

Board Director information pack



June 2021


Helping Hand
new aged care

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In preparing this publication, Helping Hand acknowledges the traditional owners of the land where its residential care homes, retirement units and services are located and pays its respects to Aboriginal and Torres Strait Islander Elders, past and emerging.

Information correct at time of publication.

About us

Helping Hand is a not for profit, public benevolent organisation and a member of the Uniting Church network. Helping Hand has grown considerably since its inception in 1953, but has never lost its core focus of supporting the individuals whom we assist to have the best quality of life.

The past decade has seen an exciting phase of growth and excellence within Helping Hand, as we have expanded our services throughout Adelaide and many parts of country South Australia. Government policy changes for aged care have also dramatically changed the landscape of the industry, and this is likely to continue for some years. During this period, Helping Hand has worked together with staff, clients and other stakeholders to achieve a better future for older South Australians.

Our services extend throughout Adelaide, with our metropolitan residential care facilities located primarily in the northern half of Adelaide, together with services in many parts of country South Australia, from Belair to Port Pirie and from Port Lincoln to Orroroo.

Helping Hand is also actively engaged in research in areas such as the most effective ways of providing care for people living with dementia, and we partner in the education of the young health professionals of the future by providing some 800 student placements each year in our residential and community services.

Volunteers also play an integral role in the functioning of the organisation, providing a range of support services to employees, residents and clients.

Through the decades Helping Hand has contributed significantly to the aged care policies of successive federal governments. We have also developed many new kinds of support services on the ground – such as our mental health services for people with depression or anxiety, men's activity groups, our involvement in affordable housing, transition from hospital to home and support services for family carers.



The Helping Hand Way

Helping Hand is a values-based employer that understands the important contribution of our staff, our clients and our community. Our core values are reflected in everything we do. They form the foundation on which we work, interact, make decisions and develop strategy supporting our mission. The Helping Hand Way is intended to deliver a clear message about who we are, what we believe is important and our promise to our clients, staff and our broader community. The Helping Hand Way also represents the relationship between our mission, objectives, values, workforce qualities and service ethos.

Our objectives

The wellbeing of our residents is central to everything we do. We strive to provide a higher quality of life with an array of innovative services that assist older people to achieve:

Individualised wellness

We believe that wellness is a right and determined by the individual.

Dignity of living

We believe everyone is entitled to the care and attention they deserve.

Quality of life

We believe older people have a right to maintain their quality of life, sense of purpose and contribution to the community.

Choice

We believe that choice is about supporting options, client preference and informed decision making.

Our values

Our core values are reflected in everything we do. They form the foundation on which we work, interact, make decisions and develop strategy supporting our mission.

Compassion

We believe in demonstrating our concern for others and doing everything we can to help.

Respect

We believe that everyone has the right to have their feelings, wishes and rights recognised and honoured.

Excellence

We believe in providing the highest standard that goes above and beyond everything we do.

Community

We believe in creating relationships that foster a better connection with our clients, our teams, each other and our community.

Our workforce qualities

The personal characteristics and qualities our staff possess, enables us to deliver our service promise and reflect our values.

Engaged

Our staff listen, are attentive and interested in understanding the needs of our clients.

Dedicated

Our staff are committed to making a difference through their work and always bring their absolute best every day.

Professional

The professionalism of our staff is reflected in their skills and knowledge, respectful communication and courteous behaviour.

Genuine

Our staff's intentions and actions are sincere and authentic in everything they do.

Our service ethos

Putting client choice first is at the core of our service ethos. We achieve this by being:

Connected

We believe an active and engaged community of clients, staff and volunteers offers a welcoming community that is built together.

Personalised

We believe that excellence in care means we deliver our services to suit the needs of the individual.

Considerate

We believe keeping everyone's feelings in mind and understanding their circumstances, will result in better service.

Caring

We believe caring for clients and their choices demonstrates the compassion and respect they deserve.

Our Mission

We create communities and experiences to enable older people to live their best lives.

Our Vision

To be the most trusted and exceptional partner in aged care and wellbeing services.

Our Objectives

We will assist older people to achieve:

- / Independence and wellness
- / Dignity of living
- / Optimum feasible quality of life
- / Choice of services

Our Workforce Qualities

The personal characteristics and inherent qualities our staff possess, that will enable us to deliver our service promise and reflect our values.

- / Engaged
- / Dedicated
- / Professional
- / Genuine

Our Values

Our core values are reflected in everything we do. They form the foundation on which we work, interact and decisions and strategy supporting our mission.

- / Compassion
- / Respect
- / Excellence
- / Community

Our Service Ethos

Putting client choice first is at the core of our service ethos. We achieve this by being always:

- / Connected
- / Personalised
- / Considerate
- / Caring



Organisation chart



About Helping Hand

Workforce

Helping Hand recognises the value of both our paid and volunteer workforce in achieving the mission and objectives of Helping Hand and in the activities of our organisation at all levels. We understand the importance of our human resources and are committed to ensuring that staff and volunteers are involved in decision making, consultation, communication and participation at all levels of the organisation. We are committed to ensuring our staff are informed and involved in the direction and development of our organisation. We believe in the rights of our workforce to demand a safe workplace, job satisfaction and recognition and reward for the contribution they make. Workforce consultation, communication and participation is fundamental to the way our business provides services to our clients.

Client Safety and Quality Unit

Our aim is to promote and support safe high-quality services for all our clients. This means working with staff across metropolitan and country in both community and residential settings to ensure a systematic approach to the monitoring, reviewing, reporting and improving client care and services. Much of the planned work undertaken is strategic in nature and is supported by project plans endorsed by the relevant committee.

Customer experience, equality and diversity

Our client experience extends beyond care delivery to include social support services, environmental amenity and practices which provide clients with quality of lifestyle to support their ability to maintain links to family, build connections to community and to enable the pursuit of personal beliefs, passions and interests. Challenges remain in being sensitive to and responding as well as we can to client individuality, along with maintaining good lifestyle and social engagement opportunities for residents and clients. This extends in various ways to the built environments in which we provide care and is reflected in our desire to maintain and further develop good design and amenity consistency across our residential and housing facilities.

Helping Hand is respectful of diversity and creates an inclusive culture through awareness and education, training and research in areas including older people who identify as:

- Lesbian, gay, bisexual, trans/transgender, intersex, queer/questioning and asexual (LGBTIQA+)
- Aboriginal and Torres Strait Islander (ATSI)
- Intercultural (from diverse cultural backgrounds)
- Forgotten Australians (people who were harmed in State and institutional care during their childhood, former wards of the State, former child migrants, care leavers and the Stolen Generations)

Metro services

Helping Hand's metro services consist of: six residential care homes, a range of independent living units, a large Home Care and community services unit and integrated allied health and hotel services teams.

Our community office is located in Salisbury South and provides services to metropolitan Adelaide. Services can be delivered as part of Government subsidised support or as a private home care fee-for-service option.

