

COMMISSION FOR EDUCATION FOR DISCIPLESHIP AND LEADERSHIP

ANNUAL REPORT 2018

MEMBERSHIP of CEDAL

- Rev Bev Fabb (Chair)
- Rev Dr John Squires (Director of Education and Formation and Principal of PTH)
- Dr Nancy Ault (2017 PTH staff representative), Rev Emma Matthews (2018 PTH staff representative)
- Sophie Lizares (2017 Student representative), Sione Leateoa (2018 Student representative)
- Sue Talbert (Lay Preacher representative)
- John Tompkins (Pastor representative)
- Rev Stephen Larkin, Rev Lesley de Grussa, Randy Salmon, Cameron Tero (elected by Presbytery)
- Rev Dr Ian Tozer (2017 Presbytery Secretary), Rev John McKane (2018 Acting Presbytery Secretary)

CEDAL STAFF

- Rev. Dr John Squires, Director of Education and Formation and Principal of Perth Theological Hall
- Dr Nancy Ault, Senior Lecturer in Practical Theology (to 30 June 2018)
- Dr Suzanne Boorer, Senior Lecturer in Old Testament (to 30 June 2018)
- Rev. Emma Matthews, Presbytery Minister—Formation and Discipleship (from 1 Jan 2018)
- Rev. Dr Anne Wright, Presbytery Minister—Formation and Discipleship (from 1 Mar 2018)

CEDAL, the *Commission for Education for Discipleship and Leadership*, is responsible for providing education and training which equips members and leaders (both lay and ordained) for mission and ministry within the Uniting Church in Western Australia. During 2017 we agreed that the following three principles would guide all our work.

Equipping lay and ordained for missional leadership in the UCA in WA

Our priority is to grow the church rather than manage its decline, so we aim that all of our programs will equip members and Ministers for missional leadership. This is a priority if the UCA is to reverse its serious decline.

Working through partnerships within WA and interstate

In all we do CEDAL aims to work collaboratively with others, including staff and committees of the Presbytery and synod, Congregations, other churches and interstate

educational providers. In doing this we aim to break down silos and eliminate duplication and competition.

Education and training to be accessible to all

Being accessible to all means making sure that the education and training we provide is accessible to those who live in rural and regional WA as well those who live in the metropolitan area. This last year CEDAL has both provided training in regional areas, as well as making events accessible via Zoom or other technology.

EDUCATION FOR DISCIPLESHIP *which grows the mission of the church*

Mission Shaped Ministry

At the February 2018 Presbytery meeting it was agreed that all ministry agents and Church Councillors be encouraged to complete this training by 2020, and SMPC in collaboration with CEDAL were asked to organise this training. During 2017 MSM training was offered in the South West and in 2018 it is being offered in Perth, with participation of some regional Congregations. Plans are underway for further programs to be offered in both city and regional locations in 2019 and 2020. In order to achieve this, further trainers are being trained, electronic means for those in remote locations to participate in the training are being developed, and funding is available from SMPC, CEDAL and Rural Ministry to cover costs of participation. It is hoped that this training will facilitate the development of collaborating mission networks.

Summer Spirit

Summer Spirit has a clear focus on resourcing of congregational leaders for mission. The theme of this event in February 2018 was *Being a Different Church for a Different World* with Rev. Lindsay Cullen, from the Assembly Resourcing Unit, the keynote speaker. The theme came from the Synod Strategic Plan and focussed on how we can both think and act differently in relation to mission. It was well attended with positive feedback. Once again we encouraged groups from Congregations to attend and to commit to take action as a result of what they have learnt. CEDAL is in the process of evaluating the timing of *Summer Spirit* given that February is often a very busy month in the Presbytery – your feedback is welcome!

Understanding your Congregation and Community

In collaboration with SMPC, CEDAL offered two workshops in October 2017 to enable both lay and ordained to develop skills in using both the NCLS and Census data to better understand their own Congregation and the community in which they are placed, and therefore develop new mission initiatives appropriate to the context.

