



ANGLICAN CHURCH OF AUSTRALIA

Diocese of Brisbane

Third Session of the Eightieth Synod 2023



BUSINESS PAPERS

Third Session of the Eightieth Synod 2023

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Note: The times for Synod to sit, as set out in the program and order of business, are subject to alteration by Synod.

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OUR MISSION

The Mission of the Church is the
Mission of Christ – to proclaim the good
news of the kingdom of God

-  To teach, baptise and nurture new believers
-  To respond to human need by loving service
-  To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
-  To strive to safeguard the integrity of creation and sustain and renew the life of the earth
-  To worship and celebrate the grace of God
-  To live as one holy Catholic and apostolic Church

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OUR VISION

Flourishing faith communities: proclaiming and serving, worshipping and learning.

OUR VALUES

-  **Faithful** – steadfast in love for God and each other and steadfast in purpose to undertake God’s mission
-  **Imaginative and creative** – being intentional about reforming culture and traditions for God’s world
-  **Courageous** – to risk new things and where necessary, to make bold decisions
-  **Authentic** – being genuine and confident in living and speaking about what we believe as followers of Christ
-  **Comprehensive** – being welcoming and respectful of a broad range of ideas, people and approaches, and open to dialogue and learning

OUR KEY FOCUS AREAS

-  Comprehensive Anglican identity and purpose
-  Energising, nurturing and mobilising ACSQ’s people
-  Flourishing parishes and faith communities
-  Engagement with each other and the wider community
-  Stewardship and sustainability of resources

*“I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” **John 15:5***

*“They are like trees planted by streams of water, which yield their fruit in its season, and their leaves do not wither.” **Psalms 1:3***

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Program

to be held at St John's Cathedral, Ann Street, Brisbane

Friday 23 June	7pm	Synod assembles for the Synod Eucharist
	9.30pm	Synod in session Adjournment

to be held at Anglican Church Grammar School, Oaklands Parade, East Brisbane

Saturday 24 June	8.30am	Morning prayer Welcome and house keeping Synod in session <i>President's Inaugural Address</i>
	10.30am	Morning tea
	11am	Synod in session
	1pm	Lunch
	2pm	Synod in session
	3.30pm	Afternoon tea
	4pm	Synod in session
	6pm	Evening prayer and close
Sunday 25 June	8am	Eucharist in the Churchie Chapel
	9.30am	Lay conference
	11am	Morning tea
	11.30am	Morning prayer Synod in session
	1pm	Lunch
	2pm	Synod in session
	3.30pm	Afternoon tea
	4pm 6pm	Synod in session Synod adjourns <i>sine die</i>

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Order of Business – Friday 23 June 2023

Synod in Session

1. Proceedings are opened with prayer.
2. Election and Appointment of Office Holders of Synod:
 - a. Minutes Committee – appointment of Ms A Norman and The Rev'd J Kemp.
3. Reports of the Diocesan Council and other Reports are noted as tabled.
4. Petitions.
5. On behalf of the Diocesan Council, the General Manager to move:

(1) “That consideration of the following business be made an Order of the Day in accordance with the following table:

Business being considered	Order of the Day for:
Motion No. 1 Anglican Board of Mission November Appeal.	Saturday 24 June at 3.15pm
Finance and Diocesan Services Commission Report	Saturday 24 June at 3.45pm
Motion No. 2 Auditors Report and Statement of Accounts	Business to be considered consecutively
Motion No. 3 Budget 2024	
Motion No. 4 Appointment of Auditors	

(2) “That Synod give leave to the following persons to address Synod or the Committee if called upon by the President or Chairman of Committees:
Meagan Schwarz (ABM Motion)

(3) “That Synod give leave for the distribution of the following literature:-
(*Synod to be advised*)”

6. Notices of Questions and Motions (see SO C.6 & SO C.13).
7. Call over of Notices of Motion on supplementary business paper for approval to include.
8. Call over of business paper and taking of formal motions.
9. Motions of which notice has been given.

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Order of Business – Saturday 24 June 2023

Synod in Session at 8.30am

1. Proceedings are opened with prayer.
2. President's inaugural address. Copies will be emailed to members who receive papers electronically. Limited copies will be available in the Foyer.

A link to the President's address will be available on the Anglican Church Southern Queensland website Synod page after the address. A limited number of printed copies will be available for collection by those who requested paper copies.

3. Confirmation of the minutes of the previous day's business.
4. Petitions
5. Notices of Questions and Motions (see SO C.6 & SO C.13).
6. Call over of Notices of Motion on supplementary business paper for approval to include.
7. Call over of business paper and taking of formal motions.
8. Consideration of Reports

Diocesan Council	The Rev'd Canon N Colledge
Cathedral Chapter	The Very Rev'd Dr PC Catt
Community Services Commission	Mr G Brady
Ministry Education Commission	Dr R Ray
Parishes and Other Mission	
Agencies Commission	The Rt Rev'd J Roundhill
Anglican Schools Commission	The Rt Rev'd J Greaves
Finance and Diocesan Services Commission, Financial Statements and 2024 Budget	Mr B Wilson

9. Canons – Consideration of General Principles, Committee Stage and Passing.

Diocesan Governance Canon Amendment (CSC Membership) Canon 2023
Diocesan Governance Canon Amendment (MEC) Canon 2023
General Synod Legislation Canon Amendment Canon 2023

10. Motions of which notice has been given

Order of Business – Sunday 25 June 2023

Synod in Session at 11.30am

1. Proceedings are opened with prayer.
2. Confirmation of the minutes of the previous day's business.
3. Petitions.
4. Call over of Notices of Motion on Supplementary Business Paper for approval to include.
5. Call over of business paper and taking of formal motions.
6. Canons – Consideration of General Principles, Committee Stage and Passing.
Diocesan Governance Canon Amendment (CSC Membership) Canon 2023
Diocesan Governance Canon Amendment (MEC) Canon 2023
General Synod Legislation Canon Amendment Canon 2023
7. Motions of which notice has been given.
8. Synod adjourned *sine die*.