Respite is offered in people's homes and the community, as well as at our residential care homes, allowing carers a chance to have a break from their caring role. Our retirement living units, located in North Adelaide, Prospect and Belair, are ideal for those who wish to maintain an independent lifestyle, with the security of community living.

Our six residential homes, located at Ingle Farm, Mawson Lakes, North Adelaide, Lightsview, Parafield Gardens and Golden Grove, are built on our professional reputation for quality care and services, each with their own distinct character.

Helping Hand's 2019/20
Annual Review is available
from our website

[www.helpinghand.org.au/
about-us/resources/publications](http://www.helpinghand.org.au/about-us/resources/publications)

Country services

Helping Hand's country services consist of: three residential care homes, a range of independent living units, and a large home care and community services unit that provides service coverage from the foot of Yorke Peninsula to the Copper Coast, Barunga West, Clare Valley, Balaklava, Barossa, Gawler, Mid North and Eyre Peninsula regions.

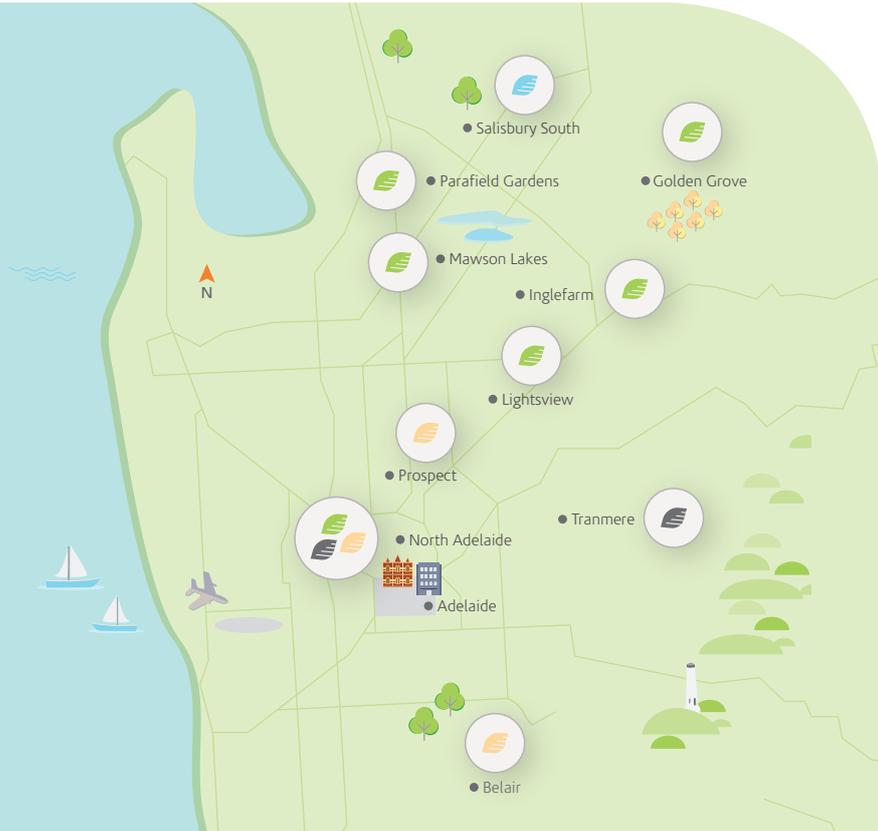
Our three residential homes, located at Port Pirie, Jamestown and Clare each have a distinct character that reflects the community they sit within. Our retirement living units are also located at Port Pirie, Jamestown and Clare.



Helping Hand location maps

Metropolitan Adelaide

-  Residential care homes
-  Retirement village/units
-  Home Care services office
-  Corporate office



Country South Australia

-  Residential care homes
-  Retirement village/units
-  Home Care office



2020 – 2025 Strategic vision

OUR VISION

The most trusted and exceptional partner in aged care and wellbeing services.

Strategic Plan 2020 – 2025

HOW WE WILL REALISE OUR VISION

Deliver outstanding care and service

Provide excellent clinical care and develop leading service models across our residential care homes, building scale and new capabilities.

Develop and expand our homecare enterprise into new services and locations; maintain our strong commitment to regional communities.

Strengthen our clinical governance, safety, risk management and overall transparency to exceed the quality expectations of our stakeholders.

Grow a sustainable business

Embed high standards of corporate, financial, care and environmental governance throughout the organisation.

Redevelop the North Adelaide precinct to create a world leading ageing and wellbeing community that integrates new models of housing, care and service.

Develop strategic and tactical partnerships and collaborations that enable us to grow and achieve high impact service outcomes.

Develop our team

Establish a 'one team' culture that fosters teamwork, collaboration, agility, wellbeing and client responsiveness.

Create a learning organisation that allows our entire team to grow personally and professionally; and to step into new opportunities with confidence.

Attract and retain the best talent, embrace diversity and grow capability at all levels, to support those in our care.

DRIVEN BY THESE VALUES

Excellence **Respect** **Compassion** **Community**

FOUNDED ON OUR MISSION

We create communities and experiences to enable older people to live their best lives.



Helping Hand
new aged care

Position description

Position Title:
Board Director

Salary/Classification Level:
Remunerated - TBA

About Helping Hand Aged Care

Originating in 1953, Helping Hand is a not-for-profit organisation offering help at home, retirement living and residential care to over 7,000 older South Australians in Adelaide and regional South Australia.

We value independence, choice, freedom and quality of care. We enable our clients, carers and their families to live their lives to the full. We make people feel at home; in our residential homes, in their own home and in their workplace. With the recent Royal Commission and the federal government response, the aged care sector is embarking on significant transformation and Helping Hand aims to be at the forefront of delivering people-focused, relationship-centric and high-quality care.

Rationale

With three Board Directors retiring in 2021, Helping Hand requires new Board Directors to support the organisation to achieve its transformational vision and growth plans. The new Directors will also sit on the Finance & Property Committee.

The Board is a skill-based board and operates in accordance with AICD governance principles. A Constitutional review is underway to further contemporise the governance model. The Board and organisation has a focus on ensuring diversity and inclusion at all levels.

About the Board

The Helping Hand Board can have between 8-11 members including the Chair, Deputy Chair and CEO. There are three committees of the Board: Client Care (clinical governance) Committee, Property and Finance Committee and the Governance Committee. Directors are generally expected to serve on a Committee.

The Constitution prescribes that the Board must have at least one Board Director who is a member or member in association of the Uniting Church. All Directors must share the objectives and ethos of the Uniting Church. Board Directors are appointed by the SA Synod upon the recommendation of the Board of Directors.

Committees meet quarterly and the Board meets six times per annum, generally in the afternoons. Further meeting or phone conference calls may be called from time to time to discuss and resolve specific time sensitive or compliance-related issues.

Directors are appointed for a three-year term and can serve a maximum of three terms.

Details of the current board can be found on the [Helping Hand website](#).



Role of a Board Director

The Board Charter and Board Code of Conduct sets out Board protocols and expectations of Directors (including time commitment). These are attached with the candidate briefing pack.

