>
	<u>204,112</u>	<u>226,605</u>
3. Property, Plant and Equipment		
Motor Vehicles	90,233	99,263
Accumulated Depreciation	<u>(61,463)</u>	<u>(63,337)</u>
Total Property, Plant and Equipment	<u>28,770</u>	<u>35,926</u>

THE PRESBYTERIAN CHURCH OF VICTORIA
CHRISTIAN EDUCATION AND NURTURE COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds	1	1,463,431	1,488,013
Represented by:			
Current Assets			
Investments			
Common Fund at Call			
General Purposes		495,203	506,473
Specific Purposes	2	670,241	684,857
Total Current Assets		1,165,444	1,191,330
Non-Current Assets			
Investments			
Common Fund - Perpetual Funds		296,102	296,102
Property, Plant and Equipment	3	1,885	581
Total Non-Current Assets		297,987	296,683
Total Assets		1,463,431	1,488,013
Net Assets		1,463,431	1,488,013

Notes to and forming part of these financial statements are set out on page 28.

THE PRESBYTERIAN CHURCH OF VICTORIA
CHRISTIAN EDUCATION AND NURTURE COMMITTEE
STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020

	Note	General \$	Specific \$	2020 \$	2019 \$
Revenue					
Interest and Investment Income		65,558	59,894	125,452	146,687
Grant re Long Service Leave		-	-	-	9,606
Women's Ministry Income		464	-	464	5,714
Total Revenue		66,021	59,894	125,916	162,007
Expenses					
Bursaries and Prizes		-	5,330	5,330	4,630
Depreciation		513	-	513	301
Education, Training and Seminars		2,093	-	2,093	7,690
Grants and Subsidies		69,650	44,556	114,206	112,992
Insurance		450	-	450	420
Office Expenses		795	85	880	619
Personnel Related Costs		2,485	24,540	27,025	27,175
Total Expenses		75,987	74,511	150,498	153,827
Surplus/(Deficit) from ordinary activities		(9,966)	(14,617)	(24,583)	8,180
Other Comprehensive Income		-	-	-	-
Total Comprehensive Income		(9,966)	(14,617)	(24,583)	8,180

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
1. Committee Funds		
Balance at beginning	1,488,013	1,479,833
Surplus/(Deficit) from ordinary activities	(24,583)	8,180
Committee Funds	1,463,431	1,488,013
2. Common Fund at Call Specific Purposes		
Sunday School work and scholarships in the terms of the Allan Bequest	670,241	684,857
3. Property, Plant and Equipment		
Furniture, Fittings and Equipment at cost	6,267	4,450
Accumulated Depreciation	(4,382)	(3,869)
Total Property, Plant and Equipment	1,885	581

THE PRESBYTERIAN CHURCH OF VICTORIA
CHURCH AND NATION COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds	1	352,710	364,099
Represented by:			
Current Assets			
Investments			
Common Fund at Call			
General Purposes		355,053	363,566
Total Current Assets		355,053	363,566
Non-Current Assets			
Property, Plant and Equipment	2	1,276	1,944
Total Non-Current Assets		1,276	1,944
Total Assets		356,329	365,510
Current Liabilities			
Annual Leave Provision		3,619	1,411
Net Assets		352,710	364,099

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$	2019 \$
Revenue		
Colloquium - Registration Fees	17,705	-
Government Grant	766	-
Sponsorship of Colloquium	3,000	-
Overseas Speaker Grant	10,000	-
Interest and Investment Income	29,954	35,727
Profit on Sale of Publications	395	9
Total Revenue	61,820	35,736
Expenses		
Conferences	40,365	300
Depreciation	668	55
Insurances	450	420
Office Expenses	1,424	1,565
Personnel Related Costs	30,302	16,441
Total Expenses	73,208	18,781
Surplus/(Deficit) from ordinary activities	(11,388)	16,956
Other Comprehensive Income	-	-
Total Comprehensive Income	(11,388)	16,956

Notes to and forming part of these financial statements are set out on page 30.

THE PRESBYTERIAN CHURCH OF VICTORIA

CHURCH AND NATION COMMITTEE

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
1. Committee Funds		
Balance at beginning	364,099	347,143
Surplus/(Deficit) from ordinary activities	(11,388)	16,956
	<hr/>	<hr/>
Committee Funds	352,710	364,099
	<hr/>	<hr/>
2. Property, Plant and Equipment		
Furniture, Fittings and Equipment at cost	3,549	3,549
Accumulated Depreciation	(2,272)	(1,604)
	<hr/>	<hr/>
Total Property, Plant and Equipment	1,276	1,944
	<hr/>	<hr/>

THE PRESBYTERIAN CHURCH OF VICTORIA
CHURCH PLANTING COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Accumulated Funds	1	585,508	2,008,019
Represented by:			
Current Assets:			
Cash at Bank and on Hand		729	1,183
Deposits and prepayments		900	900
		1,629	2,083
Investments			
Common Fund at Call			
General Purposes		81,586	241,479
Specific Purposes - Property Development		509,422	468,366
Total Investments		591,008	709,844
Total Current Assets		592,637	711,928
Non-Current Assets			
Property, Plant and Equipment	2	-	1,304,944
Total Assets		592,637	2,016,872
Current Liabilities			
Annual Leave Provision		6,400	7,669
Employee Benefits		729	1,183
Total Liabilities		7,129	8,852
Net Assets		585,508	2,008,019

STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020

	Note	General \$	Property Development Fund \$	2020 \$	2019 \$
Revenue					
Donations		-	-	-	13,638
Grants from the Capital Fund		-	-	-	98,281
Government Grant		1,205	-	1,205	-
Interest and Investment Income		14,830	41,057	55,887	68,938
Scots' Church Properties Trust	3	-	-	-	148,373
Total Revenue		16,035	41,057	57,092	329,229
Expenses					
Donations to outside organisations		16,000	-	16,000	16,000
Education and Training		1,810	-	1,810	2,936
Grants	4	1,360,144	-	1,360,144	1,052,052
Personnel Related Costs		101,649	-	101,649	96,942
Total Expenses		1,479,603	-	1,479,603	1,167,930
Surplus/(Deficit) from ordinary activities		(1,463,568)	41,057	(1,422,511)	(838,701)
Other Comprehensive Income		-	-	-	-
Total Comprehensive Income		(1,463,568)	41,057	(1,422,511)	(838,701)

Notes to and forming part of these financial statements are set out on page 32.

THE PRESBYTERIAN CHURCH OF VICTORIA

CHURCH PLANTING COMMITTEE

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
1. Accumulated Funds			
Balance at beginning		2,008,019	2,846,720
(Deficit) from ordinary activities		(1,422,511)	(838,701)
Committee Funds		585,508	2,008,019
2. Property, Plant and Equipment			
Land and Buildings, at cost		-	1,304,944
Total Property, Plant and Equipment		-	1,304,944
3. Scots' Church Properties Trust			
Income Distributions from the Scots' Church Properties Trust are accounted for on a cash basis.			
The distribution for the current year was applied towards a reduction of the amount advanced by the General Assembly to fund the legal costs associated with protecting the interests of the charitable purpose arising from the Scots Church Properties Trust, namely: home mission and church extension.			
4. Grants			
Operating grants		55,200	77,052
Property grant re Officer congregation		1,304,944	-
Property Development Fund grants		-	975,000
		1,360,144	1,052,052

In June 2020, the Commission of the General Assembly in response to a request from the New Life Presbyterian Congregation and in accordance with the authority under s19 of the *Presbyterian Trusts Act 1890* gave the final approval for the property at 101 Tivendale Road Officer to be held under the Model Trust Deed. The property was previously held in the name of the committee. The transfer was affected by a grant from the committee to the congregation based on the book value of the asset.

THE PRESBYTERIAN CHURCH OF VICTORIA
HEALTH AND COMMUNITY CHAPLAINCY COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds	1	2,855,921	2,930,343
Represented by:			
Current Assets			
Cash at Bank and on Hand		305	774
Franking Credits Receivable		7,183	17,934
Investments			
Common Fund at Call			
General Purposes		1,066,250	1,085,720
Specific Purposes	2	632,494	616,365
Separately Invested Funds			
Specific Purposes	2	176,858	218,327
Total Investments		1,875,602	1,920,412
Total Current Assets		1,883,090	1,939,120
Non-Current Assets			
Investments			
Separately Invested Funds - Perpetual Funds	2	1,005,643	1,028,457
Property, Plant and Equipment	3	1,615	1,564
Total Non-Current Assets		1,007,258	1,030,021
Total Assets		2,890,348	2,969,141
Current Liabilities			
Accrued Annual Leave		25,776	22,618
Accrued Long Service Leave		8,346	15,405
Employee Benefits		305	774
Total Liabilities		34,427	38,798
Net Assets		2,855,921	2,930,343

Notes to and forming part of these financial statements are set out on page 35.

THE PRESBYTERIAN CHURCH OF VICTORIA
HEALTH AND COMMUNITY CHAPLAINCY COMMITTEE
STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020

	Note	General \$	Specific \$	2020 \$	2019 \$
Revenue					
Donations and Levies		18,019	-	18,019	44,991
Family Camp Income	4	16,905	-	16,905	23,294
Grants and Subsidies Received		562	27,171	27,733	22,124
Interest and Investment Income		91,324	95,519	186,843	246,539
Profit on Sale of Asset		67	-	67	-
Total Revenue		126,876	122,690	249,566	336,949
Expenses					
Chaplaincy & Pastoral Support		57,889	2,750	60,639	62,623
Depreciation		912	-	912	886
Education and Training		788	-	788	500
Family Camp	4	33,394	-	33,394	34,514
Insurance Professional Indemnity		1,125	-	1,125	1,050
Office Expenses		4,316	455	4,771	5,794
Personnel Related Costs		43,970	152,044	196,013	235,299
Unrealised Loss/(Gain) on Investments	2	-	26,346	26,346	(5,560)
Total Expenses		142,393	181,595	323,988	335,106
Surplus/(Deficit) from ordinary activities		(15,517)	(58,904)	(74,422)	1,843
Other Comprehensive Income		-	-	-	-
Total Comprehensive Income		(15,517)	(58,904)	(74,422)	1,843

Notes to and forming part of these financial statements are set out on page 35.

THE PRESBYTERIAN CHURCH OF VICTORIA
HEALTH AND COMMUNITY CHAPLAINCY COMMITTEE
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
1. Committee Funds		
Balance at beginning	2,930,343	2,928,500
Surplus/(Deficit) from ordinary activities	(74,422)	1,843
	<hr/> 2,855,921	<hr/> 2,930,343
2. Investments - Specific Purposes		
Specific Purposes		
Common Fund at Call		
Children or Other Social Service	595,583	596,733
Children's Hospital Chaplaincy	36,911	19,632
	<hr/> 632,494	<hr/> 616,365
Separately Invested Funds		
Children's Hospital Chaplaincy	<hr/> 176,858	<hr/> 218,327
	<hr/> 809,352	<hr/> 834,691
Perpetual Funds		
Separately Invested Funds		
Children's Hospital Chaplaincy	<hr/> 1,005,643	<hr/> 1,028,457
Total Separately Invested Funds	<hr/> 1,814,995	<hr/> 1,863,149
Separately Invested Funds have been revalued to market value as at 30 June 2020 resulting in a net unrealised loss of \$26,346 (2019 gain of \$5,560). These funds are designated for Specific Purposes.		
3. Property, Plant and Equipment		
Furniture, Fittings and Equipment	4,302	4,358
Accumulated Depreciation	(2,687)	(2,795)
	<hr/> 1,615	<hr/> 1,564
4. Ministers Family Camp Expenses		
Camp Expenses	33,394	34,514
Camp Fees	(16,905)	(23,294)
	<hr/> 16,489	<hr/> 11,220

THE PRESBYTERIAN CHURCH OF VICTORIA
MAINTENANCE OF THE MINISTRY COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds	1	1,462,510	1,404,476
Represented by:			
Current Assets			
Investments			
Common Fund at Call			
General Purposes		919,229	911,955
Long Service Leave Funds		1,408,823	1,381,579
Total Investments		2,328,052	2,293,534
Total Current Assets		2,328,052	2,293,534
Non-Current Assets			
Investments			
Common Fund - Perpetual Funds		42,466	42,466
Total Non-Current Assets		42,466	42,466
Total Assets		2,370,517	2,336,000
Current Liabilities			
Provision for Long Service Leave Benefits		763,130	763,727
Non-Current Liabilities			
Provision for Long Service Leave Benefits		144,878	167,796
Total Liabilities		908,007	931,523
Net Assets		1,462,510	1,404,476

Notes to and forming part of these financial statements are set out on page 37.