NOTICES OF MOTION

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Part A – Proposed Orders of the Day

Saturday 24 June, 3.15pm

1. Anglican Board of Mission November Appeal

The Rev'd Eron Perry to move; The Rev'd Rebecca King seconding:

That this Synod:

1. Commends the people of the Diocese for their support of ABM, generally, with \$102,664 being raised for ABM in 2022 (through parishes and church organisations).
2. Commends the people of the Diocese for their support of the 2022 Archbishop's November Appeal, through which over \$30,000 was raised to date, to help support Newton Theological College in Papua New Guinea.
3. Encourages the people of our Diocese to support the forthcoming 2023 Archbishop's November Appeal. The appeal will support the Solomon Islands; raising funds to support Climate Change awareness, Disaster Management and Social Inclusion Projects. Specifically, this will include:
 - a. Climate Change awareness and Disaster Preparedness training in communities.
 - b. Building Sea walls and buffer zones to protect coastal villages from sea level rises and coastal erosion.
 - c. WASH (Water, Sanitation and Hygiene): Hygiene awareness, Hygiene Packs, installing a new water tank and handwashing basins.
4. Commends the Anglican Schools as they support ABM Projects.
5. Encourages the people of the Diocese to collect used stamps, the sale of which benefited ABM by over \$10,000 last financial year.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

Saturday 24 June, 3.45pm

Presentation of the Finance & Diocesan Services Commission report.

2. Auditor's Report & Statement of Accounts

The General Manager to move; Mr David Sneesby seconding:

"That the Auditor's Report and Statement of Accounts of The Corporation of the Synod of the Diocese of Brisbane and related entities, and The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane for the year ended 31 December 2022 as incorporated in the Report Book, be adopted."

3. Budget 2024

The General Manager to move; Mr David Sneesby seconding:

"That this Synod approves the Budget for the year ending 31 December 2024 as detailed in the attached summary and in so doing notes that:

1. this Budget has been prepared eight months in advance of the year of operation;
2. the Budget will need revision and approval by Diocesan Council in the light of any unforeseen external economic factors and more up-to-date estimates of revenue and costs which may emerge in the intervening period; and
3. whilst Synod acknowledges that the budget may require a refresh in light of changed circumstances, the intent of operational initiatives included in the budget as submitted will be honoured where possible."

4. Appointment of Auditors

The General Manager to move; Mr David Sneesby seconding:

"That this Synod appoints Ernst & Young as Auditors of the Diocese of Brisbane for all Diocesan audits for the year ending 31 December 2024."

Part B – Motions of which Notice has been Given

5. Thanks to Archbishop Aspinall

Justice Debra Mullins AO to move; The Rt Rev'd Jeremy Greaves seconding:

That the Synod gives thanks to God for the ministry and leadership of Archbishop Phillip Aspinall AC from 2002-2023: in particular, for his part in systematically making the Church safer for children and vulnerable people, and more compassionate in its responses to survivors of sexual abuse. Further, that the Synod records particularly its gratitude for Archbishop Phillip's presiding role at the sessions of the Synod which was undertaken with patience and fairness and facilitated respectful debate on the difficult issues. Further, that the Synod prays for God's blessing upon Archbishop Phillip and Christa in their next season of life.

6. Thanks to the Rev'd Canon Dr Ralph Bowles

Coral McVean to move; Kelinda Black seconding:

That this Synod acknowledges the impending retirement at the end of July 2023 of the Rev'd Canon Dr Ralph Bowles, and expresses its gratitude for his service across the Australian Anglican Church and in this Diocese. Since 1975 when Rev'd Ralph graduated, he has served in parishes such as Broadway, Dundas/Telopea, and Coorparoo, and been Brisbane Anglican Natural Church Development Project Officer, is an Honorary Canon of the Cathedral and particularly for the last five years, when he came out of retirement for his ministry in the Nambour Parish which was an example of God's perfect timing for this community.

7. St Francis College transition to University of Divinity

The Rev'd Dr Ruth Mathieson to move; The Rev'd Michael Stalley seconding:

That this Synod congratulates the staff of St Francis College for the smooth transition to membership of the University of Divinity, conveying thanks to:

1. The Rt Rev'd Jonathan Holland, Dr Sheilagh O'Brien, Mr Jonathan Sargeant, Dr Peter Kline, Dr Douglas Porter, Dr Robin Ray and all who contributed to preparing the application to join the University of Divinity early in 2022;
2. Dr Peter Kline, Dr Sheilagh O'Brien and the Rev'd Dr John Rolley who led the process of developing new curriculum in consultation with other members of the St Francis College faculty, including collaboration with sessional lecturers;

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3. Associate Professor Richard Colledge from the School of Theology and Philosophy, Australian Catholic University for generously providing his expertise and time as the required “external academic” to the St Francis College Academic Committee;
4. Ms Eve James, Mrs Susan Thomas and the volunteers of the Roscoe Library in ensuring the availability of resources and readings for the new units being taught;
5. Mr Rod Mengel, property and finance manager, and Ms Linda Burrige, marketing and administration officer for making necessary changes to business processes; and especially
6. Dr Sheilagh O’Brien, Dean of Students (Registrar), and all the administration staff at St Francis College who processed the enrolments of both continuing and new St Francis College students as students of the University of Divinity in readiness for Semester 1, 2023.