Skills and experience

Essential

- Knowledge of Director's responsibilities.
- High integrity and ethics.
- Collaborative yet curious and courageous with willingness to have robust and respectful conversations.
- High degree of commercial judgement and instinct.
- Advanced emotional intelligence and self-awareness.
- Meaningful engagement – as an active contributor to the Board and a genuine interest in aged care and older people.
- Strategic expertise and ability to ask constructive questions.
- A strong affiliation with a not-for-profit culture and a values-led organisation.
- Appropriate tertiary education and qualifications.

Desirable

- Formal governance training (AICD qualifications preferred).
- Previous board experience.
- CEO/Executive experience.
- Understanding of social services sector eg: aged care, health care.
- Experience in sectors undergoing transformation and regulatory reform.

Specific skills

(Directors will be recruited to ensure the following skills are brought on to the Board through at least two individuals)

- Major property and infrastructure development (particularly housing and community precincts).
- Finance and accounting skills – particularly around strategic commercial finance.
- Technology, cyber security, data analytics.
- Mergers and acquisitions.
- Legal.



Helping Hand Aged Care Board Charter

1. Introduction

Helping Hand Aged Care is a not-for-profit incorporated organisation offering help at home, retirement living and residential care to over 7,000 older South Australians in Adelaide and regional South Australia.

We value independence, choice, freedom and quality of care. We enable our clients, carers and their families to live their lives to the full. We make people feel at home; in our residential homes, in their own home and in their workplace.

Helping Hand was established by the Uniting Church in Australia in 1953 and is governed by the Board of Directors.

- The purpose of the Board Charter is to adhere to the Constitution and promote high standards of corporate governance.
- Provide a structure for Board Directors to fulfil their legal and moral duties, functions and responsibilities.
- Set out the roles and responsibilities of the Board and Executive Team.
- Enable the Board to provide strategic guidance, leadership and effective management oversight.

The Constitution shall over-ride the Charter where there is any inconsistency between the two documents.

2. The Board's role and responsibilities

The Board acts in the best interests of Helping Hand and is accountable for the governance and performance of the organisation. In carrying out its responsibilities, the Board serves the interests of Helping Hand honestly, fairly, diligently and in accordance with applicable laws while having due regard for the interests of the clients, employees, regulators, the community and other stakeholders.

The Board is responsible for determining and fostering a culture within the organisation that is appropriate for Helping Hand, having regard to factors such as:

- Governance structures.
- The sector in which it operates and the interests of key stakeholders.
- Its size and market position.
- Overseeing control and accountability systems.
- Appointing and monitoring the performance of the CEO and, where appropriate, the removal of the CEO.
- Providing strategic advice to the CEO.
- Approving and monitoring the progress of major capital expenditure projects, capital management, acquisitions and divestitures, as well as financial and other reporting.
- Approving annual budgets and key performance indicators, reviewing the organisation's performance against them, and monitoring the implementation of necessary corrective actions.
- Ensuring high standards of clinical governance and oversight.
- Reviewing and interrogating systems of risk management, internal control and legal compliance to satisfy itself that appropriate compliance frameworks and controls are in place.
- Appointing Board committees and approving the composition and terms of reference.
- Exercising due diligence to ensure that Helping Hand complies with its work, health and safety obligations.

3. The Board and Executive

Responsibility for day-to-day management and administration of Helping Hand is delegated by the Board to the CEO and Executives.

The CEO manages Helping Hand in accordance with the strategy, plans and policies approved by the Board.

The Board will satisfy itself that procedures are in place to assess the performance of the CEO.

4. Chair of the Board

The Chair is of fundamental importance to Helping Hand and is responsible for the leadership of the Board.

The Chair is appointed by the Board of Directors and holds office at the discretion of the Board until removed from office by the Board or until the Chair resigns or is no longer a Board Director.

To cater for absences of the Chair, a Deputy Chair shall be appointed. The appointment of the Deputy Chair is the same as that of the Chair, as outlined above.

The Chair must share the ideals and ethos of the Uniting Church in Australia.

The responsibilities of the Chair include:

- Providing leadership to the Board and the CEO.
- Promoting effective debate and the efficient organisation and conduct of the Board's functions.
- Facilitating and directing Board discussions to enable core issues facing Helping Hand to be addressed.
- Facilitating the effective contribution and ongoing development of all Directors.
- Monitoring and assessing Board performance.
- Promoting constructive and respectful relations between Board Directors and between the Board and Executive.
- Facilitating proper information flow to the Board.
- Facilitating the effective functioning of the Board, including managing the conduct, frequency and length of Board meetings.
- Communicating the views of the Board, in conjunction with Executive, to the organisation's stakeholders.
- Proactively managing conflicts of interest.
- Setting the agenda for matters to be considered by the Board.
- Seeking to ensure the information provided to the Board is relevant, accurate, timely and sufficient to keep the Board appropriately informed of any developments that may have a material impact.
- Overseeing and facilitating Board, committee, Board Director and CEO evaluation reviews and succession planning.
- Liaising and interfacing with the CEO as the primary contact between the Board and Executive.

The Deputy Chair has the following responsibilities:

- To perform the role and functions of the Chair in the absence of the Chair for any reason, as outlined above.
- To be available to facilitate the following matters as required:
 - Chair succession planning.
 - Approvals and actions required to be performed by the Chair where the Chair may be compromised.

5. Directors of the Board

Directors are expected to:

- Comply with their legal duties as Directors as outlined by the Incorporated Associations (SA) Act 1985 and the Corporations Act 2001.
- Attend and actively participate in Board meetings and meetings of committees on which they serve.
- Review meeting materials before Board meetings and committee meetings.
- Ask questions of, request information from, and raise issues of concern.
- Where possible through the Chair, ask questions and raise issues of concern before a meeting so the CEO and Executive are prepared to address them.
- Exercise independent judgment when making decisions.
- Publicly support the letter and spirit of Board decisions.
- Keep confidential Board information, discussions, deliberations and decisions which are not publicly known.

6. Board Committees

The Board has committees to facilitate good governance, assist the Board in carrying out its responsibilities, and to consider certain issues and functions in detail.

The committees' terms of reference set out the matters relevant to the composition, responsibilities and administration of the committees, and are approved by the Board.

Each committee will periodically review its terms of reference and will report and make recommendations to the Board. All changes to committee terms of reference are made by the Board.

Directors may attend any Board Committee meeting as a guest.

7. Chief Executive Officer

The CEO is a Board Director and is responsible to the Board for the day-to-day management and administration of Helping Hand and is required to manage the organisation in accordance with the strategies, delegations policy, and other policies and procedures endorsed by the Board.

In addition, the CEO's duties and responsibilities are set out in the CEO's contract of employment and are also determined by the common law.

8. Executive

The Executive Team are responsible for ensuring the Board is apprised of all relevant information in a timely way to enable the Board to discharge its duties.

In consultation with the Chair and CEO, Directors have the right to have access to, and discuss relevant matters with, Executive. Conversely, the Executive has the right to bring to the Board's attention matters that might adversely affect Helping Hand's reputation or performance.