Strengthening Community Engagement

A day seminar on this topic is planned for early June this year. This event is being organised in collaboration with the Synod Social Justice Unit, the Uniting World Commission, and the Congregational Community Services network of the Presbytery.

Rural Retreat

CEDAL worked collaboratively with the Rural Ministry Co-ordinator to develop the program for the Rural Retreat held at Katanning in April. Emma Matthews led several of the sessions at this retreat focussing on developing new approaches to being church in rural communities.

Making Peace Conference

Peace making has been a firm commitment of the Uniting Church since our formation in 1977. This year provides a fine opportunity to focus on this commitment, with the 100th anniversary of the end of WW1 being marked on 11 November. CEDAL is collaborating with the Synod Social Justice unit to hold a major conference on Peace Making over the weekend of November 10-11. This will resource us for peace making as part of the mission of God.

Certificate IV in Christian Life and Ministry

In collaboration with Nedlands Uniting Church and the Adelaide College of Divinity, this course has been offered over the last year. About 10 people are undertaking this training, some as requirement for the Lay Preacher training and others in order to deepen their faith and Biblical knowledge. CEDAL believes the development of this type of training is a great way to equip lay leaders in Congregations and hopes soon to offer this training in other locations. We are working with the ACD to expand and develop the offering of this course in the years ahead.

Training of Lay People Authorised to Preside at the Sacraments

In this area, CEDAL works in collaboration with PRC. In order for a lay person to be authorised to preside at the sacraments, two things are needed: a Church Council needs to send a written request to PRC that a particular person be authorised, and that person needs to complete the *Understanding the Sacraments* training offered by CEDAL and demonstrate their competence. Once both of these have been done, PRC authorises the lay person as a Lay Presider (for a specific Congregation or Agency only), and informs the Church Council of this.

CEDAL offers *Understanding the Sacraments* the approved course for this purpose. We have a group of trainers accredited to deliver this training, and all Lay Presiders must attend a refresher course every three years to retain their authorisation. In the last year CEDAL has trained hundreds of Lay Presiders in both rural and urban areas. The course *Understanding the Sacraments* can also be taken by any interested lay person, without the intention of seeking authorisation as a Lay Presider.

Pastor Training

Congregations are now employing more lay people in ministry roles, especially in the development of new missional activities. When Congregations employ a lay person in a ministry role, they must seek permission of the PRC to have this position recognised as appropriate for a Pastor. Any person who is appointed to a Pastor position must

demonstrate two Core Competencies in *Basis of Union* and *Code of Ethics* before they can be commissioned as a Pastor. CEDAL works in collaboration with PRC to ensure this training is provided. CEDAL has now developed a two day course on the *Basis of Union* and also offers training in *Code of Ethics*. Once Pastors have demonstrated their two Core Competencies, they then need to develop in consultation with CEDAL an Education Plan so they can develop other competencies they need for their ministry.

Orientation to the UCA for CALD Congregations

CEDAL has been collaborating with Multicultural Ministries in this area. We have developed an educational package to enable CALD Congregations to understand the UCA. In the last year, the Assyrian/Arabic Holiness Church have participated in this program which orientates them to the theology, polity and ethos of the UCA . This program can now be delivered in other CALD churches at their request.

Training for Congregational Leaders

The CEDAL team are developing short training courses to resource congregational leaders.

The following units are being developed:

- *Code of Conduct for Lay Leaders;*
- *Operating as a Church Council;*
- *Leading Worship Effectively;*
- *Mission in the Local Community;*
- *Forming and Growing Disciples;*
- *Mentoring young disciples.*

The first of these training programs is being offered in Bunbury in May. If your Congregation would like to arrange this training, please contact CEDAL.

Lay Education Grants Scheme

In 2018 CEDAL has launched a Lay Education Grants Scheme to provide financial support to lay leaders who require financial support in order to undertake training for missional leadership. Application forms are available from the Director of Education and Formation.