Explanatory notes

In late December 2021, St Mark’s Theological Centre provided notice of the intention to terminate the agreement whereby St Francis College delivered theological education as a third party to St Mark’s partnership with Charles Sturt University (School of Theology). An environmental scan was undertaken, and an application made to join the University of Divinity during Semester 1, 2022. After due process, this resulted in the signing of a Collegiate Agreement with the University of Divinity in September 2022, with almost all of the St Francis College student body enrolling with the University of Divinity from Semester 1, 2023. Successfully changing our higher education provider in such a short timeline is an amazing achievement and will richly benefit our Diocese into the future.

8. Anglican Identity Course

The Rev’d Dr Ceri Wynne to move; The Rt Rev’d Jeremy Greaves seconding:

That this Synod:

1. congratulates Jonathan Sargeant and Fiona Hammond, the FormEdFaith (Lay Formation, Education and Faith Development) team of St Francis College for the development of the online Anglican Identity resource located on the website <https://anglicanidentity.au>.
2. commends the use of this resource to all the parishes and agencies of the Anglican Church Southern Queensland.

Explanatory notes

This eight-part online video course includes 180 minutes of unique video content, as well as supporting educational materials such as workbooks and transcript documents, all designed to have participants gain an understanding of comprehensive Anglicanism. The script for the project was developed by Jonathan and Fiona, in consultation with Archbishop Phillip Aspinall,

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bishops, various clergy and lay-people of varied theological flavours. Filming was undertaken at ordinations, clergy conferences and in a variety of parishes, and 35 individual presenters were filmed at the St Francis College studio. Carefully prepared workbooks can be downloaded to compliment engagement with the video material. Several parishes in this Diocese have already used this course, some as a Lenten studies series. The videos have been viewed and commended by people in other Dioceses of the Anglican Church of Australia and in the wider Anglican Communion.

9. Vote of thanks – Ms Erika Skerman, Anglican Youth Children and Families (AYCF) camping ministry

The Rev'd Dr Ann Edwards to move; The Rev'd Jane Markotsis seconding:

That this Synod conveys its gratitude to Erica Skerman, who coordinated the Anglican Youth Children and Families Ichthus Camping Ministry for the Anglican Church of Southern Queensland for seven years until September 2022. Thanks are expressed for the significant ministry with young adults undertaken by Erika with the development of youth leaders who take on increasing levels of responsibility with camp leadership as appropriate.

10. Youth justice

The Very Rev'd Dr Peter Catt to move; Dr Stephen Harrison seconding:

This Synod:

1. Affirming that all citizens have the right to feel safe and acknowledging the difficulty governments often face in seeking to guarantee public safety, and
2. Noting:
 - a. that research has demonstrated that incarceration of juveniles leads to increased criminality as adults
 - b. the ongoing efforts of the SRC and Anglicare to advocate for evidence-based policy and practice, and to contribute to that body of knowledge through youth-centred projects such as Youth Voices and Young Women's Voices
3. Expresses concern at the passing of the Strengthening Community Safety Bill (2023) by the Queensland Parliament, which is likely to result in an increased rate of incarceration of juveniles and have a disproportionate effect on the disadvantaged, most notably on Aboriginal and Torres Strait Islander children.
4. Encourages the Queensland Government to re-commit itself to the development of evidence-based policy, including a focus on effective prevention and early intervention strategies that support young people into positive life pathways.

Explanatory notes

1. (Queensland) A response to the proposed STRENGTHENING COMMUNITY SAFETY BILL 2023. Information about the bill can be viewed here:

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<https://www.parliament.qld.gov.au/Work-of-Committees/Committees/Committee-Details?cid=0&id=4235> .

The submission can be viewed here:

<https://documents.parliament.qld.gov.au/com/EGC-A022/YJDRAFTTIT-9F73/submissions/00000061.pdf>

2. Anglicare Submission regarding the Bill:
<https://documents.parliament.qld.gov.au/com/EGC-A022/YJDRAFTTIT-9F73/submissions/00000031.pdf>
3. Social Responsibilities Committee (SRC) Submission Regarding the Bill:
<https://documents.parliament.qld.gov.au/com/EGC-A022/YJDRAFTTIT-9F73/submissions/00000061.pdf>
4. ABC Report on the Bill and the concerns of the SRC:
<https://www.abc.net.au/news/2023-02-28/youth-justice-overhaul-at-odds-with-path-to-treaty-government/102030544>
5. Youth Voice Project Report:
<https://anglicaresq.org.au/about-us/advocacy/youth-voices/>

11. Compassion for refugees and people seeking asylum

The Rev'd Nicholas Whereat to move; The Very Rev'd Dr Peter Catt seconding:

That this Synod:

1. Commends the Federal Government for:
 - a. providing pathways to a permanent Resolution of Status (RoS) Visa for 19,000 refugees on a Temporary Protection Visa and Safe Haven Enterprise Visa, once their need for refugee protection is determined; and
 - b. implementing promptly this policy, announced in February 2023, already enabling refugees who have been contributing to Australian society for more than a decade to feel finally that this country is their home
2. In light of the 4th Anglican Mark of Mission, to seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation, calls on the Federal Government to:
 - a. extend this provision to approximately 10,000 refugees and people seeking asylum rejected under the previous Federal Government's "Fast Track" process which include people from countries where the risk of persecution has become more acute in recent years, particularly Afghanistan, Myanmar and Iran;
 - b. allow family reunification through the Split Family Provisions and Global Special Humanitarian Program of the Refugee and Humanitarian Visa Program, for family members of those on a permanent RoS Visa
 - c. provide a safety net for people seeking asylum by restoring basic social support which was cut by nearly 95% between 2016-2022, and ensure people have the right to work and study.
3. Expresses concern that offshore processing is budgeted to cost \$1.5 billion over the forward estimates to 2026-27, despite only approximately 30 people remaining on

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Nauru and the Government's commitment to resettle all people to third countries, and calls for their evacuation as soon as is practicable.