9. Board size, composition and terms

The constitution states that Board composition is as follows:

- A minimum of eight Directors and a maximum of 11 Directors, including the Chair, Chief Executive Officer and Chaplain.
- No fewer than two Directors are confirmed members or members-in-association of the Uniting Church in Australia.



With consideration of the above, the Board should comprise:

- Directors with an appropriate range of skills, experience and expertise and from a range of sectors and industries.
- Directors who can understand and competently deal with current and emerging business issues.
- Directors who can effectively review and challenge the performance of management and exercise independent judgment.

Directors are appointed for an initial three-year term. A Director may be re-appointed for a maximum of two further terms, each term comprising of three-years. The exception is the Chief Executive Officer who is appointed under an employment contract and the Chaplain who serves on the Board for the duration of their tenure as the Chaplain for Helping Hand. All appointments are endorsed by the Synod of South Australia via the Uniting Care Commission

10. Proceedings

The Board meets at least six times per year. A quorum of the Board is half plus one. Additional meetings can be called..

Directors are to be provided with all necessary information to participate fully in an informed discussion of all agenda items.

11. Conflicts of interest

Directors are expected to be sensitive to conflicts of interest or duty that may arise and mindful of their fiduciary obligations.

Directors must:

- Disclose to the Board any actual or potential conflict of interest or duty that might reasonably be thought to exist as soon as the situation arises.
- Register conflicts on the conflicts of interest register and abide by the organisation's Conflicts of Interest Policy
- Take necessary and reasonable action to resolve or avoid actual or potential conflict of interest or duty.
- In particular, a Director having a conflict must not:
 - Be counted in a quorum.
 - Vote on that matter.
 - Be present while that matter is being considered by the meeting.

12. Time commitment

In addition to Board meetings , Board Directors are also expected to attend strategy and planning workshops as required. Board Directors who serve on committees will have additional time commitments, generally a quarterly committee meeting. .

13. Skills matrix

The Board shall maintain and keep current a Board Skills Matrix that outlines Directors' areas of skill and expertise. This allows the identification of any gaps when considering Helping Hand's strategic direction and Board succession planning.

14. Board evaluation

The performance of the Board, the Directors and Executives will be reviewed periodically by the Board using appropriate internal and/or external resources.

15. Access to information and independent advice

Directors can have access to any information they consider necessary to fulfil their responsibilities and to exercise independent judgment when making decisions.

Directors have access to:

- Executive to seek explanations and information.
- Auditors to seek explanations and information from them without Executive being present.

Directors may seek any independent professional advice they consider necessary to fulfil their responsibilities and to exercise independent judgment when making decisions.

If the Chair consents or if authorised by a majority of the Board, Helping Hand will pay a Director's costs of seeking independent professional advice.

16. Reporting

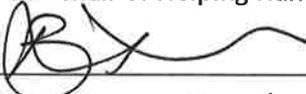
Proceedings of all Board meetings shall be circulated as draft to all Directors within two weeks of the Board meeting.

Minutes shall be formally approved by the Board at the following meeting (or earlier by circular resolution if required), minuted and signed by the Chair.

17. Review

The Board Charter will be reviewed on an annual basis by the Board of Directors.

Signed by the Chair of Helping Hand Board on behalf of the Board

Sign:  Date: 23/02/2021

Name: Brenda Wilson Position: Chair Board



Helping Hand Aged Care – Board Policy Code of Conduct

1. Scope

The Board of Helping Hand Aged Care Inc. (HHAC) is committed to the adoption of ethical conduct in all areas of its responsibilities and authority.

2. Responsibility and authorities

Board Members will:

- 1.1 Act honestly and in good faith at all times in the interest of HHAC and its clients.
- 1.2 Carry out their duties in a lawful manner and ensure that HHAC carries out its business in accordance with the law and in the terms of the organisation's constitution.
- 1.3 Avoid conflicts of interest in as far as this is possible. Where such conflict arises, the member/s concerned must act within the terms of the organisation's Conflict of Interests Policy.
- 1.4 Be diligent, attend Board meetings and devote sufficient time to preparation for Board meetings to allow for full and appropriate participation in the Board decision making process.
- 1.5 Observe the confidentiality of non-public information acquired by them in their role as Board members and not disclose that information to any other parties in accordance with the organisation's policy on confidentiality, privacy and dignity.
- 1.6 Act in accordance with their statutory and fiduciary duties with regard to their legal and ethical duties.
- 1.7 Be supportive of Board decisions once they are endorsed.
- 1.8 Not endanger the public image or credibility of the organisation, particularly in ways that could hinder the achievement of its strategic objectives.
- 1.9 Not engage in any public role or activity that is inconsistent with the achievement of the organisation's values and objectives.
- 1.10 Not do anything that brings the organisation into disrepute.
- 1.11 Attend mandatory training and ensure personal professional development as a Director.

The Board will:

- 1.12 Meet regularly to monitor the performance of management and the organisation as a whole.
- 1.13 Ensure that appropriate monitoring and reporting systems are in place and that these are maintained and used to provide accurate and timely information to the Board.
- 1.14 Ensure that there is an appropriate separation of duties and responsibilities between itself and the Chief Executive.
- 1.15 Ensure that the independent views of the members are given due consideration.
- 1.16 Ensure that members establish an accurate and balanced view of the performance of HHAC.
- 1.17 Regularly review its own performance as the basis for its own development and quality assurance
- 1.18 Carry out meetings in such a manner as to ensure fair and full participation of all members
- 1.19 Endeavor to ensure that the organisation achieves its strategic objectives.
- 1.20 Ensure that appropriate policies and procedures are in place to protect the political and financial nature of HHAC's relationship with major funding bodies. However, this should not compromise the organisation's independence and autonomy as a non-government organisation.
- 1.21 Ensure that the organisation has developed effective systems for consulting with key stakeholders so that their views and opinions can be accurately reflected in organisational operation, service planning and development.

HELPING HAND AGED CARE INC. CONSTITUTION

ASSOCIATIONS INCORPORATION ACT 1985

RULES AND REGULATIONS

OF

HELPING HAND AGED CARE INCORPORATED

- NAME** 1. The name of the Association shall be "HELPING HAND AGED CARE INCORPORATED".
- DEFINITION** 2. "Appointing authority" means the South Australian Synod of the Church in Australia and its Standing Committee. "Church" means the Uniting Church in Australia. "Chairperson" means a person appointed as Chairperson in accordance with the rules and regulations but non-executive and consequently not a member of staff of the Association.
- OBJECTS** 3. The Association is a welfare institution established by the Church for Public Benevolent Purposes to carry out in South Australia in accordance with priorities based on need the following objects:
- (1) To establish or provide accommodation, board care and supervision for ageing and disabled people.
 - (2) To provide therapy care, counselling, palliative and other services for ageing and disabled people.
 - (3) To carry out such income producing and promotional activities as shall provide financial and other assistance for the fulfilment of the objects of the Association.
 - (4) To undertake appropriate research and education activities for the purpose of improving services to ageing and disabled people.
 - (5) To act as the trustee of any asset of the Association or to merge with any other Association established and conducted for purposes similar to any of the objects of this Association under the supervision of the Church.
- The Association shall not be maintained for the purpose of trading or securing pecuniary profit to the members of the Board of Directors or the Appointing Authority.
- SITUATION** 4. The Association is situated at 34 Molesworth Street North Adelaide in the State of South Australia.
- PROPERTY** 5. The income and property of the Association shall be applied towards the objects of the Association and no portion thereof shall be paid or disposed of by dividend or bonus or otherwise by way of profit to the members of the Association provided that nothing herein contained shall prevent the

payment in good faith of remuneration to any officer or employee of the Association or to any member thereof for services rendered to the Association.