CONTINUING EDUCATION FOR MINISTRY LEADERS *which strengthens missional leadership in the church*

School for Ministry

The main purpose of this event is to provide Ministers with the skills they need to lead the church in the challenging environment we are currently in. The *2017 School of Ministry*, held in July 2017, focussed on equipping Ministers with skills in adult education. Keynote speaker was Dr Deirdre Palmer, renowned adult educator, passionate about promoting the educational ministry of the church, and the President Elect of the Assembly. As we anticipate that, in the future, most Ministers will be resourcing a range of Congregations to provide education to lay leaders, this event aimed to develop skills for this role. The *2018*

School of Ministry to be held 2-6 July and will focus on *Rethinking Leadership*. It will be led by Naomi Nash and Stephen Healey from New River Leadership in NSW. Amanda Hunt, CEO of UnitingCare West will also provide input.

Formation of Disciples Intensive

If we are to grow the church, simply helping people to come to faith in Christ is only the first step. This two day workshop led by Rev Dr Chris Walker and Rev Dr John Squires was held in September 2017 with a focus on how to enable members to grow as disciples of Christ in both faith and life, sharing their faith with others and forming new Christian communities.

Murdoch International Theologian

In 2018 the visiting scholar is Professor Marion Maddox, the Director of the Centre for Research on Social Inclusion at Macquarie University (Sydney). Prof. Maddox is a leading authority on the intersection of religion and politics in Australia. She comes from a strong Uniting Church background (her father taught New Testament Studies in Perth and then Sydney; her mother has been Moderator of the NSW Synod.) Prof. Maddox also led a discussion in the Formation Program at Murdoch on 23 May.

Phase Three Ministers

Phase Three is a period of mentoring and support for Ministers in their first three years after ordination. A Phase Three program, co-ordinated by Rev Dr Anne Wright, has been in operation in the Presbytery now for four years and is providing much needed training and peer support for newly ordained Ministers. Phase Three Ministers meet twice a year for peer support and training, attend an annual retreat, meet regularly with a Mentor and Professional Supervisor and participate in Continuing Education, including at least one interstate event during Phase Three. There are currently four Ministers in Phase Three and in the last year Corinna van Oostende, Andrew Broadbent and Kim Francis have completed Phase Three.

Professional Standards

New Professional Standards training required for all Ministers came in to force from 1 January 2017. These include attendance at a *Code of Ethics Overview Day*, and after this participation in two *Ethical Ministry Workshops* every year. Ministers are also required to undertake training in *Safe Church Awareness* and attend a *Safe Church Refresher* every three years. This training is being rolled out throughout the Presbytery including in regional areas. Implementing this program has been a huge task, including educating Ministers on their responsibility to undertake this training. CEDAL has been tasked with responsibility for arranging and leading the *Code of Ethics* sessions and liaises closely with PRC to ensure compliance with the requirements.

Professional Supervision

The Pohly training program is considered the best program available for training of Professional Supervisors. The Basic and Advanced courses have been offered in WA each

year, led by a team of local trainers. There are now 21 accredited Professional Supervisors in WA who have completed this training. All Ministers are reminded that it is a requirement of the *Code of Ethics* that you have a Professional Supervisor, so please contact CEDAL for names of accredited Supervisors.

Continuing Education Grants

CEDAL sees great benefit in Ministers being able to participate in interstate continuing education events. This gives them access to a wider range of speakers who may not visit WA and also enables them to network with Ministers from other synods. However it is recognised that the costs of airfare and accommodation make participation in many of these events too expensive for WA Ministers. In 2017 CEDAL established a Continuing Education Grants scheme which allows Ministers in placement to apply for a grant of up to \$500 to assist with costs of attending a UCA interstate Continuing Education event. In 2017 only a few grants were applied for and given; it is hoped there will be greater take up of this scheme in 2018. It is hoped that every 2-3 years each Minister will be able to receive a grant to participate in such an event.