12. Insurance of heritage listed properties

The Ven Mark Carlyon to move; The Ven Elizabeth Gaitskell seconding:

That this Synod:

1. recognising the number of heritage listed properties owned by the Diocese;
2. recognising that the custody of most of these heritage properties is held by Parishes as places of worship;
3. recognising that the insurance premium cost of insuring heritage buildings is substantial and increasing; and
4. recognising the payment of this insurance premium significantly reduces the financial capacity of such parishes to resource ministry;

requests the Diocesan Council to establish a central fund to subsidise the cost of insuring heritage listed properties and that a full response to this proposal be provided to the next meeting of Synod in 2024.

13. Anglicare Southern Queensland

Dr Stephen Harrison to move; The Rev'd Suzanne Grimmett seconding:

That this Synod:

1. Affirms Anglicare's vision to create a more loving, just and inclusive society, reflecting the life and teachings of Christ and the coming Kingdom of God.
2. Supports Anglicare's efforts, as part of the Anglican Church Southern Queensland, to work in partnership with Anglican parishes, schools and organisations.
3. Thanks all those within the Diocese including individuals, parishes, schools and organisations that support the work of Anglicare through prayer, participation and donations.
4. Notes Anglicare's current missional fundraising priorities in the areas of youth homelessness, domestic violence and social isolation and loneliness.
5. Welcomes the initiation of Anglicare Sunday on 13 August 2023.
6. Encourages the people of this Diocese to:
 - a. Learn about the work of Anglicare Southern Queensland
 - b. Give to the missional work of Anglicare.
 - c. Celebrate Anglicare Sunday in 2023.

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Explanatory notes

The majority of Anglicare's programs are funded by the Government. There are activities that Anglicare engages in that are not funded in this way but are undertaken as missional priorities. In this regard Anglicare is seeking to prioritise fundraising to allow missionally funded activities in the areas of youth homelessness, domestic violence and social isolation and loneliness.

Youth homelessness is a particular priority. Over the next three years Anglicare is expecting to see a rise in homelessness due to cost-of-living pressures. This will particularly impact young people. The Youth Homelessness accommodation project located in Beenleigh aims to contribute to addressing this need. The build is expected to cost \$11,000,000 and we will be seeking to work with our church partners to raise this money.

In 2023, Anglicare is seeking to commence Anglicare Sunday which will be held on the 13th of August. We will ask all those who hold services on that day or in the week before or after to acknowledge and pray for the work of Anglicare Southern Queensland. Liturgical and other resources will be provided beforehand.

14. RAP (new Innovate Reconciliation Action Plan)

The Rev'd Canon Bruce Boase to move; The Ven Bronwyn Pagram seconding:

That this Synod:

1. Gives thanks to God and recognises the great steps forward that this Diocese has taken towards fulfilling the actions of our July 2021-July 2023 Innovate Reconciliation Action Plan.
2. Thanks all who have been involved in the formation and implementation of this plan. Especially thanks all who have been involved in the RAP Working Group including our RAP Coordinator Sandra King, and all those in parishes, schools, Anglicare, the Ministry Education Commission, the Finance and Diocesan Services Commission, the Justice Unit and other areas who have embraced the opportunity to build relationships and amend and build structures to facilitate true reconciliation.
3. Gives leave for the RAP Working Group and the RAP Coordinator to seek to apply for another Innovate Reconciliation Action Plan within one year of the completion of our current Innovate Plan in July 2023. This is in accordance with advice received from Reconciliation Australia. This will enable the RAP Working Group to:
 - a. complete RAP reporting by participating in the RAP Impact Measurement Questionnaire which is required by Reconciliation Australia each year.
 - b. Publicly report on our RAP commitments and
 - c. Register with Reconciliation Australia to develop the next RAP within 12 months of the Anglican Church of Southern Queensland's RAP expiry date. (July 2023).

Explanatory notes

The current Reconciliation Action Plan is the second Innovate Plan used by the Anglican Church Southern Queensland. Our plans have both had three-year durations. Our first was reasonably successful, with most goals achieved. Our second was approved to commence in 2021 and expires in July 2023. In the past three years our Diocese has worked hard in all areas of the plan, achieving many goals set. The main goals in which we fall short are in the areas of Procurement and Employment. This will be reported to Reconciliation Australia as

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stated. That is why another Innovate RAP is required. God willing and the work is done we ought to be able to launch the new Innovate RAP at Synod 2024.

15. Active peacemaking and non-violent resistance as our Church's response to the noise of war and violence

The Ven Dr Lucy Morris to move; The Ven Bronwyn Pagram seconding:

Jesus said, "Blessed are the peacemakers, for they will be called children of God" (Matthew 5.9). As we consider the increasing potential for war in our region, this Diocese commits to energising our 3rd Mark of Mission, "*To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation*" by:

1. Exploring the theological bases for peacemaking;
2. Leading and facilitating public discourse about what peacemaking means and how it is practiced, including martyrdom in the context of war;
3. Learning how to disagree well, how to build peace at all times, and being willing to lead true reconciliation with an enemy (Luke 6.27);
4. Appointing a Working Group to produce by Synod 2024, a practical study guide for Diocesan parishes, agencies and schools, exploring peacemaking and working actively for peace;
5. Reporting back to Synod and Archbishop-in-Council on the progress of the Church's position on active peacemaking and non-violent resistance in our Church's response to the noise of war and violence annually.