6. The Association may

- (a) Acquire real and personal property of every description and interest in such property by purchase gift or otherwise and where any such property or interest therein is acquired subject to the same being held by the Association on certain trusts the same shall be accepted and held by the Association subject to those trusts.

Subject only to the conditions of any trusts upon which it holds any of its property the Board of the Association shall manage and deal therewith and may mortgage pledge or dispose of the same by way of sale or gift upon such terms and conditions as the Board may from time-to-time determine.

- (b) Build upon pull down rebuild add to alter repair improve sell or dispose of or otherwise deal with any land buildings or premises for the purposes of the Association.
- (c) Raise or borrow money or obtain financial accommodation for the objects of the Association and secure repayment of such moneys or financial accommodation or the performance of any debt liability obligation guarantee indemnity or other engagement entered into the Board of Directors by ways of mortgage or charge or other form of security over any or all of the Association's property on such terms as the Board of Directors thinks fit.
- (d) Without in any way limiting the generality of rule 6(c):
 - (i) Draw make accept endorse discount execute and issue promissory notes bills of exchange bills of lading and other negotiable or transferable instruments.
 - (ii) Grant a guarantee or indemnity or guarantee and indemnity with or without security solely or jointly with any other person for the payment of money or the performance of any obligation by any person and to secure that guarantee and indemnity or guarantee and indemnity over the Association's property by mortgage or charge or other form of security on such terms as the Board of Directors thinks fit.
 - (iii) Conduct overdraft accounts.
 - (iv) Enter into facilities for the provision of letters of credit and guarantees.
 - (v) Enter into finance leases or sale and leaseback arrangements.

7. The funds of the Association not immediately required, may be invested or dealt with in any manner as may be permitted by law for the investment of such funds and in conjunction with the Objectives of the Investment Management Strategy of the Association.

8. Accounts shall be kept of all monies received and expended by the Association. A statement of account of such monies for each year ending 30th June and a balance sheet at that date setting out the assets and liabilities of the Association shall be prepared annually. Such statements and balance sheets shall be audited by one or more qualified auditor or auditors and shall be submitted annually to the Board of Directors. The books of account of the Association shall be open to the inspection of members of the Board of Directors at all reasonable times.

OFFICERS

9. The Officers of the Association shall be as follows:

- (a) The **Chairperson** who shall be a person (other than a member of the staff of the Association) who shares the ideals and objects of the South Australian Synod of the Uniting Church in Australia. The chairperson shall be appointed by the Appointing Authority upon the recommendation of the Board of Directors, which recommendation the Appointing Authority shall not reject without good cause. The Board of Directors shall appoint a Deputy-Chairperson (other than a member of the Staff of the association) who shall carry out the function of the Chairperson in the temporary absence of that officer.
- (b) The **Chief Executive Officer** shall be a person who is a member in good standing of a denomination with the Christian Church, and appointed by the Board of Management to whom he/she shall be directly responsible.
- (c) The **Chaplain** shall be the Minister appointed to the position by the Church.
- (d) **Public Officer** (who shall usually be the Chief Executive Officer).
- (e) The **Chairperson, Chief Executive Officer and Chaplain** shall be members of the Board of Directors.

The **Public Officer** need not be a member of the Board of Directors and shall be appointed from time-to-time by the Board and any person may hold more than one office. The **Public Officer** shall be the Public Officer of the Association for the purposes of the provision of the said Associations Incorporation Act or any amendment or re-enactment thereof.

MANAGEMENT AND CONTROL

10. The Management and Control of the Association and its funds shall be vested in a Board of Directors consisting of not more than 11 and not less than 8 members in all which members shall include the Chairperson, the Chief Executive Officer and the Chaplain.

The other members shall be appointed by the Appointing Authority upon the recommendation of the Board of Directors which recommendation the Appointing Authority shall not reject without good cause.

No less than two (2) Board members will be confirmed members or members-in-association of the Uniting Church in Australia.

Any extraordinary vacancies to the Board of Directors may be filled by the Board and any persons so appointed shall hold office until the next meeting of the Synod Standing Committee.

All members shall be appointed for a term of three years. Retiring members shall be eligible for re-appointment for a further two terms.

The Board of Directors shall be empowered to invite up to four persons with particular expertise to be consultant to the Board of Directors from time-to-time.

To the extent permitted by law, all actions undertaken at a Board meeting or by a person acting as a Board member will, even if it is subsequently found:

- (a) that there has been an error made in the appointment of any Board member; or
- (b) that a Board member had become a Disqualified Individual at that time,

be as valid as if every person was duly appointed and holding office.

MEETING OF BOARD OF DIRECTORS

11. The Board of Directors shall meet for the transaction of business of the Association at such time and place as the Board shall from time-to-time determine and the Board may regulate the conduct of its meeting as it may decide provided that half the number of current Board members plus one shall constitute a quorum.

In the absence of the Chairperson or Deputy Chairperson or at his/her request the members shall elect one of their members to be Chairperson of that meeting. The Chairperson shall have a casting as well as a deliberative vote.

12. It shall not be necessary to give to the members of the Board of Directors written notice of ordinary meetings of the Board of Directors, but in the case of an extraordinary meeting of the Board of Directors at least twenty-four hours notice specifying the place day and hour of such meeting and the general nature of the business shall be given to each member of the Board of Directors. Such notice may be given to or served upon a member either personally or by telephone or by email or by sending it through the post in a prepaid letter addressed to such member at his/her last known place of business or abode within the State of South Australia but the non-receipt of such notice by any member shall not invalidate the proceedings at any meeting.

EXECUTIVE AND SUB-COMMITTEES

13. Board of Directors may from time-to-time appoint an Executive Committee or any Sub-committees and may at any time dissolve the same. The Chief Executive Officer shall be an ex-officio member of such Executive Committee and of each Sub-committee. Board of Directors may from time-to-time delegate to the Executive Committee or a Sub-committee such power or powers as it may think fit and may at any time revoke such delegation.

THE SEAL

- 14. There shall be at least four Sealholders of the Association who shall be the Chief Executive Officer and three other senior staff members duly appointed by the Board. Such appointees shall hold office as sealholders during the pleasure of the Board.
- 15. The Seal of Association shall be used only with the authority of the Board of Directors and shall be affixed in the presence of any two sealholders of the Association, who shall counter-sign the deed instrument or other document to which the seal is affixed. The following term of attestation shall be used:

“The Common Seal of Helping Hand Aged Care Incorporated was hereunto affixed by the authority of the Board of Directors in the presence of”.