Preacher Updates

A series of four updates for preachers, both lay and ordained, were held during 2017. Each of these was accessible via Zoom by those in regional areas. The updates were not well attended.

- March 15- Update on Matthew and John- led by Bill Loader
- June 8- Update on Genesis- led by Sue Boorer
- June 15- Update on Exodus- led by Sue Boorer
- Nov 2- Update on Mark- led by John Squires and Elizabeth Raine.

Communications

CEDAL aims to communicate well with Ministers and congregational leaders about educational opportunities. Our monthly e-zine SEEDS has received positive feedback. Our Facebook page, *Seeking a Heart of Wisdom*, provides a forum for Ministers to share reflections on ministry, and information about specific events is regularly included in congregational mail outs.

Developing new Missional Leaders

CEDAL has initiated conversation with SMPC about the possibility of identifying a group of Ministers to be trained for missional leadership into the future and providing them with appropriate training, as well as forming peer groups as communities of reflective practice to challenge and support Ministers to develop new approaches to ministry.

FORMATION OF ORDINANDS *fit for ministry leadership in the changing context of church and society*

New National Standards for Ordinand Course

The new *National Standards* were adopted by the Assembly Standing Committee in November 2016 and came into effect from January 2017. They have been well received nationally. All Uniting Church theological colleges are reviewing their ways of operating in the light of these revised *Standards*. These *Standards* emphasise the need for multiple pathways to ordination which are student centred, and the need for education to be flexible, contextual and mission orientated.

Perth Theological Hall Formation Program

Perth Theological Hall continues as a theological college of the UCA, forming a vital learning community in WA. The Formation program has been reviewed to ensure it meets the new *National Standards*. A regular weekly program provides Candidates with a regular service of worship (usually incorporating communion), a community of support, and sessions on topics of relevance for ministry (Uniting Church ethos, spirituality, practical skills for ministry, theological concerns, etc).

Formation sessions over the past year have been led by the Principal, members of Faculty, the late Rev. Dr Les Brockway, the Rev. Dr Chris Walker, and Rev. Ruth Vertigan. Candidates also are required to attend the training days offered on *Code of Ethics*, *Basis of Union*, *Safe Church Workshop*, and *Ethical Ministry Seminars*. During 2018, participation in the full *Mission Shaped Ministry* course is required of Candidates; John, Emma and Anne are also participating in the full course.

Formation Visits in 2017—2018 have been made by Candidates and Faculty to Congregations at Beldon-Iluka, Rockingham, the *Beth Shalom* Tongan Congregation at South Lake, Kalamunda, UCIC Wesley, Star Street, and the Congress *Maaman "O" Miya* Congregation at Coolbellup. These visits provide opportunity for Candidates to reflect in a grounded way, on *what would ministry look like for me, in a context like this?*

In the coming years, Candidates for ordained ministries will be able to undertake their academic studies through the most appropriate approved UCA college, in line with the national commitment to multiple pathways to ordination. Enrolment will take into account the particular needs and previous experience of each candidate. Those who are qualified for post-graduate studies will be able to study through Murdoch University. Others may be enrolled in certificate, diploma or undergraduate courses through interstate UCA colleges. Academic studies will be undertaken face-to-face, online or through intensives (both locally and interstate), with local tutoring and support. Field education and the WA formation program will continue to run locally under the oversight of local Formation Panels.

Candidates for Ordained Ministries

While we have a small group of Candidates in 2018, we anticipate a larger group in 2019, especially from people who are just becoming aware of the possibilities for theological studies which are opened up under the new Standards. One candidate, Sophie Lizares,

completed formation at the end of 2017 and we rejoice that Sophie was ordained as a Deacon in March 2018. Currently we have three Candidates for ordination as Ministers of the Word. One is currently on Leave of Absence for health reasons; one began his candidature in 2018 but has already completed a Bachelor of Ministry and is now completing a Masters in Theology; and one is a Congress candidate who is studying through Nungalinga College as well as participating in the PTH program.