Explanatory notes

The Church has good news to contribute to the 'public square' in discourse on active peacemaking and non-violent resistance in the face of violence. It is contended Christians should not remain silent or acquiesce to war without significant attempts to dialogue and active peacemaking. In addition, we should be informed by:

- a. theological positions this Church might adopt if war begins indirectly in this country's geographical region, or if/when conflict directly impacts us and war becomes a reality;
- b. attempts by Christians through the ages to struggle with whether war is ever the right thing to do. For example, the concepts of 'Just War Theory', Article 37 (part 4) of the Articles of Religion, 'Responsibility to Protect', and others.
- c. the reality that many Australians struggle with spiritual wounds and Moral Injury in addition to any physical and mental wounds (including PTSD) as a consequence of a lived experience of war and violent conflict in this or other countries, for example, Aboriginal and Torres Strait Islanders, those now in Australia as refugees from war-torn contexts, or for Australian defense forces or veterans who are or have served in war-zones.

Jesus chose to die on the cross as his response to the violence done to himself, to God and to God's children. Let us prepare, be watchful and be able to choose our path as a Church.

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16. Parishioner safety in domestic and family violence situations in Church ministry

The Ven Dr Lucy Morris to move; The Rev'd Deb Bird seconding:

Jesus said: 'Blessed are those who mourn for they shall be comforted.' (Matt.5:4) Victims and survivors of domestic and family violence (DFV) are often hidden and misunderstood in our parish communities and its prevalence underestimated. Our responses to parishioners affected by Violence Restraining Orders (VROs) together with the overall duty of care requirements in public worship and home visiting situations are not clear. Consequently, this Synod requests the Archbishop-in-Council prioritise in its Safe Church culture:

1. The establishment of policies and practices, including updating the 10 Commitments, to manage safe worship access by individuals with a lived experience of DFV, or who are known to have current VROs.
2. The education, training, preaching and teaching policies and practice guidelines for all clergy and ordinands, working in parish DFV contexts, enabling informed responses to be made to safety risks in parishes.

Explanatory notes

There is evidence of parishioners living in DFV situations, who may be subject to legal restrictions, may display coercive behaviours, and live alongside parishioners who don't understand or accept our DFV culture. We encourage the implementation of The 10 Commitments and its updating. The Anglican Church review on the prevalence of DFV in parishes highlighted the higher rates in parishes than in the general population and the perception it wasn't a parish issue. The safety of pastoral carers, worshipping parishioners, worshipping service team members are at risk without clear policies, guidelines and an understanding of legal limits.

References:

1. Ten Commitments: No.2

Our Church Leaders commit to ensure conditions that support the prevention of violence, a church culture that promotes equality, and support for those who experience violence.

- 2.7 The General Synod and its Dioceses regularly review, evaluate and improve policies and procedures for preventing and responding to domestic and family Violence.

2. Synod Motion 2022 No.9 (1)

Commends the establishment of a General Synod Family and Culture Commission to examine questions that relate to family violence affecting members of the Church, the drivers of violence and the well-being of families and women and to make recommendations on matters relating to Family Violence affecting members of the Church, violence preventions and the well-being for families and women.

17. Establishment of First Nations Ministry Benefit Fund

The Rev'd Suzanne Grimmett to move; The Rev'd Canon Bruce Boase seconding:

That this Synod:

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

1. Affirms the good work being done across parishes and agencies of the diocese to achieve full implementation of the 2021-2023 Reconciliation Action Plan;
2. recognises that provision of appropriate pathways and avenues of support for First Nations future theologians and ordained leaders remains an outstanding need;
3. welcomes the establishment of a ministry benefit fund for Aboriginal and Torres Strait Islander candidates with an advisory committee well represented by First Nations leaders; and
4. encourages parishes, schools, and other agencies to support continued funding for this resource.

Explanatory notes

A small seed funding amount of \$8000 has been provided by Brisbane West Deanery with the funds to be distributed to assist Aboriginal and Torres Strait Islander students who wish to undertake theological study. This could include university course fees, conference attendance and/or living allowances.

Establishment of this fund is an intentional move toward the Diocesan Reconciliation Action Plan Section 12 imperative to: **Increase the percentage of First Nations staff and traineeships in all areas of the Diocese including clergy.**

The fund will be overseen by a committee and decisions about the granting of funding to be recommended by the chair and approved by the Archbishop. The foundational committee is composed of the following representatives:

- Aunty Dr Rose Elu (NATSIAC Executive)
- The Rev'd Canon Bruce Boase (ACSQ RAP Committee, NATSIAC)
- The Rev'd Canon Victor Joseph (Principal, Wontulp-Bi-College)
- The Rev'd Canon Dr Glenn Loughrey (NATSIAC Chair)
- The Rev'd Dr Ruth Mathieson (Principal, St Francis College)
- The Rev'd Suzanne Grimmett

The small fund has been established in the hope that other parishes, schools, agencies or individuals will donate, enabling the fund to grow and to build the relationships that follow from the support of candidates to strengthen Aboriginal and Torres Strait Islander leadership and theology, thereby enriching the whole Church and its mission.

18. The Diaconate

The Rev'd Dr Rodney Wolff to move; The Reverend Canon Sarah Plowman seconding:

That this Synod:

1. gives thanks to God for life-long Deacons in this Diocese, both individually and corporately within the Household of Deacons, and throughout the wider Church;
2. notes the 2017 Report of the Commission Concerning the Diaconate; and
3. encourages the presentation of a vision for the ministry and mission of life-long Deacons in this Diocese to those exploring a vocation to Holy Orders, where such vision embraces evangelism through
 - a. linking the Church with the wider community,

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MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

- b. bringing Church resources to meet the needs of the sick and the marginalised, and
- c. teaching the faith to those on boundaries of the Church, and beyond.