**THE PRESBYTERIAN CHURCH OF VICTORIA
MAINTENANCE OF THE MINISTRY COMMITTEE**

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	General	Long Service	2020	2019
	\$	Leave	\$	\$
Revenue				
Interest and Investment Income	88,987	122,160	211,148	236,553
Long Service Leave Levy	-	59,393	59,393	40,600
Total Revenue	88,987	181,554	270,541	277,153
Expenses				
Grants	77,261	130,794	208,055	236,704
Interest Subsidy on Ministers' Car Loans	4,002	-	4,002	5,244
Office Expenses	451	-	451	1,438
Total Expenses	81,713	130,794	212,507	243,386
Surplus from ordinary activities	7,274	50,759	58,034	33,767
Other Comprehensive Income	-	-	-	-
Total Comprehensive Income	7,274	50,759	58,034	33,767

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
1. Committee Funds		
Balance at beginning	1,404,476	1,370,709
Surplus from ordinary activities	58,034	33,767
Committee Funds	1,462,510	1,404,476

THE PRESBYTERIAN CHURCH OF VICTORIA
METRO COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Accumulated Funds	1	771,407	807,827
Represented by:			
Current Assets			
Investments			
Common Fund at Call			
General Purposes		771,407	807,827
Net Assets		771,407	807,827

STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
Revenue		
Donations	5,790	-
Interest and Investment Income	67,565	80,743
Sundry Income	819	605
Youth Metro Income	3,950	3,400
Total Revenue	78,124	84,748
Expenses		
Grants paid	103,478	83,804
Office Expenses	1,553	1,683
Personnel Related Expenses	9,513	12,722
Total Expenses	114,544	98,208
(Deficit) from ordinary activities	(36,420)	(13,461)
Other Comprehensive Income	-	-
Total Comprehensive Income	(36,420)	(13,461)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
1. Accumulated Funds			
Balance at beginning		807,827	821,288
(Deficit) from ordinary activities		(36,420)	(13,461)
Committee Funds		771,407	807,827

THE PRESBYTERIAN CHURCH OF VICTORIA
MINISTRY DEVELOPMENT COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Accumulated Funds	1	2,415,031	3,299,406
Represented by:			
Current Assets			
Cash at Bank and on Hand		1,589	213
Prepaid Expenses		2,500	398
Investments			
Common Fund at Call			
General Purposes		497,971	1,357,159
Specific Purposes	2	1,715,967	1,737,397
Total Current Assets		2,218,027	3,095,167
Non-Current Assets			
Investments			
Common Fund - Perpetual Funds		198,818	198,818
Property, Plant and Equipment	3	31,904	38,127
Total Non-Current Assets		230,722	236,945
Total Assets		2,448,749	3,332,112
Current Liabilities			
Employee Benefits		1,589	213
Provisions	4	32,129	32,493
Total Liabilities		33,718	32,706
Net Assets		2,415,031	3,299,406

Notes to and forming part of these financial statements are set out on page 41.

THE PRESBYTERIAN CHURCH OF VICTORIA

MINISTRY DEVELOPMENT COMMITTEE

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	General \$	Specific \$	2020 \$	2019 \$
Revenue					
Interest and Investment Income		90,293	164,182	254,475	369,270
Government Grant		3,207	-	3,207	-
Trust funds from HMWA		-	-	-	280
Scots' Church Properties Trust	5	-	-	-	593,490
Total Revenue		93,500	164,182	257,682	963,040
Expenses					
Depreciation		7,676	-	7,676	7,101
Distributions, Grants and Subsidies		475,435	155,476	630,911	661,933
Education and Training		3,955	600	4,555	3,662
Grants - Property		237,156	-	237,156	150,178
Loss on Sale of Asset		-	-	-	906
Office Expenses		24,641	-	24,641	11,573
Personnel Related Costs		184,554	29,536	214,090	242,541
Property Expenses and Improvements		23,029	-	23,029	21,839
Total Expenses		956,445	185,612	1,142,058	1,099,733
(Deficit) from ordinary activities		(862,945)	(21,430)	(884,375)	(136,693)
Other Comprehensive Income		-	-	-	-
Total Comprehensive Income		(862,945)	(21,430)	(884,375)	(136,693)

Notes to and forming part of these financial statements are set out on page 41.

THE PRESBYTERIAN CHURCH OF VICTORIA

MINISTRY DEVELOPMENT COMMITTEE

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
1. Accumulated Funds			
Balance at beginning		3,299,406	4,161,860
Transfer to General Assembly	1.1	-	(725,760)
(Deficit) from ordinary activities		(884,375)	(136,693)
Committee Funds		<u>2,415,031</u>	<u>3,299,406</u>
1.1 Transfer to General Assembly			
In October 2018 the General Assembly approved the transfer of \$725,760 of the committee's funds to the General Assembly as a reduction of the legal costs funded by the General Assembly and recoverable from the charitable trust arising from distributions from the Scots Church Properties Trust under the sixthly provision of clause 7 of the Scots' Church Trust Deed.			
2. Common Fund at Call Specific Purposes			
Church extension in Victoria		4,246	1,734
Evangelism		1,390,364	1,421,423
Home Missionaries Beneficiary Fund		285,170	280,482
Home Missionary Workers		36,187	33,758
		<u>1,715,967</u>	<u>1,737,397</u>
3. Property, Plant and Equipment			
Furniture, Fittings and Equipment		12,714	15,280
Accumulated Depreciation		(8,779)	(11,136)
		<u>3,934</u>	<u>4,144</u>
Motor Vehicle		39,981	39,981
Accumulated Depreciation		(12,011)	(5,997)
		<u>27,970</u>	<u>33,984</u>
Total Property, Plant and Equipment		<u>31,904</u>	<u>38,127</u>
4. Provisions			
Provision for Annual Leave		10,734	12,567
Provision for Long Service Leave		21,395	19,926
		<u>32,129</u>	<u>32,493</u>
5. Scots' Church Properties Trust			

Income Distributions from the Scots' Church Properties Trust are accounted for on a cash basis.

The distribution for the current year was applied towards a reduction of the amount advanced by the General Assembly to fund the legal costs associated with protecting the interests of the charitable purpose arising from the Scots Church Properties Trust, namely: home mission and church extension.

THE PRESBYTERIAN CHURCH OF VICTORIA
PRESBYTERIAN YOUTH IN VICTORIA
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds	1	509,488	509,263
Represented by:			
Current Assets			
Cash at Bank and on Hand		5,345	9,297
Common Fund at Call - General Purposes		208,176	205,763
Prepaid Deposits		1,409	3,159
Total Current Assets		214,930	218,220
Non-Current Assets			
Common Fund - Perpetual Funds		268,250	268,250
Property, Plant and Equipment	2	35,518	42,972
Total Non-Current Assets		303,768	311,222
Total Assets		518,698	529,442
Current Liabilities			
Employee Benefits		5,293	9,243
Annual Leave Provision		3,916	10,936
Total Liabilities		9,209	20,179
Net Assets		509,488	509,263

Notes to and forming part of these financial statements are set out on page 43.

THE PRESBYTERIAN CHURCH OF VICTORIA

PRESBYTERIAN YOUTH IN VICTORIA

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
Revenue			
Camp Fees and Sale of Merchandise	3	75,518	89,176
Donations		2,802	4,925
Grants and Subsidies		102,524	97,603
Interest and Investment Income		39,821	46,448
Total Revenue		220,665	238,152
Expenses			
Bad Debts		-	300
Depreciation		7,454	5,913
Expenditure re Camps and Cost of Merchandise	3	79,353	90,421
Insurance Public Liability		2,570	2,570
Donation to Engage		-	1,000
Office Expenses		9,627	11,445
Personnel Related Expenses		121,436	124,641
Total Expenses		220,440	236,290
Surplus from ordinary activities		226	1,862
Other Comprehensive Income		-	-
Total Comprehensive Income		226	1,862

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$	2019 \$
1. Committee Funds		
Balance at beginning	509,263	507,400
Surplus from ordinary activities	226	1,862
Committee Funds	509,488	509,263
2. Property, Plant and Equipment		
Furniture Fittings and Equipment at Cost	55,244	55,244
Accumulated Depreciation	(19,725)	(12,271)
Total Property, Plant and Equipment	35,518	42,972
3. Camp Activities		
Income from Camp Fees and Merchandise Sales	75,518	89,176
Expenses from Camp Fees and Merchandise Sales	(79,353)	(90,421)
Loss on Camp Activities	(3,835)	(1,245)

THE PRESBYTERIAN CHURCH OF VICTORIA
SAFE CHURCH COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds	1	59,011	45,815
Represented by:			
Current Assets			
SCU Levy receivable		1,491	-
Investments			
Common Fund at Call			
General Purposes		64,792	52,189
Total Current Assets		66,283	52,189
Non-Current Assets			
Property, Plant and Equipment	2	2,462	1,025
Total Assets		68,745	53,214
Current Liabilities			
Provision for Annual Leave		9,734	7,399
Total Liabilities		9,734	7,399
Net Assets		59,011	45,815

Notes to and forming part of these financial statements are set out on page 45.

THE PRESBYTERIAN CHURCH OF VICTORIA

SAFE CHURCH COMMITTEE

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
Revenue		
Levy	90,375	120,825
Government Grant	1,881	-
Interest and Investment Income	7,269	4,884
Total Revenue	99,525	125,709
Expenses		
Depreciation	653	339
Consultants Fees	-	5,020
Counselling assistance	109	665
Personnel related expenses	75,228	69,045
Office expenses	10,338	10,388
Total Expenses	86,329	85,458
Surplus from ordinary activities	13,196	40,251
Other Comprehensive Income	-	-
Total Comprehensive Income	13,196	40,251

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
1. Committee Funds		
Balance at beginning	45,815	5,564
Surplus from ordinary activities	13,196	40,251
Committee Funds	59,011	45,815
2. Property, Plant and Equipment		
Furniture Fittings and Equipment at Cost	5,896	3,806
Accumulated Depreciation	(3,434)	(2,781)
Total Property, Plant and Equipment	2,462	1,025

THE PRESBYTERIAN CHURCH OF VICTORIA
SOCIAL SERVICES COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds			
Committee Funds	2	14,326,981	18,225,923
Reserves	3	3,276,956	6,576,956
Total Committee Funds		17,603,937	24,802,880
Represented by			
Current Assets			
Cash Assets		553,919	651,161
Sundry Debtors and Prepayments	4	843,330	1,239,244
Investments			
Common Fund at Call - Specific Purposes	5	456,135	444,224
Separately Invested Funds	6	19,950,452	26,039,405
Total Investments		20,406,587	26,483,630
Total Current Assets		21,803,836	28,374,034
Non-Current Assets			
Investments			
Common Fund - Perpetual Funds		89,150	89,150
Intangible Assets	7	-	3,300,000
Property, Plant and Equipment	8	20,823,445	21,706,728
Total Non-Current Assets		20,912,595	25,095,878
Total Assets		42,716,432	53,469,912
Current Liabilities			
Kirkbrae Ingoings	9	23,053,552	26,176,185
Provision for Annual and Long Service Leave		860,155	875,850
Trade and Other Payables	10	855,644	1,267,131
Total Current Liabilities		24,769,351	28,319,166
Non-Current Liabilities			
Provision for Long Service Leave		343,144	347,866
Total Non-Current Liabilities		343,144	347,866
Total Liabilities		25,112,495	28,667,032
Net Assets		17,603,937	24,802,880

Notes to and forming part of these accounts are set out on pages 48 to 51.

THE PRESBYTERIAN CHURCH OF VICTORIA

SOCIAL SERVICES COMMITTEE

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	Kirkbrae \$	Other \$	2020 \$	2019 \$
Revenue					
Donations		106,960	-	106,960	150,870
Grants and Subsidies Received		5,827,158	-	5,827,158	6,190,999
Interest and Investment Income		845,621	42,290	887,911	1,963,440
Lease Finance re Residential	11				
Accommodation Deposits		596,766	-	596,766	-
Kirkbrae Fees, Ingoings and Meals		3,488,385		3,488,385	3,794,777
Net Gain/(Loss) on Sale of Investments		10,966	-	10,966	(465,356)
Total Revenue		10,875,857	42,290	10,918,147	11,634,730
Expenses					
Accounting and Audit Fees		29,932	-	29,932	28,837
Depreciation		948,621	-	948,621	993,612
Distributions, Grants & Subsidies		-	24,099	24,099	27,205
Education and Training		33,293	-	33,293	35,130
Fees, Chaplaincy and Consulting		39,431	-	39,431	120,905
Insurances		110,191	-	110,191	97,355
Kirkbrae Residents Expenses		1,060,920	-	1,060,920	1,077,260
Legal Fees		10,688	-	10,688	460
Lease Finance re Residential	11				
Accommodation Deposits		596,766	-	596,766	-
Net Loss/(Profit) on Sale of Assets		453	-	453	(39,969)
Net Impairment on Bed Licences		3,300,000	-	3,300,000	-
Net Impairment on Development Costs		610,631	-	610,631	-
Net Unrealised Loss/(Gain) on					
Revaluation of Investments	6	1,823,941	-	1,823,941	(1,364,536)
Office Expenses		304,311	-	304,311	412,404
Personnel Related Costs		8,119,102	-	8,119,102	7,888,695
Property Expenses and Improvements		1,104,712	-	1,104,712	1,073,728
Total Expenses		18,092,991	24,099	18,117,090	10,351,086
Surplus/(Deficit) from ordinary activities		(7,217,134)	18,191	(7,198,943)	1,283,644
Other Comprehensive Income		-	-	-	-
Total Comprehensive Income		(7,217,134)	18,191	(7,198,943)	1,283,644

Notes to and forming part of these accounts are set out on pages 48 to 51.