There are currently 11 people undertaking a *Period of Discernment* (POD), including three who are under 30 years of age, five from CALD backgrounds and one from a rural Congregation, and we are hopeful that several applicants will present to Selection Panel in October 2018. We are keen to work collaboratively with Uniting Generations and Candidates for Ministry Commission to encourage younger people to offer as Candidates.

Review of Formation Panels

Formation Panels were introduced in WA in 2014. These bring together representatives of Faculty, CEDAL and the Candidates for Ministries Commission who meet three times a year with Candidates to provide advice, support and guidance during formation and assess progress towards ordination. In the latter half of 2017, at the request of Faculty, CEDAL undertook a review of how Formation Panels were operating. The review revealed that, although Panels were generally affirmed, some confusion about roles and responsibilities had emerged. As a result the Formation Panel handbook was revised and training provided to all members of Formation Panels.

Mentor Training

Mentors, who are appointed by the Candidates for Ministries Commission (CMC), play an important role in assisting those undertaking a POD in their discernment of their gifts and calling, in guidance, support and pastoral care to Candidates, including serving on their Formation Panel, and also being a source of advice and support for newly ordained Ministers in Phase Three. With the increasing number of people undertaking POD, more mentors are needed. In collaboration with CMC, CEDAL has developed a training package for Mentors which will be delivered mid-2018.

Withdrawal from Perth College of Divinity

In mid-2017 the Presbytery of WA gave 12 month's notice of its intention to withdraw from the Perth College of Divinity. This decision was endorsed by a Special Presbytery Meeting in August 2017. As we will no longer be part of PCD, this means we are no longer part of their partnership with Murdoch University. We are now in the process of implementing this withdrawal.

Murdoch University will continue with its theology school in partnership with the Anglican Church. PTH will no longer be based in the Worship Centre at Murdoch University. PTH has already moved its offices from Murdoch to the Synod of WA offices in East Perth and has over the last year been using a range of locations for educational programs. We are this year a "pilgrim people" with the plan to establish a new base for both staff and educational programs in 2019. The UCA is negotiating an agreement with Murdoch to enable ongoing access to the Murdoch library for theological students and Ministers. The *Murdoch*

International Theologian program will continue with hopefully greater UCA involvement. We are also meeting with the Anglicans to discuss how we can better share educational programs and resources.

Staffing

We were fortunate to secure the services of Rev Dr Chris Walker for the position of lecturer in Systematic Theology in 2nd Semester, 2017. Chris made a significant contribution to the church in WA as well as teaching Systematic Theology at Murdoch University. During 1st Semester 2018 the UCA is contributing to the costs of sessional staff to teach two ST units at Murdoch, but after 1 July 2018 we will no longer be contributing in this way to the Murdoch Theology program.

For some decades, the UCA has been funding Theology teaching positions at 60% of the stipend, with the remaining 40% being funded by the University. The two remaining UCA lecturers at Murdoch University (Dr Sue Boorer and Dr Nancy Ault) will continue in their University roles, but their UCA positions have been made redundant from 30 June 2018. Both staff have been given 6 month's notice of this, as per their employment contracts, and Deeds of Settlement agreeable to all parties have been negotiated and signed. A Closure of Ministry Service for these two long serving staff members is planned for June 29, 7.00 pm, at the Murdoch University Worship Centre.

Two new part time staff have been appointed, Rev Emma Matthews (from 1 Jan 2018) and Rev Dr Anne Wright (from 1 March 2018). Each of these are working in a 0.5 placement. Anne continues to teach one postgraduate Theology subject at Murdoch University in her time outside the CEDAL position.

We have not yet been successful in filling a full time position for someone with experience in the VET sector, but have now re-advertised this position nationally and if this is unsuccessful may be able to employ someone on a short term contract to undertake some of this work. It is likely that other staff will be added in 2019.