Explanatory notes

The terms of reference for the 2017 Commission Concerning the Diaconate were:

1. to examine the biblical, historical, and theological material concerning the diaconate;
2. to consult with stakeholders;
3. to report and make recommendations concerning, *inter alia*, the role and purpose of the diaconate suited to the conditions and missional needs of the Anglican Church of Australia in the 21st century.

A copy of the report can be found here: <https://tinyurl.com/DiaconateReport2017>

A focus of the Diocese's Vocations Task Group is to discern, honour, form, enhance, and mobilise the vocations to ministry of all who enquire, and not only those who seek priestly Ordination. This motion seeks to raise awareness of this among Members of Synod, and to seek their encouragement of this broad scope.

Part (c) of the motion is based on the recommendations of the Commission Concerning the Diaconate. It describes ministry and mission which can be undertaken by people who are in Holy Orders and who are not. Such ministry and mission of people in the latter category are to be highly valued as responding to the call of Christ, and are not diminished by the present motion. This motion seeks to complement lay ministry and mission in this regard, by making visible the link with the heart of the liturgical life of a Parish, and enlarging the overt presence of the Church in these endeavours – potentially a powerful form of evangelism. In that way, this motion responds to the 2018 Synod Charge calling for Diocese-wide re-energisation in evangelism.

The rationale for this motion is powerfully expressed in the words of life-long Deacons themselves:

- The Rev'd Tim Booth: <https://tinyurl.com/DiaconateReflection1>
- The Rev'd Dr Ann Solari: <https://tinyurl.com/DiaconateReflection2>

19. The 2022 Annual Returns Data Report

The Rev'd Adam Lowe to move; TBC seconding:

That the 2022 Annual Returns Data Report be received with specific reference to identified trends of parish growth and utilisation of digital technology for online ministry.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

20. Settlement support package

Kim Kimber to move; Peta Tierney seconding:

That the General Manager be tasked with the exploration of a 'Settlement support package' for clergy appointed to parishes who are entering Australia for the first time, and report next time Synod meets.

That given the shortage of Australian trained clergy and therefore, the appointment of clergy from other countries with the increased risk of placement failure, with all its costs (particularly its human cost) it is recommended that a proactive package be formulated to reduce this possibility.

21. Review process selection of Clergy

Kim Kimber to move; Peta Tierney seconding:

That the Diocesan Council be requested to undertake a review of the process for the selection of clergy in parishes including the role of the presentation board and parish nominators and report during the life of the next Synod.

Explanatory notes

Given that the world, society and the church has changed since this was created, a review would prepare the Church for the challenge of filling parish vacancies in the future.

There has been much learning at all levels which will illuminate discussion. We are now in a situation where there are inadequate numbers of clergy being produced by our own and other Australian theological colleges and the search must encompass the Anglican Community worldwide. The complications of visas, technology, language and culture are issues not envisaged in the current legislation.

22. Policy review

The Rev'd Dr Margaret Wesley to move; The Rev'd Dr Ann Edwards seconding:

That this Synod:

1. Expresses appreciation for the work of the Diocesan staff and leadership team in creating, disseminating, and maintaining policies to help parishes remain safe, healthy, and compliant with legislation.
2. Acknowledges that parishes sometimes need policy support but find such support unavailable or inaccessible, with the result that clergy and Parish Councils must develop their own policies and procedures.
3. Acknowledges that ad hoc policy development can result in:
 - a. Different standards being applied to policies and practices across the Diocese.
 - b. Time wasted in redundancy when parishes are not aware of policy work done in other places, or time wasted when a diocesan policy does exist but cannot be found.

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

- c. An unnecessarily heavy load of legal responsibility being carried by parishes and clergy.
4. Therefore, requests that the General Manager and Diocesan Council undertake a review process to ensure that parishes have the capacity to access policy support in a timely fashion, with such a review being informed by a survey of parish leadership (paragraph 5)
5. Recommends that Diocesan Council establishes a small task force comprising of clergy and lay leaders to create a survey to hear from parishes about:
 - a. What clergy and lay leaders perceive to be the strengths and weaknesses of current diocesan policy infrastructure.
 - b. Suggestions for improvement.
 - c. Examples of situations where parishes have needed policy support that has not been forthcoming.
 - d. Any policies parishes have developed in-house that could be shared across the Diocese.
6. Requests that this task force report findings to Diocesan Council and to 2024 Synod.

23. Diverse Worship Participation

The General Manager to move; TBA seconding:

That this Synod:

1. Note the update report in the Business Papers regarding the legal opinion and consultation arising from the 2022 Synod resolution – Diverse Worship Participation;
2. Requests Diocesan Council to:
 - a. analyse further the responses received to see if there are regulatory changes that could be made that would likely have broad support;
 - b. engage in further consultation with a view to bringing a proposal regarding the meaning of Parishioner and Elector to Synod in 2024.

24. The crisis of homelessness

The Ven Bronwyn Pagram to move; The Very Rev'd Dr Peter Catt seconding:

In Matthew 25, Jesus calls his followers to share hospitality particularly with those who are most vulnerable. This motion is focused on the homelessness crisis in this country and in our Diocese.