THE PRESBYTERIAN CHURCH OF VICTORIA

SOCIAL SERVICES COMMITTEE

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Consolidation of Kirkbrae Presbyterian Homes

The Social Services Committee administers the Kirkbrae Presbyterian Homes, and as Kirkbrae is a major activity of the General Assembly of the Presbyterian Church of Victoria, its activities have been included in the financial statements of the Social Services Committee.

Kirkbrae Presbyterian Homes for the Aged prepares General Purpose Accounts which are audited

	2020	2019
	\$	\$
2. Committee Funds		
Balance at beginning	18,225,923	16,942,279
Surplus/(Deficit) from ordinary activities	(7,198,943)	1,283,644
Transfer Deficit relating to Reserve	3,300,000	-
	<hr/>	<hr/>
Committee Funds	14,326,981	18,225,923
	<hr/>	<hr/>
3. Reserves		
Asset Revaluation Reserve	3,276,956	3,276,956
Bed licenses Reserve	-	3,300,000
	<hr/>	<hr/>
	3,276,956	6,576,956
	<hr/>	<hr/>
4. Sundry Debtors and Prepayments		
Franking Tax Credits on Dividends	177,341	442,466
Interest and Dividends due on "Ex Div" Shares	-	321,591
Sundry Debtors and Resident Receivables	665,989	475,186
	<hr/>	<hr/>
	843,330	1,239,244
	<hr/>	<hr/>
5. Common Fund at Call Specific Purposes		
Douglas Family Trust - Poor & needy in Australia	12,904	7,835
Kirkbrae Presbyterian Homes	(5,607)	674
Poor of Melbourne	52,967	49,076
Residential Care for Children	395,870	386,641
	<hr/>	<hr/>
	456,135	444,224
	<hr/>	<hr/>
6. Separately Invested Funds		
Investments and Shares	14,586,982	13,658,919
Term Deposits and Short Term Cash	5,363,470	12,380,487
	<hr/>	<hr/>
	19,950,452	26,039,405
	<hr/>	<hr/>

Investments have been revalued to market value as at 30 June 2020 resulting in a net unrealised loss of \$1,823,941 (2019 gain of \$1,364,536).

THE PRESBYTERIAN CHURCH OF VICTORIA

SOCIAL SERVICES COMMITTEE

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
7. Intangibles			
Kirkbrae bed licenses have been revalued to nil after an evaluation of the impairment of the asset.			
8. Property, Plant and Equipment			
Land and Buildings at Cost	8.1	29,850,248	30,030,178
Accumulated Depreciation		(9,816,592)	(9,058,135)
		<u>20,033,656</u>	<u>20,972,043</u>
Plant and Equipment at Cost		1,661,380	1,583,059
Accumulated Depreciation		(1,463,591)	(1,411,685)
		<u>197,789</u>	<u>171,374</u>
Furniture, Fittings and Equipment at Cost		1,460,803	1,299,414
Accumulated Depreciation		(920,874)	(802,047)
		<u>539,929</u>	<u>497,367</u>
Motor Vehicles at Cost		121,431	116,713
Accumulated Depreciation		(69,359)	(50,769)
		<u>52,072</u>	<u>65,943</u>
Total Property, Plant and Equipment		<u>20,823,445</u>	<u>21,706,728</u>
8.1 In accordance with the requirements of the Retirement Village Act a caveat is recorded over part of the land.			
9. Ingoings and Bonds - Hostel, Nursing Home and Independent Living Units			
Residents are assessed on their ability to pay an incoming fee for admission into Kirkbrae. This fee is refundable when a resident leaves Kirkbrae less certain retentions and charges depending upon the period of occupancy.			
The ingoings are repayable when a resident leaves and therefore are all classified as a current liability. Kirkbrae has sufficient funds to meet the projected cashflows associated with refunds.			
		<u>23,053,552</u>	<u>26,176,185</u>
10. Trade and Other Payables			
Creditors and Accruals		<u>855,644</u>	<u>1,267,131</u>
11. Leases			
The Board of Investment and Finance has adopted AASB 16: Leases in 2020.			
At inception of a contract, the organisation assesses whether a lease exists - i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.			
This involves an assessment of whether:			
- The contract involves the use of an identified asset - this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.			
- The organisation has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.			
- The organisation has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.			

THE PRESBYTERIAN CHURCH OF VICTORIA

SOCIAL SERVICES COMMITTEE

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

11. Leases (continued)

Right-of-use asset

At the lease commencement, the organisation recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the organisation believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

Lease liability

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the organisation's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the organisation's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Kirkbrae - Refundable Accommodation Deposits

Contracts with customers contain provisions for accommodation and use of common areas and facilities for provision of care and other services. The organisation has concluded that its contractual arrangements relating to the provision of residential aged care and retirement living accommodation are an operating lease pursuant to AASB 16, being the exclusive right to the use of a room/unit by a resident.

For residential aged care accommodation arrangements where the resident has elected to pay a Refundable Accommodation Deposit (RAD), the organisation receives a financing benefit, being non-cash consideration in the form of an interest free loan. On adoption of AASB 16 the fair value of this non-cash consideration is required to be recognised as income (to reflect the interest free loan financing benefit received on RADs) and correspondingly interest expense (to record the financial liability associated with RADs at fair value) with no net impact on profit or loss.

The application of AASB 16 for the year ended 30 June 2020 has been based on

- average RAD balance for the year, and
- interest rate equal to Maximum Permissible Interest Rate of 4.89% applicable at 30 June 2020 which is a Government set interest rate used to calculate the Daily Accommodation Payment (DAP) to applicable residents.

The organisation's Statement of Income and Expenditure and Other Comprehensive Income presents Income of \$597,000 and an additional Finance cost (i.e. interest expense) of \$597,000 with nil impact to net result for the year. The accounting treatment for residential aged care accommodating arrangements where residents have elected to pay a DAP has not changed upon adopting AASB 16.

In accordance with AASB 16 a lessor is not required to make any adjustments on transition for leases in which it is a lessor and shall account for those leases applying AASB 16 from the date of initial application (1 July 2019). Therefore comparatives have not been restated.

Application

The Board of Investment and Finance has chosen to use the modified retrospective application when applying this new accounting standard. Therefore, the comparative numbers are prepared under AASB 117 Leases.

This application has not resulted in any adjustment to opening retained earnings.

THE PRESBYTERIAN CHURCH OF VICTORIA

SOCIAL SERVICES COMMITTEE

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

12. Going Concern

- a) Current Ratio - The Social Services Committee oversees the aged care the Ministry undertaken by Kirkbrae Presbyterian Homes. As at 30 June 2020, Kirkbrae's current liabilities are greater than its current assets by \$2,965,514. The Social Services Committee's financial report has been prepared on a going concern basis as the majority of the current liabilities related to refundable accommodation bonds, refundable accommodation deposits and refundable ILU entry contribution from residents. The Committee has determined that the current assets are sufficient to meet projected resident payments for the next 12 months and that Kirkbrae Presbyterians Homes is required to maintain sufficient liquidity and credential standards to enable payment of refundable accommodation bonds and deposits.
- b) Financial performance – The Social Services Committee has also made a deficit of \$7,198,943 (including the impairment of assets totalling \$4,010,631 and the unrealised loss on revaluation of investments of \$1,823,941).
- c) Subsequent events - as detailed in Note 13 Kirkbrae experienced an outbreak of COVID-19 in late July 2020. As at the date of this report it is not possible to ascertain the financial implications of the outbreak.
- d) On 16 June 2020 the Presbyterian Church of Victoria took the decision to incorporate a new entity Presbyterian Care Victoria Ltd (PCVL) which will assume the oversight of Kirkbrae. All assets in connection with Kirkbrae will be transferred to PCVL once it is incorporated.

13. Subsequent Event

On 19 July 2020 Kirkbrae management became aware of an aged care staff member receiving a positive test result for COVID-19. Despite the immediate response to isolate and limit the infection, the outbreak spread to more than half the residents and many of the staff. Sadly more than 20 of the residents who contracted the virus have died.

A large proportion of the staff were required to self-isolate for 14 days due to the possibility of being in contact or exposed to the virus.

The COVID-19 outbreak caused significant ongoing challenges in implementing an effective response in a timely manner, and in overseeing and providing quality clinical care. At the end of July 2020 about 40% of the residents were relocated to hospital to ensure that they could be properly cared for. Eastern Health took over all operational aspects of our facility under their own Interim Facility Manager.

As a result on 29 July 2020 the Aged Care Quality and Safety Commission issued a Notice requiring Kirkbrae to take certain actions, including not to admit any new residents until the Commission is satisfied that the serious risk to care recipients has been effectively addressed. In compliance with this Notice an eligible Nurse/Clinical Adviser (with the agreement of the Commission) was appointed and Kirkbrae is implementing and complying with all advice, recommendations and directions of Eastern Health and other Victorian Health authorities.

Kirkbrae Presbyterian Homes and Eastern Health continue to manage the COVID-19 outbreak at the Residential Aged Care Facility on site. Progress is occurring however it will still be some time until activities at the facility return to normal.

As at the date of this report it is not possible to ascertain the financial implications of the outbreak.

THE PRESBYTERIAN CHURCH OF VICTORIA
STATE NEWS COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds	1	65,104	56,782
Represented by:			
Current Assets			
Investments			
Common Fund at Call			
General Purposes		65,104	56,634
Non-Current Assets			
Property, Plant and Equipment	2	-	148
Total Assets		65,104	56,782

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$	2019 \$
Revenue		
General Mission Programme	3,332	3,980
Interest and Investment Income	5,155	5,562
Total Revenue	8,487	9,542
Expenses		
Depreciation	148	591
Office Expenses	-	312
Personnel related expenses	17	843
Printing and Postage	-	10,452
Less: Contributions from PIM and APWM	-	(4,307)
Total Expenses	165	7,892
Surplus from ordinary activities	8,322	1,651
Other Comprehensive Income	-	-
Total Comprehensive Income	8,322	1,651

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020 \$	2019 \$
1. Committee Funds		
Balance at beginning	56,782	55,131
Surplus from ordinary activities	8,322	1,651
Committee Funds	65,104	56,782
2. Property, Plant and Equipment		
Furniture Fittings and Equipment at Cost	1,772	1,772
Accumulated Depreciation	(1,772)	(1,624)
Total Property, Plant and Equipment	-	148

THE PRESBYTERIAN CHURCH OF VICTORIA
THEOLOGICAL EDUCATION COMMITTEE
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Committee Funds	1	<u>8,763,086</u>	<u>8,595,529</u>
Represented by:			
Current Assets			
Cash at Bank and on Hand		13,401	12,665
Common Fund at Call - General Purposes		2,286,919	2,181,811
Common Fund at Call - Specific Purposes	2	1,719,062	1,640,375
Debtors		13,390	200
PTC Media Stock		<u>6,462</u>	<u>5,532</u>
Total Current Assets		<u>4,039,234</u>	<u>3,840,583</u>
Non-Current Assets			
Investments			
Common Fund - Perpetual Funds		3,308,100	3,280,652
Property, Plant and Equipment	3	<u>1,574,286</u>	<u>1,643,867</u>
Total Non-Current Assets		<u>4,882,386</u>	<u>4,924,519</u>
Total Assets		<u>8,921,620</u>	<u>8,765,102</u>
Current Liabilities	4	67,605	124,553
Non Current Liabilities	5	<u>90,928</u>	<u>45,019</u>
Total Liabilities		<u>158,533</u>	<u>169,572</u>
Net Assets		<u>8,763,086</u>	<u>8,595,529</u>

Notes to and forming part of these financial statements are set out on pages 55 to 56.

THE PRESBYTERIAN CHURCH OF VICTORIA

THEOLOGICAL EDUCATION COMMITTEE

**STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	General \$	Specific \$	2020 \$	2019 \$
Revenue					
Bookshop Sales	6	7,379	-	7,379	10,312
Donations and Levies		23,032	69,048	92,080	112,046
General Mission Program		-	45,183	45,183	61,602
Grants		38,601	-	38,601	23,668
Interest and Investment Income		307,853	388,295	696,148	714,739
Ministers' Conference		6,270	-	6,270	7,100
Tuition Fees	7	508,830	-	508,830	496,361
Rental Income		73,293	-	73,293	86,775
Total Revenue		965,258	502,526	1,467,783	1,512,604
Expenses					
Audit Fees		5,799	-	5,799	6,120
Bookshop Cost of Sales	6	5,064	-	5,064	7,432
Bursaries, Grants and Prizes	7.1	-	226,830	226,830	169,216
Depreciation		73,223	561	73,784	74,105
Education, Training and Library, Fees		147,781	-	147,781	141,328
Insurances		6,444	5,294	11,738	11,670
Office Expenses		53,673	-	53,673	43,827
Personnel Related Costs		556,073	131,170	687,243	683,831
Property Expenses and Improvements		54,242	34,072	88,314	55,650
Total Expenses		902,300	397,927	1,300,226	1,193,177
Surplus from ordinary activities		62,958	104,599	167,557	319,426
Other Comprehensive Income		-	-	-	-
Total Comprehensive Income		62,958	104,599	167,557	319,426

Notes to and forming part of these financial statements are set out on pages 55 to 56.