The register of the use of the Seal shall be maintained showing the date, the purpose for which the seal is used together with the initials of the sealholder using the seal. Such register shall be produced for inspection at each meeting of the Board.

ALTERATION OF RULES

- 16. The Board of Directors may from time-to-time at any meeting of which not less than fourteen days notice has been given identifying a proposed alteration to the rules add to annul repeal or vary any of these Rules of the Association from the time being in force **provided** that no additional annulment repeal or variation shall be of force or effect unless approved by the appointing authority of the Synod.

WINDING UP

- 17. If upon winding up or dissolution of the Association there remains after satisfaction of all debts and liabilities any property whatsoever such property shall be distributed to another body or bodies having similar objects to the Association and approved under the provisions of Section 78(1)(a) of the Income Tax Assessment Act 1936 as amended.

ENDORSEMENT

- 18. These rules were adopted by the South Australian Synod of the Uniting Church in Australia on the 12th day of August 2016.

SIGNED:



CHAIR OF THE BOARD OF DIRECTORS

DATE:

Ethos of The Uniting Church in Australia

in Associated Aged Care Organisations and Hospitals



This resource utilises the document *Uniting Church Schools and Residential Colleges in Queensland – Ethos Statement*. The Uniting Church in Australia Synod of South Australia thanks the Queensland Synod for granting permission for its use.

Foreword

Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ.

1 Corinthians 12:12

The Uniting Church in Australia is part of this very Body of Christ, mentioned above in St Paul's letter, at work in the world today. The actions of Jesus demonstrate the core values and ethos which are woven into the fabric of Christian churches throughout the world today. The Uniting Church, in particular, emulates the work of Jesus through the ministry action of all its members, including aged care organisations and hospitals.

Together, we form part of a larger family and although our lives might be lived in relative autonomy, nevertheless, we are connected through the work of being Christ's ambassadors in the world today. It is the characteristic of unity in the body of Christ which compels others to pay attention to the message of grace and hope.

The gospel is the message of the gift of grace. The core to the Christian faith is that no person can earn God's love rather, it comes to us as a gift. God gave the world Jesus Christ to reconcile the world with Godself. In response we, the Church, seek to alert the world to that fact by demonstrating as well as by announcing.

The Church exists to serve the world for which Christ died. The Church sees the work of each associated entity as potentially participating in the ministry of Christ in the world. Our call is to be a fellowship of reconciliation and that ethos is something associated aged care organisations and hospitals can live into as a guiding foundation in serving the community with a message of faith, hope and love.

The intention of this paper, *Ethos of the Uniting Church in Associated Aged Care Organisations and Hospitals* is to provide a context within which Uniting Church aged care and hospital communities can articulate and develop their identities as Christian health providers grounded in the tradition of The Uniting Church in Australia.

The Uniting Church in SA hopes that this document will become an important resource for aged care and hospital boards as well as other leadership teams in guiding their institutions into a prosperous and fruitful future.

We hope it will assist with development of policies and programs which reflect the ethos of the Uniting Church and its commitment to bear witness to the transformational love of Christ.

Uniting Church families and congregations have a deep connection with our health and aged care providers, and value our partnership together. The Church gives thanks for the ways our partnerships have enriched our shared communities.

Mr Bronte Wilson

Moderator

The Uniting Church in Australia

Synod of South Australia

20 November 2019

Introduction

Health and aged care has been a key expression of Reformation theology in the last century. The churches which joined together to form The Uniting Church in Australia brought with them relationships with health and aged care providers founded by their members.

These aged care organisations and the hospital were established to ensure the mission of the Church is delivered, such that the elderly and those needing health care have the opportunity to receive care and flourish which is God's intention. Aged care organisations and hospitals associated with the Uniting Church are safe communities, places of faith and witness where spiritual resilience is built, and communities which serve the broader community in this state and this world.

The theological and faith foundational document of The Uniting Church in Australia, *The Basis of Union*, articulates the value that the Uniting Church places on care for people: "The Uniting Church sees in pastoral care exercised personally on behalf of the Church an expression of the fact that God always deals personally with people, would have God's loving care known among people, and would have individual members take upon themselves the form of a servant." (*The Basis of Union, Paragraph 16*)

These foundational truths point to life-long care for people as a part of the Christian journey – living out the ways of Jesus in order to bring about a just and compassionate society for all people and all creation.

About The Uniting Church in Australia

The Uniting Church in Australia was born in 1977 when the Congregational, Methodist and Presbyterian denominations responded to God's call to unite and came together to form a new Australian church.

As a new church created in a uniquely Australian social and historical context, forged in the spirit of reconciliation and renewal, The Uniting Church is committed to reflecting the radical inclusiveness demonstrated by Jesus Christ.

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The Basis of Union, The Uniting Church in Australia's foundational document, commits its members to preach the crucified and risen Christ, to bear witness to the unity of faith and life in Christ, and to engage in prophetic ministry which honours God's will for justice and peace. The Uniting Church is a movement of people who act with God alongside the oppressed, the hurt and the poor; and live a creative, adventurous life of faith, characterised by openness, hope and joy.

The Uniting Church in Australia remains committed to a covenanting relationship with the Uniting Aboriginal and Islander Christian Congress (UAICC) which fosters just, inclusive and equal relationships, recognising the valued place of First Peoples in Australia.

The Uniting Church is committed to embracing diversity, respecting differences and promoting inclusivity. It is a multi-cultural church which includes people of varied cultural backgrounds.

Governance

The Uniting Church is governed by a series of inter-related councils which each carry different responsibilities and oversight: local churches, regional Presbyteries, Synods, and the National Assembly.

The Uniting Church is committed to a conciliar process, and seeks to determine direction using a consensus model of decision making.

The Uniting Church is also committed to being open to reform and renewal. It seeks to take a proactive approach to complying with external requirements, endeavouring to go beyond compliance to ensuring that efforts are directed towards implementing best practice. In aged care and hospitals the Church expects this ethos of compliance to be reflected in the approach to the care of vulnerable people. Where there are shortcomings, we commit to acknowledging these, seeking resolution and working together towards improving our processes.

In the community

Nationally, The Uniting Church in Australia is one of the largest non-government providers of community services, including health and aged care, in Australia. In South Australia, the Uniting Church partners with associated entities in order to create stronger communities.

UnitingCare South Australia is the team established by the Synod of SA to be the connection between the Church and its aged care organisations and hospitals. The team seeks to encourage and support Uniting Church affiliated organisations to further the mission of Christ in their context.