This Synod:

1. Commends those Parishes, Schools, Anglicare, and other diocesan agencies actively contributing to human flourishing by advocating for affordable housing, providing affordable housing or homelessness services, and caring for people experiencing homelessness in various contexts; and
2. Recognises that there is a homelessness and housing crisis across the nation, particularly in Queensland where homelessness has increased by 22%, almost three times the

MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

national increase, in the last twelve months¹; and that it is a complex issue which requires collaboration across government, community, faith, and corporate sectors to address; and

3. Notes that the Queensland Government undertook to deliver a range of social and affordable housing programs² and encourages the Government to complete current undertakings promptly; and
4. Requests the Social Responsibility Committee through Diocesan Council to engage across the Diocese in a collaborative process to evaluate what resources this Diocese may be in a position to offer towards further tangible alleviation of homelessness – directly or in partnership with other stakeholders; and
5. Requests the SRC to report findings to Synod in 2024.

Explanatory notes

Examples of Diocesan efforts to address homelessness: providing practical help to people (including families) sleeping rough or in tents; financial sponsorship of, or direct provision of homelessness services; partnering with other organisations to provide temporary accommodation during winter months; renting out church properties at affordable rental rates; advocacy to government around housing and homelessness issues.

- The scale of the crisis is critical and is demonstrated in reports such as the following:
 - The Rental Affordability Snapshot published by Anglicare annually (20 April 2023) (<https://www.anglicare.asn.au/research-advocacy/rental-affordability/>); and
 - The 2021 census data on homelessness (<https://www.abs.gov.au/statistics/people/housing/estimating-homelessness-census/latest-release>); and
 - The Queensland Council of Social Services (QCROSS) and Town of Nowhere campaign (20 March 2023) (<https://www.qcross.org.au/publication/report-a-blueprint-to-tackle-queenslands-housing-crisis/>).
- The Diocese may have real properties suitable for strategic development together with a range of skills, relationships, expertise and other assets to draw on. There may be a strategic opportunity rather than a case-by-case tactical opportunity to explore. It is likely that the diocese will come up with better approaches to this issue if we collaborate across the commissions and with external stakeholders.

25. Annual Clergy Summer School

The Ven Susan Barker to move; The Rev'd Shane Hubner seconding:

That this Synod:

1. notes the exhortation at their ordination to deacons and priests, to study the Scriptures, and to undertake such other studies as will help them in their ministries;

¹ <https://www.abc.net.au/news/2023-03-20/queensland-homelessness-up-22-per-cent/102113366>

² <https://www.treasury.qld.gov.au/programs-and-policies/housing-investment-fund/>


MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

2. recognises the opportunities to undertake such studies which are provided by the annual Clergy Summer School, organised by clergy of this Diocese for clergy;
3. encourages members of the clergy to register for and attend the 2024 Summer School, to be held at The Southport School from 15-17 January 2024.

26. Modern slavery

The Rev'd Deb Bird to move; The Very Rev'd Dr Peter Catt seconding:

That this Synod:

1. Gives thanks to God for the faithful work of Parishes, Schools, Commissions and other agencies who have been conducting audits, completing annual returns, building awareness, and establishing controls around Modern Slavery Risks, according to the ACSQ Modern Slavery Policy ( Modern Slavery Policy.pdf);
2. Thanks ACSQ Risk and Compliance Manager Teresa Day for her work on collating resources published on the 'Combatting Modern Slavery Risks' page on the Anglican Resources Community (ARC) (located here: <https://dioceseofbrisbane.sharepoint.com/sites/TheAnglicanResourceCommunity/SitePages/Modern-Slavery-Obligations.aspx>);
3. In line with the Anglican Mark of Mission of transforming unjust structures of society, encourages all Parishes, Schools, Commissions and other agencies to
 - a. Utilise the resources provided and adapt for use in their own context to combat Modern Slavery
 - b. Collaborate with the Risk and Compliance Manager, Justice Enabler and Social Responsibilities Committee around ACSQ's annual Modern Slavery reporting, education and campaigning efforts where possible.

Explanatory note

Motion to commend efforts to combat Modern Slavery, and endorse relevant resources on the Anglican Resources Community (ARC).

27. Sustainability

The Rev'd Shane Hubner to move; The Very Rev'd Dr Peter Catt seconding:

That this Synod:

1. notes that, in response to the 2022 Synod Motion, the Sustainability Committee developed the ACSQ Sustainability Roadmap 2023-2030 which was approved by Diocesan Council at the December 2022 meeting and launched 23 March 2023,
2. thanks the Sustainability Committee for its work on the Roadmap,
3. encourages all Parishes, Schools, Commissions and other agencies to adopt the actions and targets therein and establish their own Sustainability Action Plans using the resources provided on the ACSQ website (<https://www.anglicanchurchsq.org.au/sustainability>), and
4. notes that Angligreen will provide support for parishes, as required, in the development of plans.



CANONS

Canon	Mover
<i>Diocesan Governance Canon Amendment (CSC Membership) Canon 2023</i>	<i>Dr S Harrison</i>
<i>Diocesan Governance Canon Amendment (MEC) Canon 2023</i>	<i>The Rev'd Dr R Mathieson</i>
<i>General Synod Legislation Canon Amendment Canon 2023</i>	<i>The Hon Justice D Mullins</i>

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*Draft – Diocesan Governance Canon Amendment (CSC Membership) Canon 2023***DIOCESAN GOVERNANCE CANON AMENDMENT (CSC MEMBERSHIP) CANON
2023****A Canon to amend the Diocesan Governance Canon**

The Archbishop, Clergy and Laity of the Diocese of Brisbane assembled in Synod prescribe –

Short Title

1. This Canon may be cited as the "Diocesan Governance Canon Amendment (CSC Membership) Canon 2023".

Amendments

2. Part IV of the Principal Canon (Anglican Community Services Commission) is amended by deleting the text of section 17(b) "At least two-thirds of the members of the CSC must be practising Anglicans." and substituting:

"The CSC will have sufficient representation of appropriately skilled and qualified practising Anglicans as determined by Archbishop-in-Council."