THE PRESBYTERIAN CHURCH OF VICTORIA
THEOLOGICAL EDUCATION COMMITTEE
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
1. Committee Funds		
Balance at beginning	8,595,529	8,276,103
Surplus from ordinary activities	167,557	319,426
	<hr/>	<hr/>
Committee Funds	8,763,086	8,595,529
	<hr/>	<hr/>
2. Common Fund at Call Specific Purposes		
Fernside Trust - Manse Allowance	176,856	179,309
Bursaries & Scholarships	547,096	490,004
Diaconal Funds	232,547	235,196
Memorial Lecture	36,999	37,543
Needy Students	225,251	205,001
Overseas Students	54,774	67,373
Prizes	142,536	136,879
Theological College Building Fund	303,003	289,071
	<hr/>	<hr/>
Total Common Fund at Call Specific Purposes	1,719,062	1,640,375
	<hr/>	<hr/>
3. Property, Plant and Equipment		
Land and Buildings at cost	2,272,926	2,272,926
Accumulated Depreciation	(723,603)	(662,446)
	<hr/>	<hr/>
	1,549,323	1,610,480
	<hr/>	<hr/>
Plant and Equipment at Cost	91,590	91,590
Accumulated Depreciation	(85,431)	(83,164)
	<hr/>	<hr/>
	6,159	8,426
	<hr/>	<hr/>
Furniture, Fittings and Equipment at Cost	331,701	327,498
Accumulated Depreciation	(312,897)	(302,537)
	<hr/>	<hr/>
	18,804	24,961
	<hr/>	<hr/>
Motor Vehicle at Cost	29,312	29,312
Accumulated Depreciation	(29,312)	(29,312)
	<hr/>	<hr/>
	-	-
	<hr/>	<hr/>
Total Property, Plant and Equipment	1,574,286	1,643,867
	<hr/>	<hr/>

THE PRESBYTERIAN CHURCH OF VICTORIA
THEOLOGICAL EDUCATION COMMITTEE
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

	2020 \$	2019 \$
4. Current Liabilities		
Accrued Audit Fees	4,000	6,000
Bonds Received	1,210	-
Prepaid Tuition Fees	-	440
Employee Benefits	10,031	10,585
Provision for Annual Leave	5,091	5,883
Provision for Long Service Leave	15,687	14,271
Provision for Study Leave	31,586	87,373
	<hr/> 67,605	<hr/> 124,553
5. Non-Current Liabilities		
Provision for Study Leave	<hr/> 90,928	<hr/> 45,019
	<hr/> 90,928	<hr/> 45,019
6. Bookshop Trading Result		
Sales	7,379	10,312
Cost of Sales	<hr/> (5,064)	<hr/> (7,432)
	<hr/> 2,315	<hr/> 2,880
7. Tuition Fees		
Tuition Fees received in cash	355,560	356,101
Tuition Fees funded from specific trusts	<hr/> 153,270	<hr/> 140,260
	<hr/> 508,830	<hr/> 496,361
7.1	Bursaries, Grants and Prizes includes an amount of \$153,270 (2019 \$140,260) which is an internal allocation of funds from specific trusts for scholarships.	

THE PRESBYTERIAN CHURCH OF VICTORIA

SITES RESERVE

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Church Funds	2	18,142,900	19,356,352
Represented by:			
Current Assets			
Investments			
Common Fund at Call - General purposes		9,205,671	9,426,382
Separately Invested Funds	3	8,878,150	9,697,016
Sundry Debtors	4	59,079	232,953
Total Assets		18,142,900	19,356,352

STATEMENT OF INCOME AND EXPENDITURE AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020

		2020 \$	2019 \$
Revenue			
Interest and Investment Income		772,895	1,274,297
Proceeds from sale of property	5	636,968	707,802
Total Revenue		1,409,863	1,982,099
Expenses			
Ministry expenses incurred by congregations		734,770	685,139
Net Unrealised Loss on Investments		281,671	86,000
Property improvements and expenses		835,678	886,535
Total Expenses		1,852,119	1,657,674
Surplus/(Deficit) from ordinary activities		(442,256)	324,425
Other Comprehensive Income		-	-
Total Comprehensive Income		(442,256)	324,425

Notes to and forming part of these financial statements are set out on page 58.

THE PRESBYTERIAN CHURCH OF VICTORIA

SITES RESERVE

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Sites Reserve Funds

Sites Reserve funds arise from the proceeds of the sale of property held by the Church.

Separate accounts are maintained with the Sites Reserve fund under the name of the congregation which last used the property in accordance with the terms of the Model Trust Deed.

The terms of the Model Trust Deeds which properties are held under require the trustees upon a sale of property to pay the proceeds of such sale to the Assembly Treasurer.

The Assembly must consent to any proposed sale and may at that time approve the application of the proceeds of the sale to the congregation or otherwise.

Where the Assembly has not made any prior approval in relation to the use of funds held in Sites Reserve the use of such funds is governed by Board of Investment and Finance regulation 17, which requires the consent of either the presbytery or the General Assembly.

	Note	2020 \$	2019 \$
2. Church Funds			
Balance at beginning		19,356,352	19,864,187
Less: Transfer to National Redress Scheme Fund	2.1	(771,196)	(832,261)
Surplus/(Deficit) from ordinary activities		(442,256)	324,425
Committee Funds		18,142,900	19,356,352
2.1 Transfer to National Redress Scheme Fund			
In May 2019 the General Assembly approved the transfer of amounts totalling \$1,603,457 from various Sites Reserve accounts to fund the liabilities for the National Redress Scheme. An amount of \$771,196 (2019 \$832,261) was transferred in the current year.			
3. Separately Invested Funds			
Cash Assets		1,117,735	104,963
Investments and Securities		7,760,415	6,939,053
Term Deposits		-	2,653,000
Total Separately Invested Funds		8,878,150	9,697,016
4. Sundry Debtors			
Franking Credits on Dividends		59,079	232,953
5. Proceeds from Sale of Property			
Ballarat South		415,487	-
Geelong West		-	707,802
Lismore		119,437	-
Smythesdale		102,045	-
Total Proceeds from Sale of Property		636,968	707,802

THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION

**Financial Report
For the year ended 30 June 2020**



**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020
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THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION

MEMBERS:

Rev B R Oakes B.Bus, M.Tax, B.Th. B.Min, MA(Min) - Chairman
Mr T C Arnold, B.Com, Dip FP, Grad Dip App Fin, F Fin
Mr J Bligh B.Sc, B.Com
Rev S Deroon B.AppSc(Hons), B.Th, B.Min (to December 2019)
Mr E de Zilwa B.Ec, LL.B, LL.M
Mr A Foster LLB(Hons), BA
Mr D Graham B.E(Hons), B.Sc
Rev A J Venn Dip Int Des, Grad Dip OB, Dip Th, ICT
Mr J Walter LL.B(Hons), MBA (from October 2019)
Mr S R Williamson B. Eng, Adv Dip FP, CFP

AUDITORS:

Saward Dawson

BANKERS:

National Australia Bank Limited

GENERAL MANAGER:

Mr M E Ellison, B.Sc, B.Com

INVESTMENT ADVISORS:

JBWere

SOLICITORS:

McCracken & McCracken

GENERAL OFFICE:

Assembly Hall
156 Collins Street
Melbourne Vic 3000

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES
OF THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
FOR THE YEAR ENDED 30 JUNE 2020
ABN 89276382053**

Opinion

We have audited the attached financial report being a special purpose financial report of the Trustees of the Presbyterian Church of Victoria Trusts Corporation, which comprises the statement of financial position as at 30 June 2020, and the statement of Income and expenditure and comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, a summary of significant accounting policies, other explanatory notes and the Trusts Corporation members' declaration.

In our opinion, the financial report of the Presbyterian Church of Victoria Trusts Corporation, is in accordance with the Presbyterian Trusts Act 1890, including:

- a. giving a true and fair view of the trustee's financial position as at 30 June 2020 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
- b. complying with Australian Accounting Standards to the extent described in Note 1 and complying with the Presbyterian Trusts Act 1890 as amended.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Presbyterian Church of Victoria Trusts Corporation to meet the requirements of the Presbyterian Trusts Act 1890 to prepare financial statements. As a result the financial report may not be suitable for another purpose.

Trusts Corporation Members' responsibility for the financial report

The Trusts Corporation Members' are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements are appropriate to meet the requirements of the Presbyterian Trusts Act 1890 and are appropriate to meet the needs of the Trusts Corporation Members'. The Trusts Corporation Members' responsibility also includes designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES
OF THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
FOR THE YEAR ENDED 30 JUNE 2020
ABN 89276382053**

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Trusts Corporation Members', as well as evaluating the overall presentation of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Presbyterian Church of Victoria Trusts Corporation internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trusts Corporation.
- Conclude on the appropriateness of the Trusts Corporation Members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Presbyterian Church of Victoria Trusts Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Presbyterian Church of Victoria Trusts Corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES
OF THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
FOR THE YEAR ENDED 30 JUNE 2020
ABN 89276382053**

The financial statements have been prepared for distribution to the Presbyterian Church of Victoria Trusts Corporation for the purpose of fulfilling the Trusts Corporation Members' accountability requirements under the Presbyterian Trusts Act 1890. We disclaim any assumption of responsibility for any reliance on this report or on the financial statements to which it relates to any person other than the Trusts Corporation Members' or members of the General Assembly of the Presbyterian Church of Victoria, or for any purpose other than that for which it was prepared.

We communicate with the Trusts Corporation Members' regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



SAWARD DAWSON



Peter Shields
Principal

20 Albert Street, Blackburn

Dated: 18 August 2020

TRUSTS CORPORATION MEMBERS' STATEMENT

It is the opinion of the members of The Presbyterian Church of Victoria Trusts Corporation that:

- (a) The Presbyterian Church of Victoria Trusts Corporation is not a reporting entity because there are no users dependent on general purpose financial statements; and
- (b) this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 of the financial statements; and
- (c) The Presbyterian Church of Victoria Trusts Corporation meets the definition of a Not for Profit Entity; and
- (d) the financial statements, set out on pages 6 to 26 are drawn up so as to present fairly the financial position of The Presbyterian Church of Victoria Trusts Corporation at 30 June 2020 and the results of its operations for the year then ended and are in accordance with the basis of accounting described in Note 1 Page 9 and comply with the provisions of the *Presbyterian Trusts Act 1890 as amended* .

Signed in accordance with a resolution of The Presbyterian Church of Victoria Trusts Corporation dated at Melbourne this eighteenth day of August 2020.



B Oakes
Chairman



J Bligh
Trusts Corporation Member

THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Trust Funds and Reserves			
Income Suspense Account		2,667,241	3,548,245
Common Fund Reserve		35,584,927	38,538,238
Total Church Funds	2	38,252,167	42,086,483
Represented by:			
Current Assets			
Cash Assets	5(i)	18,798,133	8,171,205
Receivables	4	996,030	3,550,248
Investments			
Cash on Term Deposit	1	100,000	46,850,000
Investments and Securities		101,655,294	73,341,913
Total Current Assets		121,549,457	131,913,366
Non-Current Assets			
Investments			
Advances to Ministers	1	92,345	121,193
Mortgages and Loans		2,393,410	2,922,922
Property, Plant and Equipment	3	-	-
Total Investments		2,485,755	3,044,115
Total Non-Current Assets		2,485,755	3,044,115
Total Assets		124,035,211	134,957,481
Current Liabilities			
Trade and Other Payables		193,133	172,219
Trust Funds and Deposits		76,698,491	83,813,929
Total Current Liabilities		76,891,624	83,986,148
Non-Current Liabilities			
Trust Funds and Deposits - Perpetual		8,891,420	8,884,850
Total Non-Current Liabilities		8,891,420	8,884,850
Total Liabilities		85,783,044	92,870,998
Net Assets		38,252,167	42,086,483

Notes to and forming part of these financial statements are set out on pages 9 to 13.

THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
Revenue			
Commissions		81,440	80,681
Interest and Investment Income		4,208,800	9,361,652
Net Gain/(Loss) on Sale of Assets and Investments		540,865	(1,345,170)
Total Revenue		4,831,104	8,097,163
Expenses			
Audit and Review Fees		39,312	42,648
Grants		81,440	80,681
Insurance Fire and General		11,284	8,881
Income Credited to Beneficiaries		2,933,748	8,172,125
Legal Fees and Costs		634	41,000
Management Fees		147,931	147,270
Net Unrealised Loss/(Gain) on Revaluation of Investments	1	5,445,551	(3,954,614)
Office Expenses		3,084	2,675
Personnel Related Costs		2,436	3,834
Total Expenses		8,665,420	4,544,501
Surplus/(Deficit) from ordinary activities	5(ii)	(3,834,316)	3,552,663
Other Comprehensive Income		-	-
Total Comprehensive Income		(3,834,316)	3,552,663

Notes to and forming part of these financial statements are set out on pages 9 to 13.

THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
CONSOLIDATED STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2020

	Note	Income Suspense Account	Common Fund Reserve \$	Separately Invested Funds \$	Total \$
Balance at 30 June 2018		1,589,220	36,944,601	-	38,533,821
Surplus/(deficit) attributable to beneficiaries		5,915,169	(1,126,121)	4,215,982	9,005,030
Unrealised revaluation increment - Common Fund		-	2,719,758	-	2,719,758
Surplus credited to beneficiaries		(3,956,144)	-	(4,215,982)	(8,172,125)
Surplus from ordinary activities	2	1,959,026	1,593,637	-	3,552,663
Balance at 30 June 2019	2	3,548,245	38,538,238	-	42,086,483
Surplus attributable to beneficiaries		2,733,454	325,216	1,486,312	4,544,982
Unrealised revaluation decrement		-	(3,278,528)	(2,167,023)	(5,445,551)
(Surplus)/Deficit credited to beneficiaries		(3,614,459)	-	680,711	(2,933,748)
Deficit from ordinary activities	2	(881,005)	(2,953,311)	-	(3,834,316)
Balance at 30 June 2020	2	2,667,241	35,584,927	-	38,252,167

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
Cash flows from operating activities			
Cash receipts from operations		79,716	99,907
Cash payments from operations		(265,208)	(364,856)
Net cash (used in) operating activities	5(ii)	(185,492)	(264,948)
Cash flows from investing activities			
Interest Received		2,349,335	4,485,548
Dividends Received		4,415,407	4,072,650
Increase/(decrease) in Trust funds and deposits		(7,108,868)	3,293,434
Payments for investment securities and term deposits		(53,697,134)	(27,195,982)
Proceeds from sale of investment securities and term deposits		67,758,580	25,247,998
Decrease in advances to Ministers		28,848	21,930
Net cash provided by investing activities		13,746,168	9,925,577
Cash flows from financing activities			
Interest paid and investment distributions		(2,933,748)	(8,172,125)
Net cash provided by financing activities		(2,933,748)	(8,172,125)
Net increase in cash held		10,626,928	1,488,504
Cash at the beginning of the year		8,171,205	6,682,702
Cash at the end of the year	5(i)	18,798,133	8,171,205

Notes to and forming part of these financial statements are set out on pages 9 to 13.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies

The significant policies which have been adopted in the presentation of these financial statements are:

Basis of Preparation

The Presbyterian Church of Victoria Trusts Corporation is incorporated under the Presbyterian Trusts Act 1890 of the State of Victoria ("the Act") as a corporate body of trustees to hold property in trust for the Presbyterian Church of Victoria. It is domiciled in the state of Victoria.

In the opinion of the Trustees, The Presbyterian Church of Victoria Trusts Corporation is not a reporting entity because there are no users dependent on general purpose financial statements. The financial statements of The Presbyterian Church of Victoria Trusts Corporation, set out on pages 6 to 26, have been drawn up as a Special Purpose Financial Report for use by the Trustees and to fulfil the requirements of the *Presbyterian Trusts Act 1890*, and of the General Assembly of the Presbyterian Church of Victoria to prepare financial statements.

The financial statements have been prepared on an accruals basis under the historical cost convention and on a going concern assumption. All figures are in Australian dollars. They do not take into account changing money values or current valuations of non-current assets except to the extent that the revaluation of land and buildings and investments (as noted in the financial statements) partially reflects such changes. Except where noted, the accounting policies have been consistently applied.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the Trustees have determined are appropriate to meet the purposes of preparation. Such accounting policies are consistent with the previous period unless stated otherwise.

Consolidation

The assets and liabilities, income and expenses of the Common Fund, and Separately Invested Funds held on behalf of the Presbyterian Church of Victoria form the Consolidated Statements of "The Presbyterian Church of Victoria Trusts Corporation" as set out on pages 6 to 8.

The Consolidated Financial Statements, together with these notes have been prepared from the audited books and records for the year ended 30 June 2020 of the following activities:

- The Presbyterian Church of Victoria Trusts Corporation - Common Fund
- The Presbyterian Church of Victoria Trusts Corporation - Separately Invested Funds

Properties which are used for the purposes of the Church or for any congregation are not included in these accounts.

All inter-activity balances and transactions have been eliminated.

Common Fund Investments are shown in three categories:

- (a) General Purposes - Those available for all purposes of the Presbyterian Church of Victoria.
- (b) Specific Purposes - Those available for specified purposes only, details of which appear in the notes attached to the accounts.
- (c) Perpetual - Capital sums which must be preserved and cannot be expended.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies (continued)

Revenue

The Presbyterian Church of Victoria Trusts Corporation has adopted AASB 15: Revenue from Contracts with Customers in 2020.

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Presbyterian Church of Victoria Trusts Corporation expects to receive in exchange for those goods or services.

Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer.
2. Identify the performance obligations.
3. Determine the transaction price.
4. Allocate the transaction price to the performance obligations.
5. Recognise revenue as and when control of the performance obligations is transferred.

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Presbyterian Church of Victoria Trusts Corporation have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Interest Revenue

Interest revenue is recognised as it accrues and dividend revenue is recognised when the right to receive a dividend has been established.

Application

The Presbyterian Church of Victoria Trusts Corporation has chosen to use the modified retrospective application when applying this new accounting standard. Therefore, the comparative numbers are prepared under AASB 118 Revenue and AASB 1004 Contributions.

This application has not resulted in any adjustment to opening retained earnings.

The Presbyterian Church of Victoria Trusts Corporation has not adopted AASB 16: Leases.

All revenue is stated net of the amount of goods and services tax (GST).

Property, Plant and Equipment

Property, Plant and Equipment are recorded at cost or deemed cost and are depreciated using the straight line method. Properties held by the Trusts Corporation for church purposes including for congregational purposes are not included in the accounts.

The assets' residual value and useful life are reviewed, and adjusted if appropriate, at the end of each reporting period. Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income.

Income Tax

The Presbyterian Church of Victoria is a non-profit entity registered as a religious charitable organisation with the Australian Charities and Not-for-profits Commission and as such is exempt from Income Tax pursuant to Section 50-5 of the Income Tax Assessment Act 1997.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies (continued)

Investments

Investments are carried in the financial statements at fair value and unrealised gains and losses are recognised in the Income Statement. Shares, convertible preference shares and units in investment trusts have been revalued to market value as at 30 June 2020 resulting in a net unrealised loss of \$5,445,551 (2019 gain of \$3,954,614).

Impairment of Assets

At the end of each reporting period, the organisation assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another standard. Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the organisation estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Comparative Figures

When changes are made as a result of changes to accounting standards or as a result of changes in accounting policies, comparative figures are adjusted to conform with the presentation in the current financial year.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, and other short-term highly liquid investments with original maturities of three months or less.

Trade and other payables

Trade and other payables represent the liabilities for goods and services received by the organisation during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

1. Statement of Significant Accounting Policies (continued)

Critical accounting estimates and judgements

The Trusts Corporation evaluates estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the organisation.

(i) Key estimates - Impairment

The organisation assesses impairment at each reporting date by evaluating conditions specific to the organisation that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use or depreciated replacement cost calculations performed in assessing recoverable amounts incorporate a number of key estimates.

(ii) Key judgements - Useful life of property, plant and equipment

Property, plant and equipment are depreciated over their useful life and the depreciation rates are assessed when the assets are acquired or when there is significant change that affects the remaining useful life of the asset.

	2020	2019
	\$	\$
2. Accumulated Funds and Reserves		
Balance at beginning	42,086,483	38,533,821
Surplus/(Deficit) from ordinary activities	(3,834,316)	3,552,663
Consolidated Funds	<u>38,252,167</u>	<u>42,086,483</u>
Represented by:		
Income Suspense Account	2,667,241	3,548,245
Common Fund Reserve	<u>35,584,927</u>	<u>38,538,238</u>
	<u>38,252,167</u>	<u>42,086,483</u>
3. Property, Plant and Equipment		
Furniture, Fittings and Equipment at cost	10,327	10,327
Accumulated Depreciation	<u>(10,327)</u>	<u>(10,327)</u>
	<u>-</u>	<u>-</u>
4. Receivables		
Interest Receivable	989	370,471
Distributions Receivable	-	306,279
Dividends Receivable	247,524	626,065
Franking Credits Receivable	700,790	2,202,431
Sundry Debtors	<u>46,727</u>	<u>45,002</u>
	<u>996,030</u>	<u>3,550,248</u>

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
5(i) Reconciliation of Cash		
For the purpose of the Statement of Cash Flows, cash includes cash on hand and at bank and on short term deposit. Cash as at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:		
Cash on Hand and at Bank	10,683,240	4,295,525
Cash on Short Term Deposit	8,114,893	3,875,680
	<u>18,798,133</u>	<u>8,171,205</u>
5(ii) Reconciliation of operating result to net cash provided by operating activities		
Surplus/(Deficit) from ordinary activities	(3,834,316)	3,552,663
Add/(less) items classified as investing/financing activities		
Interest paid	2,933,748	8,172,125
Interest/dividends received	(4,208,800)	(9,361,652)
Add/(less) non-cash items:		
Net (Gain)/Loss on sale of property, plant and equipment and investment	(540,865)	1,345,170
Net Unrealised (Gains)/(Losses) on revaluation of Investments	5,445,551	(3,954,614)
Net cash (used in) operating activities before change in assets and liabilities	(204,682)	(246,308)
Change in assets and liabilities during the financial year		
Increase/(Decrease) in sundry debtors	(1,724)	19,226
Increase/(Decrease) in creditors and accruals	20,914	(37,867)
Net cash (used in)/provided from operating activities	<u>(185,492)</u>	<u>(264,948)</u>

6. Related Party Information

The persons listed on page 1 of this report each held office as a member of the Presbyterian Church of Victoria Trusts Corporation during the period ended 30 June 2020. The Trusts Corporation members receive no remuneration or other benefit for their services as trustees.

THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Note	2020 \$	2019 \$
Trust Funds and Reserves			
Accumulated funds		-	-
Represented by:			
Net Assets		-	-

THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020

	Note	2020 \$	2019 \$
Revenue			
Commission from Scots Church Properties Trust	1	81,440	80,681
Total Revenue		81,440	80,681
Expenses			
Grant to General Assembly		81,440	80,681
Surplus from ordinary activities		-	-
Other Comprehensive Income		-	-
Total Comprehensive Income		-	-

Notes to and forming part of these financial statements are set out on page 15.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies

The Scots Church Trust Deed stipulates that the trustees of that trust shall pay a yearly sum to the Presbyterian Church of Victoria Trusts Corporation calculated at the rate of 2.5% of the rents received by the Scots Church Properties Trust from the commercial properties after deducting the cost not exceeding 5% of collection.

This represents the only income attributable to The Presbyterian Church of Victoria Trusts Corporation in its own right. All other income of the Trusts Corporation is earned on behalf of the trusts managed by the Trusts Corporation.