Research

The staff of PTH are all actively engaged in reading and researching in areas related to their work. Dr Nancy Ault teaches subjects on Spirituality, Pastoral Care, Worship, and Comparative Religion. She is currently engaged in research relating to contemporary spirituality and transformative learning. Dr Sue Boorer, whose major work entitled *The Vision of the Priestly Narrative. Its Genre and Hermeneutics of Time* was recently published (SBL Press, 2016), continues to teach subjects in Biblical Hebrew, New Testament Greek, Old Testament Introduction and Old Testament Exegesis. Her current research focusses on a theology of hope in the Old Testament/Hebrew Bible, and she anticipates publishing a volume of essays by former students, which she is editing.

Dr Anne Wright has recently led the Introduction to Supervision week, and has been continuing her reading and thinking in this area. In addition, Anne has taught the introductory Theology subject at Murdoch, and has been (re)reading theologians from Augustine right through to Miroslav Volf, *Exclusion and Embrace*, and Tom Wright, *Evil and the Justice of God*. She is finding the material in *Rethinking Leadership* to be of great value.

Rev. Emma Matthews has been reading and researching on resilience in faith in the face of trauma. She is preparing to undertake a Cert IV in Training and Assessment next semester, and has been working with the Rural Consultant on the role of small rural congregations.

Dr John Squires has been commissioned to rework his chapter on “The Gospel of Luke” for a revised edition of *The Cambridge Companion to the Gospels* (first published in 2006; a revised edition is due for publication next year). He continues to read in his personal areas of interest, with a recent focus on how early European travellers and settlers engaged with the local Indigenous peoples in various locations on the continent of Australia, and what lessons we might learn as we seek to practice reconciliation.

NATIONAL COLLABORATION WITH UCA COLLEGES *to provide education and training through resource sharing*

Assembly Education for Ministries Working Group

This is the national body appointed by the Assembly to oversee the Ministerial Education Boards and Theological Colleges of the UCA in each Synod in order to ensure that *National Standards* are maintained. CEDAL reports annually to this group and over the last two years has been commended on the progress we have made in implementing change in order to meet the new *Standards*. In the last year teleconferences have been held of Chairs of MEB’s and Principals of Colleges which have proven beneficial in information sharing and collaboration. The Assembly Standing Committee has decided to amalgamate this Working Group with the *Admission of Ministers Committee* from July this year to create a new *Standards for Ministries Committee*.

National Theological Educators Conference

Once every two years staff of all theological colleges in Australia meet for 3-4 days to share developments in their colleges, engage in professional development and discuss possible collaboration. Staff of PTH will be attending the next such gathering to be held in Sydney in early December 2018.

National Lay and Leadership Educators Gathering

This is a gathering of all engaged in lay education and leadership development in synods and presbyteries around Australia. Four people from WA (including three education staff) participated in this gathering in January 2018 when discussion focussed on sharing of resources for lay education. The group is also considering a review of the competency framework for both Lay Preachers and Pastors.

National Collaboration Project

Discussions have been underway since 2014 on greater collaboration between UCA theological colleges around Australia. In 2016 the Assembly Standing Committee asked the *Education for Ministries Working Group* to take oversight of this project and Ross Chambers was asked to co-ordinate this. As a result several areas of possible collaboration have been identified and Principals of colleges have agreed to participate in a face to face meeting in Melbourne in May.

Partnership with Adelaide College of Divinity

CEDAL is negotiating a Memorandum of Understanding with the Adelaide College of Divinity about the provision of VET training in WA. Through this partnership staff in WA will be accredited as trainers for ACD and thus be able to offer face to face teaching and assessment locally. We will also have opportunity to suggest changes to units being offered so that they better meet our needs.

Uniting Learning

CEDAL is fully supportive of the project to establish a national internet portal for education and training resources within the UCA in collaboration with National Assembly and participating Synods. However, implementing this project has proven to be more complicated than at first foreseen and has not yet gained full financial support from all Synods. We hope this will eventuate in the future.