UnitingCare SA also links together the organisations into the UnitingCare network. These organisations provide support and services in:

- **Aged Care** – Clayton Church Homes, Eldercare, Helping Hand Aged Care, Resthaven, Uniting Communities, UnitingCare Wesley Bowden and UnitingSA
- **Health** – St Andrew's Hospital
- **Community Services** – UCare Gawler, Uniting Communities, Uniting Country SA, Uniting in Care Salisbury, UnitingCare Copper Triangle, UnitingCare Glenelg, UnitingCare Kapunda, UnitingCare Mt Gambier, UnitingCare Wesley Bowden and UnitingSA
- **Education** – Annesley Junior School, Lincoln College, Pedare Christian College, Pilgrim School, Prince Alfred College, Scotch College, Seymour College and Westminster School

In addition to this state level work, the Uniting Church works in other key areas via these agencies of the National Assembly:

- **UnitingCare Australia** works to advocate for policies and programs that will improve people's quality of life. UnitingCare Australia is committed to speaking with and on behalf of those who are the most vulnerable and disadvantaged, for the common good.
- **Frontier Services** provides children's and family services in remote areas of Australia
- **UnitingWorld** has partnerships with churches in the Pacific, Asia and Africa and works to link projects and people to congregations, organisations and schools in Australia.
- **Uniting Aboriginal and Islander Christian Congress (UAICC)** is made up of Aboriginal and Islander Christians from all over Australia who have come together to form a National Congress in a covenanting relationship with The Uniting Church in Australia.

The Uniting Church's mission — health and aged care

The Uniting Church believes that health and wellbeing are integral to human flourishing at every stage of life. This belief rests in the biblical view that wholeness is a blessing that God intends for all people.

It is the responsibility of the Church to care for vulnerable people as our own neighbours. Jesus told the chief priests, scribes and elders at the temple in Jerusalem: "[The first commandment is] 'You shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength.' The second is this, 'You shall love your neighbour as yourself.' There is no other commandment greater than these." *Mark 12:30-31 (NRSV)*

We are called to consider this command to love as an obligation to meet the basic needs of our neighbours, enabling all to live abundantly in relationship with God and the community.

The apostle Paul wrote, "Do you not know that your body is a temple of the Holy Spirit within you, which you have from God, and that you are not your own?" *1 Corinthians 6:19-20 (NRSV)* God's healing comes through the Holy Spirit via the natural processes of the body and the work of human healers.

Health and the ability to live well as part of one's community, with dignity and independence, and in a place of one's choosing forms the core of human wholeness.

Because the Church carries on the ministries of healing and inclusion started by Christ, we pay respectful and equitable attention to the physical, mental, and spiritual needs of those we serve. The Church's mission endeavours to reduce the circumstances and the associated suffering which accompanies isolation and illness through the work of its associated organisations as well as advocating for societal change.

*You shall love
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God with all your
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all your soul,
and with all your
mind, and with all
your strength...
You shall love
your neighbour
as yourself.'*

At its creation, the Uniting Church made a **Statement to the Nation** about its intentions as a new organisation:

We pledge ourselves to seek the correction of injustices wherever they occur. We will work for the eradication of poverty and racism within our society and beyond. We affirm the rights of all people to equal educational opportunities, adequate health care, freedom of speech, employment or dignity in unemployment if work is not available. We will oppose all forms of discrimination which infringe basic rights and freedoms.

We will challenge values which emphasise acquisitiveness and greed in disregard of the needs of others and which encourage a higher standard of living for the privileged in the face of the daily widening gap between the rich and poor.

Dignity in Humanity: A Uniting Church Statement on Human Rights

The Uniting Church in Australia Assembly adopted this statement about human dignity on 20 June 2001. It provides a strong summary of the theological principles underpinning the Church's mission in the world. (The full text can be found at <https://www.unitingjustice.org.au/human-rights/uca-statements/item/484>)

A theology of personhood

The Uniting Church in Australia believes that human beings are created in the image of God who is three persons in open, joyful interaction. The image of God that is reflected in human life, the form of life that corresponds to God, is the human community – all people – finding its life and sustenance in relationship.

The Uniting Church believes that every person is precious and entitled to live with dignity because they are God's children, and that each person's life and rights need to be protected or the human community (and its reflection of God) and all people are diminished.

In Jesus Christ we discern that which is truly human. As we feed the hungry, welcome the stranger and care for the thirsty, the sick and the imprisoned, there is the mysterious possibility that we will discover the life of Christ among us (*Matthew 25:31-46*), and share the love of God.

The Uniting Church believes that every person is precious and entitled to live with dignity because they are God's children.

A recognition of the conditions necessary for human rights to exist

No rights are possible without all that is necessary for a decent life, including the rights to work with just pay and conditions, adequate food and health care, adequate, appropriate and accessible housing and a safe environment, education for the full development of the human potential and the right of people to participate fully in decision-making about their common future. Civil and political rights cannot be separated from economic, social and cultural rights.

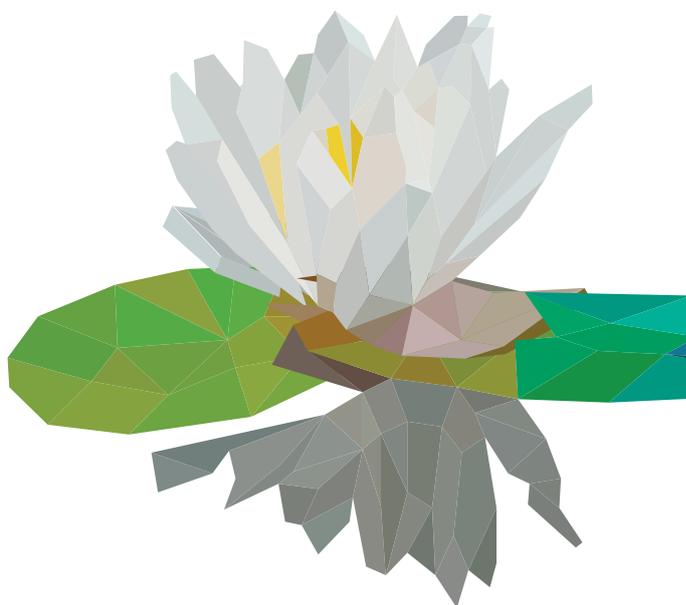
A commitment to defending human rights

We support the commitment of the Eighth Assembly of World Council Churches to promote and defend human rights in a way which takes into account the equal rights of young and old, of women and men, and of all persons irrespective of their origin or condition.

A recognition of our responsibilities

We encourage all members, groups, congregations and agencies of the Uniting Church to model respect for human rights in their daily lives and to advocate for policies consistent with human rights standards and against violations of human rights in all forms, both within Australia and internationally.

We encourage the various boards and councils of the Uniting Church and its associated organisations to model respect for human rights in their work and mission, including working towards an end to manifestations of greed, corruption, violence, persecution and exclusion.



Aged care organisations and hospitals as safe communities

A safe place

The Uniting Church expects that all associated entities, including aged care organisations and hospitals, will go beyond compliance with legislation to make their institutions safe places for all who work, live and are served in them. The National Assembly adopted a Safe Place Statement in 1993 that has been adopted by the Uniting Church in SA which further examines the idea of safe places:

The Uniting Church affirms that all people are made in the image of God. The Uniting Church commits itself to the care, protection and safety of all people with whom it comes in contact. As a community of faith, we are committed to providing a safe environment for both children and adults to encounter God, to develop relationships as part of a community and to grow in faith.