The Trusts Corporation has resolved to pass this income to the General Assembly of the Presbyterian Church of Victoria.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
COMMON FUND
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020**

	Note	2020 \$	2019 \$
Trust Funds and Reserves			
Income Suspense Account	2	2,667,241	3,548,245
Common Fund Reserve	2	35,584,927	38,538,238
Total Trust Funds		38,252,167	42,086,483
Represented by:			
Current Assets			
Cash Assets		8,130,298	3,914,183
Sundry Debtors and Prepayments	3	831,299	3,034,948
Investments and Securities			
Cash held on Term Deposit	4	100,000	31,100,000
Investments and Securities	5	68,848,948	47,422,667
Total Investments		68,948,948	78,522,667
Total Current Assets		77,910,544	85,471,799
Non-Current Assets			
Investments and Securities			
Mortgages and Loans	6	2,393,410	2,922,922
Ministers' Car Loans	7	92,345	121,193
Total Investments		2,485,755	3,044,115
Property, Plant and Equipment	8	-	-
Total Non-Current Assets		2,485,755	3,044,115
Total Assets		80,396,299	88,515,914
Current Liabilities			
Trade and Other Payables	9	282,821	504,302
Trust Funds General and Specific	10	34,242,089	38,414,562
Total Current Liabilities		34,524,910	38,918,863
Non-Current Liabilities			
Trust Funds Perpetual	10	7,619,221	7,510,568
Total Non-Current Liabilities		7,619,221	7,510,568
Total Liabilities		42,144,132	46,429,431
Net Assets		38,252,167	42,086,483

Notes to and forming part of these financial statements are set out on pages 18 to 22.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
COMMON FUND
INCOME SUSPENSE ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
Revenue			
Interest and Investment Income		2,733,454	5,915,169
Total Revenue		2,733,454	5,915,169
Income Suspense carried forward from prior year	2	3,548,245	1,589,220
Distribution to Beneficiaries	10	(3,614,459)	(3,956,144)
Income Suspense	2	2,667,241	3,548,245

The rate of interest applied to the average monthly fund balances for distribution purposes were:

	%	%
Perpetual, Specific and General Trust Funds	8.50	10.00
"At Call" Account amounts up to \$600,000	5.50	5.00
Excess "At Call" amounts above \$600,000	3.50	3.75

**STATEMENT OF MOVEMENT IN COMMON FUND RESERVE
FOR THE YEAR ENDED 30 JUNE 2020**

Expenses

Accounting and Audit Fees		39,312	42,648
Insurance - Management Liability & Fidelity		11,284	8,881
Legal Fees and Costs		634	41,000
Management Fees Paid	11	147,931	147,270
Office Expenses		3,084	2,675
Travel and meeting costs		2,436	3,834
Total Expenses		204,682	246,308
Net Gain/(Loss) on Sale of Investments		529,898	(879,814)
Net Unrealised Gain/(Loss) on revaluation of Investments	1	(3,278,528)	2,719,758
Accumulated Funds at beginning of the year		38,538,238	36,944,601
Common Fund Reserve		35,584,927	38,538,238

Notes to and forming part of these financial statements are set out on pages 18 to 22.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
COMMON FUND
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies

The significant policies which have been adopted in the preparation of these financial statements are:

Basis of Preparation

The financial statements, together with these notes have been prepared from the books and records for the year ended 30 June 2020 for the following entities:

The Presbyterian Church of Victoria Trusts Corporation - Common Fund

Basis of Accounting

In the opinion of the Trustees, the Common Fund is not a reporting entity because there are no users dependent on general purpose financial statements. The financial statements of this entity have been drawn up as a Special Purpose Financial Report for use by the Trustees and to fulfil the requirements of the *Presbyterian Trusts Act 1890* for the preparation of financial statements.

The financial statements have been prepared on an accruals basis and on a going concern assumption. Property, Plant and Equipment assets have been valued under the historical cost convention but investments have been revalued to their market value at 30 June 2020.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the trustees have determined are appropriate to meet the purposes of preparation. Such accounting policies are consistent with the previous period unless stated otherwise.

Investments

Investments are carried in the financial statements at fair value. Shares, and units in investment trusts and managed funds have been revalued to market value as at 30 June 2020 resulting in a net unrealised loss of \$3,278,528 (2019 gain of \$2,719,758).

Except where noted, the accounting policies have been consistently applied.

Trust Funds on Deposit

Trust Funds are either invested on separate account or are placed on deposit with the Common Fund. All deposits are at call with the exception of Perpetual Funds. The General and Specific Funds on deposit are recorded as current liabilities and the Perpetual Funds on deposit are recorded as non-current liabilities.

Revenue

Interest revenue is recognised as it accrues and dividend revenue is recognised when the right to receive a dividend has been established.

All revenue is stated net of the amount of goods and services tax (GST).

Property, Plant and Equipment

Property, Plant and Equipment are recorded at cost or deemed cost and are depreciated using the straight line method.

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
COMMON FUND
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies (continued)

Comparative Figures

When changes are made as a result of changes to accounting standards or as a result of changes in accounting policies, comparative figures are adjusted to conform with the presentation in the current financial year.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, and other short-term highly liquid investments with original maturities of three months or less.

Impairment of Assets

At the end of each reporting period, the organisation assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another standard. Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the organisation estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Trade and other payables

Trade and other payables represent the liabilities for goods and services received by the organisation during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position. Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

Critical accounting estimates and judgements

The Trusts Corporation evaluates estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the organisation.

(i) Key estimates - Impairment

The organisation assesses impairment at each reporting date by evaluating conditions specific to the organisation that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use or depreciated replacement cost calculations performed in assessing recoverable amounts incorporate a number of key estimates.

(ii) Key judgements - Useful lives of property, plant and equipment

Property, plant and equipment are depreciated over their useful life and the depreciation rates are assessed when the assets are acquired or when there is significant change that affects the remaining useful life of the asset.

THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
COMMON FUND
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020

2. Income Suspense Account

Common Fund distributable income in excess of the amounts distributed, as determined by the Trusts Corporation are carried forward to the credit of the Income Suspense Account.

Common Fund Reserve

In accordance with the provisions of the *Presbyterian Trusts Act 1890* capital gains or losses within the Common Fund are charged to the credit or debit of the Common Fund Reserve and are not available for distribution to the beneficiaries.

Monies standing to the credit of the Common Fund Reserve are applied to the payment of costs and expenses to the extent allowed under the provisions of the Act as authorised by the Trusts Corporation.

	2020	2019
	\$	\$
Common Fund Reserve and Income Suspense Account		
Common Fund Reserve at beginning	38,538,238	36,944,601
Net Realised Gains/(Losses) on sale of Investments and Assets	529,898	(879,814)
Net Unrealised Gains/(Losses) on revaluation of Investments	(3,278,528)	2,719,758
Less Expenses	(204,682)	(246,308)
	<hr/>	<hr/>
Common Fund Reserve	35,584,927	38,538,238
	<hr/>	<hr/>
Income Suspense Account at beginning	3,548,245	1,589,220
Distributed during year	(3,614,459)	(3,956,144)
Interest and Investment Income	2,733,454	5,915,169
	<hr/>	<hr/>
Income Suspense Account	2,667,241	3,548,245
	<hr/>	<hr/>
3. Sundry Debtors and Prepayments		
Distributions receivable from Managed Funds	-	306,279
Dividends due from Public Companies and Unit Trusts	247,524	626,065
Fixed rate income accrued on term deposits	989	370,471
Franking credits on dividends	536,059	1,687,131
Goods and Services Tax refund	46,727	45,002
	<hr/>	<hr/>
	831,299	3,034,948
	<hr/>	<hr/>
4. Cash held on Term Deposit		
Current		
Bank of Melbourne	-	25,000,000
NAB	100,000	6,100,000
	<hr/>	<hr/>
	100,000	31,100,000
	<hr/>	<hr/>

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
COMMON FUND
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
5. Investments and Securities		
Fixed Interest - Domestic	29,341,560	-
Fixed Interest - International	2,552,812	-
Alternative Assets - Defensive	2,429,544	-
Property	2,019,555	539,047
Australian Equities	21,829,485	35,531,283
International Equities	10,675,992	11,352,338
	<hr/> 68,848,948	<hr/> 47,422,667
6. Mortgages and Loans		
Loan to Presbyterian Church of Victoria Capital Fund	2,342,777	2,922,922
Other secured loans	50,632	-
	<hr/> 2,393,410	<hr/> 2,922,922
These funds are advanced under the authority of s14A(4) of the <i>Presbyterian Trusts Act 1890</i> and are a charge on the assets of the Church. The loans are secured by mortgages over residential property.		
7. Ministers' Car Loans		
Opening Balance	121,193	143,123
Add New Advances - Ministers	22,861	40,000
Interest and Administration Charges	5,052	6,620
	<hr/> 149,106	<hr/> 189,743
Less Interest subsidy - Maintenance of the Ministry	(4,002)	(5,244)
Less Repayments - Ministers	<hr/> (52,759)	<hr/> (63,306)
Closing Balance	<hr/> 92,345	<hr/> 121,193
These funds are advanced under the authority of s14A(4) of the <i>Presbyterian Trusts Act 1890</i> and are a charge on the assets of the Church. The loans are secured by mortgages over residential		
8. Property, Plant and Equipment		
Furniture, Fittings and Equipment at cost	10,327	10,327
Accumulated Depreciation	<hr/> (10,327)	<hr/> (10,327)
	<hr/> -	<hr/> -
9. Trade and Other Payables		
Trade Creditors and Accruals	<hr/> 282,821	<hr/> 504,302

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
COMMON FUND
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
10. Trust Funds		
General Assembly	12,056,403	15,107,315
Assembly Committees		
Australian Presbyterian World Mission (Vic)	820,792	837,737
Christian Education and Nurture	1,461,545	1,487,432
Church and Nation	355,053	363,566
Church Planting	591,008	709,844
Health and Community Chaplaincy	1,698,744	1,702,085
Ministry Development	2,412,756	3,293,374
Maintenance of the Ministry	2,370,517	2,336,000
Metro	771,407	807,827
Presbyterian Youth in Victoria	476,426	474,013
Safe Church	64,792	52,189
Social Services	545,285	533,374
State News	65,104	56,634
Theological Education	7,314,081	7,102,838
Total Assembly Committees	18,947,512	19,756,914
Other		
Congregations	855,237	768,916
Sites Reserve	9,205,671	9,426,382
Presbyterian Women's Missionary Union	796,488	865,601
Total Trust Funds	41,861,311	45,925,129
Statement of Movement in Trust Fund Balances for the year ended 30 June 2020		
Trust funds at beginning	45,925,129	45,254,111
Deposits received	4,485,321	8,109,903
Income credited to beneficiaries	3,614,459	3,956,144
Payments to or on behalf of beneficiaries	(12,163,598)	(11,395,028)
Total Trust Funds	41,861,311	45,925,129
Consisting of:		
Trust Funds General and Specific	34,242,089	38,414,562
Trust Funds Perpetual	7,619,221	7,510,568
Total Trust Funds	41,861,311	45,925,129
11. Management Fees Paid		
Common Fund Reserve	147,931	147,270

The method of charging management fees is based on services provided by the General Assembly office.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
SEPARATELY INVESTED FUNDS
STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020**

	Note	2020 \$	2019 \$
Accumulated Funds and Reserves	2	-	-
Represented by:			
Current Assets			
Cash Assets		10,667,836	4,257,022
Franking Credits Receivable		254,419	847,382
Investments and Securities			
Fixed Interest - Domestic		8,647,293	15,750,000
Fixed Interest - International		1,298,181	-
Alternative Assets - Defensive		1,313,911	-
Alternative Assets - Growth		1,189,516	-
Property		1,170,073	-
Australian Equities		10,386,174	25,919,246
International Equities		8,801,199	-
Total Investments		32,806,346	41,669,246
Total Current Assets		43,728,600	46,773,650
Total Assets		43,728,600	46,773,650
Current Liabilities			
Trust Funds General and Specific	3	42,201,983	44,551,985
Undistributed Income		254,419	847,382
Total Current Liabilities		42,456,402	45,399,367
Non-Current Liabilities			
Trust Funds Perpetual	3	1,272,198	1,374,283
Total Non-Current Liabilities		1,272,198	1,374,283
Total Liabilities		43,728,600	46,773,650
Net Assets		-	-

Notes to and forming part of these financial statements are set out on pages 25 to 26.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
SEPARATELY INVESTED FUNDS
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2020**

	Note	2020 \$	2019 \$
Revenue			
Interest and Investment Income		1,475,345	3,446,482
Net Gain/(Loss) on Sale of Investments		10,966	(465,356)
Total Revenue		<u>1,486,312</u>	<u>2,981,126</u>
Expenses			
Income/(Loss) Credited to Beneficiaries		(680,711)	4,215,982
Net Unrealised Loss/(Gain) on Investments	1	2,167,023	(1,234,856)
Total Expenses		<u>1,486,312</u>	<u>2,981,126</u>
Surplus from ordinary activities		<u>-</u>	<u>-</u>
Other Comprehensive Income		<u>-</u>	<u>-</u>
Total Comprehensive Income		<u>-</u>	<u>-</u>

Notes to and forming part of these financial statements are set out on pages 25 to 26.

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
SEPARATELY INVESTED FUNDS
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

1. Statement of Significant Accounting Policies

The significant policies which have been adopted in the preparation of these financial statements are:

Basis of Preparation

The financial statements, together with these notes have been prepared from the books and records for the year ended 30 June 2020 for the following entities:

Presbyterian Church of Victoria Trusts Corporation
Separately Invested Funds

Basis of Accounting

In the opinion of the Trustees, the Separately Invested Funds is not a reporting entity because there are no users dependent on general purpose financial statements. The financial statements of this entity have been drawn up as Special Purpose Financial Reports for use by the Trustees and to fulfil the requirements of the *Presbyterian Trusts Act 1890* for the preparation of financial statements.

The financial statements have been prepared on an accruals basis and on a going concern assumption.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below, which the trustees have determined are appropriate to meet the purposes of preparation. Such accounting policies are consistent with the previous period unless stated otherwise.

Investments

Investments are carried in the financial statements at fair value. Shares, convertible preference shares and units in investment trusts have been revalued to market value as at 30 June 2020 resulting in a net unrealised loss of \$2,167,023 (2019 gain of \$1,234,856). Except where noted, the accounting policies have been consistently applied.

Trust Funds on Deposit

Trust Funds are invested on separate account for each trust.
All deposits are at call with the exception of Perpetual Funds. The General and Specific Funds on deposit are recorded as current liabilities and the Perpetual Funds on deposit are recorded as non-current liabilities.

Revenue

Interest revenue is recognised as it accrues and dividend revenue is recognised when the right to receive a dividend has been established.
All revenue is stated net of the amount of goods and services tax (GST).

**THE PRESBYTERIAN CHURCH OF VICTORIA TRUSTS CORPORATION
SEPARATELY INVESTED FUNDS
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2020**

	2020	2019
	\$	\$
2. Accumulated Funds		
Balance at beginning	-	-
Surplus from ordinary activities	-	-
Accumulated Funds	-	-
3. Trust Funds		
Congregations	6,063,237	6,648,659
General Assembly		
Sites Reserve	8,878,150	9,697,016
Capital Fund	59,127	58,567
Donaldson Trust	2,358,255	2,235,837
Ministers Retirement Housing	4,982,460	-
Health and Community Chaplaincy	1,182,501	1,246,784
Social Services	19,950,452	26,039,405
Total Trust Funds	43,474,181	45,926,268
Statement of Movement in Trust Fund Balances for the year ended 30 June 2020		
Trust funds at beginning	45,926,268	43,770,841
Deposits received	31,657,252	19,876,445
Income earned	1,486,312	2,981,126
Unrealised loss/(gain) on investments	(2,167,023)	1,234,856
Less Franking Credits Receivable	(254,419)	(847,382)
Payments to or on behalf of beneficiaries	(33,174,208)	(21,089,618)
Total Trust Funds	43,474,181	45,926,268
Consisting of:		
Trust Funds General and Specific	42,201,983	44,551,985
Trust Funds Perpetual	1,272,198	1,374,283
Total Trust Funds	43,474,181	45,926,268

PROCEEDINGS OF THE
GENERAL ASSEMBLY (URGENT)
PRESBYTERIAN CHURCH OF VICTORIA
NOVEMBER 2020

**PROCEEDINGS OF AN URGENT MEETING
OF THE GENERAL ASSEMBLY
OF THE PRESBYTERIAN CHURCH OF VICTORIA
Tuesday 24 November 2020**

By Zoom, an electronic means of meeting, on Tuesday 24 November 2020 at 10:00am.

1. Constitution

The General Assembly of the Presbyterian Church of Victoria met by order of the Moderator. The Assembly was constituted with a message based on Jeremiah 29:4-14 and prayer.

2. Confirmation of the Roll

The Clerk moved:

That the Assembly:

Declare that the names recorded in the draft Roll of Assembly, compiled from the certified rolls of presbyteries, as amended, be the Roll of the November 2020 General Assembly.

The motion was seconded and approved.

3. Approval of Meeting

The Clerk moved:

That the Assembly:

In accordance with Code 5.38(c), approve the Moderator's action in calling this Urgent Meeting of the Assembly.

The motion was seconded and approved.

4. Apologies

The Deputy Clerk intimated that the following apologies for non-attendance had been received:

Ministers: Keith Allen, Ivan Barker, Keith Bell, Matt Cole, Martin de Pyle, Kyung Ee, Alan Every, Adam Humphries, Ian Hutton, Ian Leach, Kevin Maxwell, Toby McIntosh, Bruce Riding, Andrew Slater, John Stasse, Ian Touzel, Rodney Waterhouse, Walter Zurrer.

Elders: Jack Adlawan, John Angelico, Phil Betts, Malcolm Browning, Craig Coates, Geoff Cross, Bob Farquharson, Keith Ferres, James Finster, Adam Foster, Ralph Kop, Colin Morrow, Neil Mansfield, Endre Papajcsik, David Selman, John Singleton, Tom Warburton, Stephen Weir.

The Deputy Clerk moved:

That the Assembly:

Sustain the apologies.

The motion was seconded and approved.

5. Business Committee

The report of the Business Committee was received.

The Business Convener Rev Jared Hood, sought leave to move to amend clauses 3 and 4.

Leave was granted

(1) Rev Jared Hood moved:

That the Assembly:

Amend clause 3 of the proposed deliverance by replacing the Adam Humphries as Convener with Stephen McDonald, and amend clause 4 by deleting the name of Adam Humphries.

The motion was seconded and approved.

(2) The Business Convener moved the proposed deliverance as a whole as amended:

That the Assembly:

1. Determine the hours of meeting to be 10:00am to the finish of business.
2. Determine the time for speakers to be as follows:
 - 15 minutes in total for:
 - Conveners and seconders moving deliverances (as a whole and total of clause-by-clause)
 - Question time (including 15 mins for total deliverance questions)
 - 5 minutes for:
 - Movers of substantive motions and amendments
 - Seconders of substantive motions and amendments
 - All other speakers.
3. Appoint a Ballot Committee for the Assembly consisting of:
 - Rev Stephen McDonald, (Convener), Luke Brownley, Brett Cummins,and determine that this committee be deemed to be thanked and discharged at the dissolution of this Assembly.
4. Appoint the Zoom meeting hosts as follows:
 - Rev Luke Brownley, Dean Carroll, Brett Cummins, Stephen McDonald, andthank them for their service.
5. Permit Committee Conveners and Chairpersons who are not members of the Commission of Assembly to address the Assembly when their respective committee's report and deliverance is before the Assembly.
6. Permit the General Manager to be present in the Assembly including when meeting in private, and to answer any financial management questions.
7. Permit the Law Agent to be present in the Assembly including when meeting in private, and to give advice as requested or required during all matters.
8. Authorise the live-streaming of the public sessions of this Assembly on YouTube.
9. Suspend sufficient of standing orders to enable the Assembly to meet by Zoom in accordance with the meeting procedures in the *2020 Assembly Zoom Meeting Guide* updated for this Assembly.
10. Appoint the Moderator and the Clerks of Assembly a Special Commission to scrutinise the minutes of this Assembly with the power to make any necessary corrections and to confirm them, and that a copy thereof be sent to all members, unless a later determination be made by this Assembly.
11. Approve the Order of Business.

The motion was seconded and approved.

6. Ad hoc Enactment of Presbyterian Care Victoria Limited Committee

The report of the ad hoc Enactment of Presbyterian Care Victoria Ltd Committee was received.

The Convener, Mr Duncan McGregor, spoke to the proposed deliverance.

The proposed deliverance was taken clause by clause.

Clauses 1-3 were approved.

The Moderator declared the vote unanimous.

Rev Cameron Garrett asked the moderator to rule on the competence of notice of motion B4.

The Moderator ruled that the notice of motion was competent.

(1) Rev Grant Lawry moved:

That the Assembly:

Amend the deliverance by adding the additional clause:

4. Amend Social Services Committee regulation 3(a) by the insertion of the words '(other than Kirkbrae Presbyterian Homes)' immediately after the words 'all social service activities', so that the regulation reads:

3. Duties

The committee shall:

- a) be responsible to the General Assembly for the planning, development, administration and oversight of all social service activities (other than Kirkbrae Presbyterian Homes) sanctioned by the General Assembly, and for termination of any such activity when considered by the committee to be necessary or appropriate after consultation with The Presbyterian Church of Victoria Trusts Corporation; and

The amendment was seconded and approved.

(2) Rev Barry Oakes moved the proposed deliverance as a whole as amended:

That the Assembly:

1. Transfer responsibility for the operational governance of Kirkbrae Presbyterian Homes for the Aged from the Social Services Committee and to the Ad Hoc Enactment of Presbyterian Care Victoria Limited Committee.
2. Grant to the Ad Hoc Enactment of Presbyterian Care Victoria Limited Committee all necessary powers to operate Kirkbrae.
3. Request the Social Services Committee, Church Office, and Law Agent to provide all necessary assistance with facilitating transfer of operations to the Ad Hoc Enactment of Presbyterian Care Victoria Limited Committee and also request the PCV Trusts Corporation to provide any necessary assistance to this process.
4. Amend Social Services Committee regulation 3(a) by the insertion of the words '(other than Kirkbrae Presbyterian Homes)' immediately after the words 'all social service activities', so that the regulation reads:

3. Duties

The committee shall:

- a) be responsible to the General Assembly for the planning, development, administration and oversight of all social service activities (other than Kirkbrae Presbyterian Homes) sanctioned by the General Assembly, and for termination of any such activity when considered by the committee to be necessary or appropriate after consultation with The Presbyterian Church of Victoria Trusts Corporation; and

The motion was seconded and approved.

7. Closing announcements

The clerk made a closing announcement in which he outlined the next meetings of the General Assembly, namely:

5 December 2020	8:00am – praying for the church
16-17 March 2021	deferred business from 2020 - urgent business
4 May 2021	Commission of Assembly
4-7 October 2021	General Assembly

8. Dissolution

The business of Assembly now being concluded, the Moderator closed the meeting with prayer.

CLERKS
J P Wilson
P W Phillips
D A Carroll

Certificate

I certify that the minutes of this Assembly, having been carefully scrutinised, are hereby confirmed in terms of minute 5.10 thereof.



Rev Philip D Mercer
Moderator

BUSINESS COMMITTEE (Min 5)

The Business Committee has received all papers currently proposed to be submitted to the November 2020 Urgent Meeting of Assembly. It has resolved to transmit to the Assembly those papers that seem competent and respectful.

E-meeting

It is proposed that the Zoom Guide from the October Assembly and 2020 Commissions be used with minor updates for this Assembly. It provides the Zoom registration link for members and the YouTube link for public observers.

Outline of business

The committee will present a proposed agenda at the start of the Assembly. As a guide, the committee will seek to arrange business according to the following outline, and if no updates are required, will present this as the proposed order of business.

1. Devotions and Constitution
2. Roll (NOM A1)
3. Moderator's action approval (code 5.38.c, NOM A2)
4. Apologies (NOM A3)
5. Associations
6. Business Committee, p3 (del p3-p4, 11 clauses)
7. Ad hoc Enactment of Presbyterian Care Victoria Limited Committee p5 (del p6, 3 clauses)
8. Dissolution

Jared C Hood
CONVENER

AD HOC ENACTMENT OF PRESBYTERIAN CARE VICTORIA LIMITED COMMITTEE (Min 6)

The Ad Hoc Enactment of Presbyterian Care Victoria Limited Committee (AHEC) was established by the June 2020 Commission of Assembly to enact the incorporation of Presbyterian Care Victoria Ltd (PCVL) and to carry out all necessary preparations for PCVL to take up the transfer of the assets and liabilities in connection with Kirkbrae including the approved provider licence.

The principal reasons for this decision included the continuing concerns over the governance structure of Kirkbrae and their deleterious impact on financial performance; plus the realisation that the Act governing the PCV Trusts Corporation did not empower the Trusts Corporation to hold the relevant license to operate Kirkbrae.

Since being established, AHEC has been working through the procedural issues necessary to achieve its remit from the Commission, while taking an appropriate interest in the activities and performance of Kirkbrae. The committee has been careful not to breach the privilege and responsibility of the Social Services Committee which would remain in control of Kirkbrae until PCVL was in a position to receive the transfer of the operations. PCVL is still busy with its procedural matters and is presently formulating its application to the Australian Charities and Not-for-Profits Commission (ACNC) to be registered as a charitable institution. PCVL is now registered as a company with ASIC, and since Sunday, 1 November has an active ABN.

While the financial performance of Kirkbrae has been of material concern for quite some time, the advent of COVID-19 has further significantly impacted operations, and it is no exaggeration to state that Kirkbrae faces significant challenges on all fronts.

ANSVAR, which is Kirkbrae's insurer, conducted a review of the enterprise, which in October was presented to the Social Services Committee and then, at the request of the Social Services Committee, to Messrs Iain Bramley and Duncan McGregor as representatives of AHEC/PCVL. The report details the many and material challenges facing Kirkbrae. Both ANSVAR and AHEC have formed the view that the viability of Kirkbrae is at significant risk. Although offset to some extent by government financial support available in the wake of the COVID-19 pandemic, the level of financial losses is unsustainable and urgent action needs to be taken to restructure the operation to reduce costs and implement other actions in a timely manner; failing which it may well be necessary to appoint Voluntary Administrators as a precursor to a sale.

The ANSVAR report (see Appendix), very helpfully, maps out a strategy for recovery with a comprehensive range of recommendations which are essential to implement if Kirkbrae is to be turned around. This is estimated to be a two-year program and is necessary to stabilise operations and then restore them to profitability before the task of reinvestment can necessarily proceed. The report is attached to enable members of the Assembly to gain an idea of the task ahead.

Based on the ANSVAR report, the committee considers that it should now request the Assembly to pass control of Kirkbrae from the Social Services Committee to AHEC. AHEC largely has more appropriate skills and experience in its membership, and, as the Directors of PCVL, can make the necessary decisions and implement them.