The Uniting Church in Australia believes that all people are made in the image of God and as such we should accept every individual regardless of race, age, creed or gender.

As a Christian community, we believe that God reaches out to us in love and acceptance and that our relationships with each other should express love and respect and not be abused.

As a community of faith, we are committed to providing a place in society where human beings can explore what it means to be made in the image of God.

As an expression of this commitment, the Uniting Church in Australia recognises its responsibility to provide worshipping and pastoral communities that are free from abuse and that provide safe environments for all people to explore and express their faith in the Gospel.

Synod of South Australia Safe Church Policy

Innovation, research and technology

Innovation in aged care organisations and hospitals is vital to the continuing mission of caring for vulnerable people and is demanded by the rapid pace of medical improvement.

The Uniting Church places a strong emphasis on being informed by respected scholarship:

In particular the Uniting Church enters into the inheritance of literary, historical and scientific enquiry which has characterised recent centuries, and gives thanks for the knowledge of God's ways with humanity which are open to an informed faith. The Uniting Church lives within a world-wide fellowship of Churches in which it will learn to sharpen its understanding of the will and purpose of God by contact with contemporary thought. Within that fellowship the Uniting Church also stands in relation to contemporary societies in ways which will help it to understand its own nature and mission. (The Basis of Union, Paragraph 11)

This interaction with scientific enquiry and contemporary thought is what empowers organisations associated with the Uniting Church to commission, engage with and implement outcomes of research, analysis and technological improvements to the benefit of residents/patients, families, staff and the community at large.



Leadership

The Uniting Church asks leadership in associated aged care organisations and hospitals to be guided by theologically informed decision making which reflects the Uniting Church's confession of Jesus Christ as "Head over all things, the beginning of a new creation, of a new humanity" and our example of servant leadership.

Policies including governance and discipline are asked to be grounded in an understanding of and commitment to the core values and beliefs of The Uniting Church in Australia.

Leadership teams are intended to continually strive to develop a culture that is underpinned by a value system based on love, social justice and compassion. Leaders are asked to ensure that policies and processes within the organisation reflect the values of the Uniting Church and are consistent with any public positions taken by the Church.

It is hoped that leaders and staff will seek to model servant leadership. As stewards of their organisation's human, financial and physical resources, they will best achieve excellence through giving priority to the needs of those whom they serve.

Staff

The Uniting Church expects professionals in aged care or hospital settings to be trained appropriately as well as continually informed by current research, in which every effort is made to meet the needs of all vulnerable people. As such, aged care organisations and hospitals associated with the Uniting Church are encouraged to provide adequately for the resourcing and professional development of all staff.

Aged care and hospitals — places of healing and nurturing

The Uniting Church recognises that associated aged care organisations and hospitals are communities blessed with the gift of the Spirit and shaped by the values and beliefs of the Christian churches. These communities seek to create harmonious and nurturing environments in which these principles are lived out. Through personal and organisational relationships based on compassion, forgiveness and service, these organisations provide positive and life-giving environments for leaders, staff, residents/patients and their families.

The Uniting Church hopes that these organisations would endeavour to shape personal and community attitudes, behaviours and decisions according to gospel values. As healing and nurturing communities, the Church encourages the pursuit of wholeness for all individuals and the community.

Worship/Chapel services

Regular worship and prayer is central to the identity of the Uniting Church. Through worship and prayer, aged care organisations and hospitals acknowledge that they are part of the Uniting Church and that the community draws its spiritual sustenance from God.

Worship within the Uniting Church occurs in a variety of ways, as each worshipping community develops a style suited to its own context. Uniting Church associated aged care organisations regularly provide faith experiences where:

- worship/Chapel experiences are accessible for residents
- the Scriptures are read and proclaimed
- various styles of music are used to enhance worship
- corporate and individual prayer is offered through praise, confession, thanksgiving, and prayers for others.

It is hoped that participation in worship is a core element for life in associated aged care organisations and that all residents and staff are welcomed to participate.

In associated hospitals, it is hoped that some form of Chapel is available for patients and families who may need a few quiet moments in a place set aside from the formal medical environment.

Pastoral care and nurturing of faith

Uniting Church associated aged care organisations and hospitals are asked to approach the nurturing of people's faith intentionally. Faith is a strong determining factor in building spiritual resilience which is an essential part of human flourishing.

Aged care organisations and hospitals associated with the Uniting Church are asked to base their approach to pastoral care and values education on the Biblical injunction in **Micah 6:8** to **"act justly, love mercy, and walk humbly with your God."** Pastoral care is an expression of the nature of the relationship between God and God's people. Through taking on the role of servanthood in response to the suffering of others, we make known God's loving care for every person.

Pastoral care and chaplaincy are fundamental to a Christ-centred approach to vulnerable people, and are an integral part of the Uniting Church.

Pastoral care and chaplaincy are fundamental to a Christ-centred approach to vulnerable people, and are an integral part of the Uniting Church. They each support and nurture the whole person and provide pastoral oversight within associated communities. By being aware of others in our care, we are able to monitor their wellbeing and ensure that our organisations are safe places for all.

Intentional pastoral care/chaplaincy programs provide a structured approach to supporting social and emotional support to residents/patients, families, and staff in their lives together, whether for a few hours/day or indeed many years.

Witness

The Uniting Church in Australia believes that all Christians are called to bear witness to a unity of faith and life in Christ which transcends cultural, economic, national and racial boundaries.

The Uniting Church desires that staff, residents/patients and families of associated organisations experience the mission and outreach of the Church through interactions within the community.

Organisations are themselves witnesses to a life in Christ by modelling how communities based on God's call live out justice, compassion and humility, and accord faith relevance and dignity. They acknowledge the spiritual needs of every member of their community, and foster a sense of the sacred.

Partnerships with Uniting Church congregations may provide additional pathways to witness faith, nurturing and worship to the mutual benefit of all partners.

The Uniting Church in Australia believes that all Christians are called to bear witness to a unity of faith and life in Christ which transcends cultural, economic, national and racial boundaries.

Conclusion

The Uniting Church inherited from its predecessors a passionate mission to help its own society to flourish, for the common good. The church believes people flourish when they are supported inclusively, when Christ is modelled in daily interactions, when ailments are treated, when the elderly or infirm are cared for, and when the gospel values live side-by-side with literary, historical and scientific inquiry.

Aged care organisations and the hospital were established by the Church in order to make this vision a reality in South Australian communities.

Today, the Uniting Church in South Australia values and supports its partnerships with associated aged care organisations and the hospital and looks forward to a world where all people are able to partake of the grace and hope of God, and flourish.



The Church believes people flourish when they are supported inclusively, when Christ is modelled in daily interactions, when ailments are treated, when the elderly or infirm are cared for, and when the gospel values live side-by-side with literary, historical and scientific inquiry.

Helping Hand

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Helping Hand
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