The Assembly should be aware that with the resignation of Mrs Julie Duke (due to her change in circumstances), the committee is urgently seeking a person with relevant health and clinical governance skills. In the meantime, the committee is seeking the agreement of Dr Elizabeth Lewis to be co-opted to the committee and Dr Lewis and/or Mrs Jennifer Pilgrim to remain on the Clinical Governance Committee to assist with the transition of clinical governance responsibilities to AHEC until the committee is able to fill this skill gap.

The remit of AHEC does not contemplate and, therefore, does not empower it to take control of Kirkbrae prior to completing all the tasks required to be classified as an 'approved provider'. However, without being alarmist, by the time all the actions required have been completed, events will almost certainly have overtaken Kirkbrae. Therefore, transfer of control is an urgent matter.

The committee can take on the day to day governance of Kirkbrae on behalf of the current 'approved provider', i.e. the Trusts Corporation, just as the Social Services Committee has been doing up to this point in time. As stated, this will enable the AHEC to take the necessary actions to implement the ANSVAR strategy while still working on completing the necessary tasks to be registered by the ACNC and seek 'approved provider' status.

The Social Services Committee has considered the current position and unanimously agreed that responsibility for the governance of Kirkbrae should be transferred as soon as possible to AHEC. This report and associated deliverance come with their full support, as well as that of the Trusts Corporation. Therefore, the committee seeks that the Assembly empower the committee to take control of the operations of Kirkbrae on terms substantially the same as those governing the Social Services Committee.

W Duncan McGregor
CONVENER

ASSEMBLY BOARDS AND COMMITTEES 2020 - 2021

Assessors Committee

[Moderator, Clerk, Selection Committee convener, Business Committee convener]

Convener: Moderator

Australian Presbyterian World Mission [Victoria] Committee

[12 Members, 10 nominated by GAV, 2 nominated by PWMU, all appointed by the Assembly]

RT 21: Mrs L Ellis [25], Mrs W Pearce [22], Rev D Schulz [26]

RT 22: Rev J Mestry [28], Mrs W Moody [25], Dr N Johnston [22], Mrs S Hammond [28]

RT 23: Rev T Archer [24], Rev R Waterhouse [26], Rev P Burns [22]

PWMU: Mrs Sue White [22], Mrs P Vandenberg [24]

Convener: Dr N Johnston [22]

Ballot Committee

[Appointed by each Assembly or Commission]

Board of Investment and Finance

[10 Members]

RT 21: Mr S Williamson [26], Mr J Bligh [26]

RT 22: Rev A Venn [27], Mr A Foster [27]

RT 23: Mr E de Zilwa [28], Mr D Graham [28]

RT 24: Mr J Walter [24], Rev B Oakes [24]

RT 25: Mr Matt Gibson [30], Mr D Wright [30]

Chairman: [Appointed annually by the Board, currently Rev B Oakes]

Building and Property Committee

[3 Members]

RT 21: Mr R Kop [27]

RT 22: Mr D Wright [24]

RT 23: Mrs G Wright [28]

Convener: Mr R Kop [26]

Business Committee

[4 members of Assembly (who are not conveners of other reporting committees), Clerks of Assembly, Procurator, Law Agent, and during Assembly: clerks of all presbyteries]

RT 21: Vacancy

RT 22: Mr D Fraser [24]

RT 23: Mr K Childs [22], Rev Dr J Hood [26]

Convener: Rev Dr J Hood [24]

Christian Education and Nurture Committee

[11 members, at least 6 members of Assembly (including the convener)]

RT 21: Vacancy, Rev C Griffiths [27], Rev M James [24]

RT 22: Vacancy, Vacancy, Vacancy, Vacancy [20]

RT 23: Vacancy, Vacancy, Mrs M Girgis [22], Rev D Assender [22]

Convener: Rev M James [22]

Church and Nation Committee

[10 members]

RT 21: Vacancy, Vacancy, Mr S Robertson [28], Mr I Waller [27]

RT 22: Rev M Jensen [29], Mrs J McHardy [27], Rev C Duke [25]

RT 23: Rev S McDonald [29], Mr P Stanton [29], Mr J Ballantyne [26]

Convener: Rev C Duke [25]

Church Planting Committee

[7 members]

RT 21: Mrs J Martin[29], Rev A Boyd [24]

RT 22: Ms A Bransgrove [29], Rev J Huynh [24]

RT 20: Vacancy, Vacancy, Rev C Garrett [22]

Convener: Rev C Garrett [22]

Clerkship Committee

[Moderator, chairman of the BIF (or his deputy), 3 clerks of presbytery, a past-moderator as convener]

RT 21: Mr K Childs

RT 22: Mr D Fraser

RT 23: Rev P Burns

Convener: Rev R White (22)

Code and General Administration Committee

[3 members, Clerks of Assembly, Business Convener, Procurator, Law Agent, Chairman of Trusts Corporation (or a deputy)]

RT 21: Rev A Buchan [26]

RT 22: Mr R McIvor [29]

RT 23: Mr A Foster [27]

Convener: Clerk of Assembly

Conciliation Committee

[6 members: 3 ministers and 3 elders, from at least four presbyteries, appointed annually]

Ministers: Vacancy, Vacancy, Rev A Vines (Melbourne North) [27]

Elders: Vacancy, Mr V Vasiliades (Melbourne West) [23], Mr B Downes (Gippsland) [22]

Convener: Immediate Past Moderator of the Assembly

Defence Force Chaplaincy Committee

[3 Members, all ADF Chaplains serving in Victoria]

RT 21: Rev T Cox [26]

RT 22: Rev P Mercer [22]

RT 23: Mr B Weigandt [26]

Convener: Rev M Fagan [24]

Exit Student Committee

Convener of the Ministry Development Committee, Ministry Development Officer, Principal of the Presbyterian Theological College [or his faculty representative], Training Officer, Convener of the Church Planting Committee [whenever a Church planting placement is being considered], Convener of the Health and Community Chaplaincy Committee [whenever a chaplaincy placement is being considered], a

representative of each candidate's Presbytery [preferably the convener of the Presbytery's Candidates' Committee or equivalent]

Convener: Convener of Ministry Development Committee

Health and Community Chaplaincy Committee

[10 members]

RT 21: Mrs J Martin [28], Rev Dr K Hood [27], vacancy, Rev P Chang [22]

RT 22: Mrs R O'Brien [26], Rev G Vayne [22], Rev P Court [22]

RT 23: vacancy, Mrs M Jones [27], Rev D Dixon [26]

Convener: Rev P Court [22]

Maintenance of the Ministry Committee

[6 members]

RT 21: Mr D Wright [22]

RT 22: Mr R Butcher [28]

RT 23: Rev C Garrett [29], Rev M Crabb [21]

Convener: Mr D Wright [21]

METRO Committee

[8 members]

RT 21: vacancy, Rev T McIntosh [22], Rev N Arundell [27]

RT 22: vacancy, Mrs A Harris [26]

RT 23: Mr A Edmonds [29], Mr A May [27], Rev L Brownley [26]

Convener: Rev T McIntosh [22]

Ministry Development Committee

[7 members]

RT 21: Rev P Greiner [24], Rev G Vanderwert [22]

RT 22: Rev S Withers [25], Mr I Bramley [27]

RT 23: Rev D Middleton [29], Mr R Kop [29], Rev I Hutton [21]

Convener: Rev S Withers [25]

Overseas Visitors' Fund Committee

[Membership *ex officio*: The members of the Board of Investment and Finance, and the conveners of the Christian Education and Nurture Committee, the Theological Education Committee, the Ministry Development Committee, and the Church Planting Committee.]

Convener: BIF chairman

Safe Church Committee

[6 members]

RT 21: Mr G Hui [26], Rev B Harvey [26]

RT 22: Mrs S Carroll [27], Rev D Brown [27]

RT 23: Mrs A Thomas [29], vacancy

Convener: Rev B Harvey [24]

Selection Committee

[Nominated by the Code and General Administration Committee]

Metro: Rev K Brown [22], Rev H Lim [21], Rev A Humphries [22], Elder B Palmer [22], Elder J Angelico [20]

Non-metro: Rev N Harvey [20], Vacancy

Convener: Rev A Humphries [22]

Social Services Committee

[10 members]

RT 21: vacancy, vacancy, Dr E Lewis [26]

RT 22: Mr D Conradi [25], Rev G Lawry [25], Mr B Evans [21]

RT 23: Mrs J Pilgrim [28], Mr T Cunneen [24], Rev L Isham [29], Mr G Hamilton [22]

Convener: Rev G Lawry [24]

State News Committee

[4 members: 2 ministers and 2 elders] [new member due in 2020 see GAV 2019 Min 31.2-3]

RT 21: Rev S McDonald [27]

RT 22: Mr P Betts [29], Mr A Zirngast [22]

RT 23: Rev L Isham [24]

Convener: Rev S McDonald [26]

Theological Education Committee

[10 members, PTC Principal, another member of faculty]

RT 21: Mr D Wright [24], Rev K Maxwell [26], Rev I Barker [22], Mr C Manners [22]

RT 22: Rev R White [28], Mrs J McHardy [26], Rev S Jones [25]

RT 23: vacancy, Rev G Nicholson [25], Rev N Benfell [23]

Convener: Rev K Maxwell [26]

Women's Ministries Victoria Committee

[7 members]

RT 23: Rev B Johnson [29], Mrs C Dunstan [29], Mrs M Girgis [29], Mrs J Graham [29], Rev R Grinter [29], Mrs A Isham [29], Mrs S T Yap [29]

Convener: Rev B Johnson [29]

ad hoc Committee Royal Commission (response)

Rev Philip Court (convener), Dr Karl Hood, Dean Carroll, Brian Harvey, Stephen Jones, Kevin Maxwell, Mrs Kathy Kames, Fiona Bligh.

ad hoc committee PTC Library Fund

Rev Dr Allan Harman (convener), Chris Siriweera, Grant Lawry, David Brown, Neil Benfell, Robert White, Mr Matthew Duke, Russell Walley, David Selman.

ad hoc Enactment of Presbyterian Care Victoria Ltd

Duncan McGregor (Convener), James Bligh, Iain Bramley, Julie Duke, Grant Lawry, Colin Morrow, and Toni Orchard

ad hoc Negotiation of Sale of Assembly Hall

Elder Colin Morrow (convener), the Clerk, Rev Robert White, and three members of the Board of Investment and Finance appointed by the Board.

GAV COMMISSION APPOINTMENTS

Appeals Commission

[Moderator, a past-moderator, presbytery clerks and parity members]

Ballarat: Rev R Waterhouse (alt), Mr S McKerrow (parity);

Flinders: Rev D Brown (clerk), (nil for parity);

Geelong: Rev R White (clerk), Mr B Stasse (parity);

Gippsland: Rev G Stephens (clerk), Mr Tom Guilford (parity);

Maroondah: Elder D Death (alt), Rev M Tonkin (parity);

Melbourne East: Elder K Childs (clerk), Rev B Nelson (parity);

Melbourne North: Rev A Buchan (alt), Mr T Cunneen (parity);

Melbourne West: Rev J Ellis (clerk), (nil for parity);

North East Victoria: Rev B Cummins (clerk), Mr G Dunstan (parity);

North Western Victoria: Rev P Burns (clerk), Mr C Morrow (parity);

South West Victoria: Rev I Leach (clerk), Mr T Warburton (parity).

Past-Moderator:

Chairman: Moderator

Commission for Church Institutions

Moderator (chairman), Clerks of Assembly, Rev Ivan Barker, Andrew Bray, John Cho, Trevor Cox, Phil Daffy, Luke Isham, Graham Nicholson, John Stasse, Graeme Weber, Peter Hastie and elders Tom Guilford, Vasil Vasiliades and Dennis Wright, with five members to form a quorum.

Special Commission for Confirming the Minutes (GAV 2019, Min 118)

Moderator and the Clerks of Assembly

GAV PANEL

Panel of Discipline Assessors

M Crabb, R Waterhouse, K Brown, R White, C Garrett, G Stephens, P Court, P Orchard, T Fishwick, C Morrow, and I Leach.

APPOINTMENTS for the GAA

Commission of the General Assembly of Australia

[3 ministers and 3 elders, *ex officio* Officers of the GAA & former Moderators-General]

Ministers: Moderator, Deputy Clerk, Assistant to the Clerks

Elders: Mr P Betts, Mr A Letcher, Mr C Morrow

Ex officio: Rev Dr A M Harman, Rev Dr C R Thomas, Rev J P Wilson

OTHER POSITIONS

Family Council of Victoria (BB 2007 Min 99.9)

Mr J Ballantyne

Multifaith Advisory Group (MAG) Representative (BB 2015 Min 123.2)

Rev C Duke

PWMU Cook Book Committee

[3 PCV, 1 PWMU + Convener (alternates between PCV and UCA Victoria/Tasmania)]

PWMU: Mrs R Zurrer

GAV: Mrs C Closter, Mrs G McKenzie, vacancy

Convener: UCA appointee

St Andrew's Foundation

Mrs M Conradi, Vacancy, Mr I Bramley

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