**DIOCESAN GOVERNANCE CANON AMENDMENT (CSC MEMBERSHIP) CANON
2023
EXPLANATORY MEMORANDUM**

1. The proposed Canon will enable the Community Services Commission to:
 - a. Recruit appropriately skilled and qualified people to the Community Services Commission.
 - b. Affirm Archbishop in Council’s authority to determine the number of appropriately skilled and qualified practising Anglicans on the CSC as needed.
 - c. Enable the CSC to meet the requirements of incoming Aged Care Reforms in the area of governance.

2. This Canon proposes the deletion of Part IV of the Diocesan Governance Canon (Anglican Community Services Commission) section 17(b) “At least two-thirds of the members of the CSC must be practising Anglicans.” substituting:

“The CSC will have sufficient representation of appropriately skilled and qualified practising Anglicans as determined by Archbishop in Council.”

3. Part IV of the Diocesan Governance Canon (Anglican Community Services Commission) section 17(b) requires that “At least two-thirds of the members of the CSC must be practising Anglicans.”

4. This requirement has made it difficult in recent years to recruit appropriately skilled and qualified people to the Community Services Commission who are also Anglican. As the Commission with oversight of Anglicare the CSC has very focused requirements for its membership to enable sound governance.

5. Incoming Aged Care reforms are placing extra requirements on Aged Care providers such as Anglicare in the area of governance. These include that it must have:
 - a mix of members with diverse skills, experience and expertise.
 - a majority of independent non-executive members and at least one member with experience in providing clinical care.

The current section 17(b) is a barrier to fulfilling these requirements.

6. The principles of good governance affirm the importance of both independent directors and a diversity of directors on governing bodies.

7. Our own Canons provide checks and balances for the governance of CSC.

8. The Archbishop in Council is the body that appoints members to the CSC. They have a role in ensuring that there is adequate Anglican representation on it. The Chair of CSC is by default the Archbishop or their appointee.

9. The direction and control of Anglicare SQ, including its business and affairs, is vested in the Commission as a whole, and the Commission is responsible to the Diocesan Council for all matters relating to the running of Anglicare SQ. The Commission’s authority to govern Anglicare SQ derives from the Diocesan Governance Canon.

DIOCESAN GOVERNANCE CANON AMENDMENT (MEC) CANON 2023**A Canon to amend the Diocesan Governance Canon**

The Archbishop, Clergy and Laity of the Diocese of Brisbane assembled in Synod prescribe –

Short Title

1. This Canon may be cited as the "Diocesan Governance Canon Amendment (MEC) Canon 2023".

Amendments

2. Section 32(f) of the Principal Canon is amended by deleting the text:
“, taking note of the relationship with the Brisbane College of Theology”

**DIOCESAN GOVERNANCE CANON AMENDMENT (MEC) CANON 2023
EXPLANATORY MEMORANDUM**

1. The purpose of this Canon is to remove a reference in the Canon to the relationship of St Francis College with the Brisbane College of Theology.
2. This tidies up the Canon where it refers to the MEC taking note of the relationship between St Francis College and the Brisbane College of Theology. That relationship ceased some years ago.

*Draft – General Synod Legislation Canon Amendment Canon 2023***GENERAL SYNOD LEGISLATION CANON
AMENDMENT CANON 2023**

A Canon to assent to canons of the General Synod by means of amendments to the General Synod Legislation Canon.

The Archbishop, Clergy and Laity of the Diocese of Brisbane assembled in Synod prescribe –

Short Title

1. This Canon may be cited as the "General Synod Legislation Canon Amendment Canon 2023".

Assent to Canons of General Synod

2. Schedule 1 of the Principal Canon is amended by the addition of the following to the Schedule –
“No.7, 2022 Constitution Amendment (Mandatory Suspension) Canon 2022
No. 8, 2022 Constitution Amendment (Mandatory Deposition) Canon 2022”

**GENERAL SYNOD LEGISLATION CANON
AMENDMENT CANON 2023
EXPLANATORY MEMORANDUM**

1. The purpose of this Canon is to assent to two canons altering the Constitution of the Anglican Church of Australia, passed by the General Synod (GS) at the 18th session held between 8 and 13 May 2022. The way Brisbane diocese assents to GS Canons that alter the Constitution is to maintain a General Synod Legislation Canon which is amended from time to time to list those GS Canons which the Brisbane Synod has assented to.
2. In the case of the alterations to the Constitution of the Anglican Church of Australia made by these two GS Canons, to come into force those alterations require:
 - a. the assent of at least three quarters of all Dioceses; and
 - b. the assent of all Metropolitan Dioceses (i.e. Brisbane, Sydney, Melbourne, Adelaide and Perth Dioceses).
3. The assent to the GS Canons is achieved by clause 2 of the proposed Canon which adds the names of each of the GS Canons to schedule 1 of the General Synod Legislation Canon. This is the schedule that sets out the canons of the General Synod that alter the Constitution which have been assented to by this Diocese. Our Synod cannot amend the GS Canons. It can only decide to assent to them or not.
4. The two canons (copies attached) proposed to be assented to are:

Canon 7, 2022	Constitution Amendment (Mandatory Suspension) Canon 2022
Canon 8, 2022	Constitution Amendment (Mandatory Deposition) Canon 2022
5. The object of the *Constitution Amendment (Mandatory Suspension) Canon 2022* is to amend the Constitution of the Anglican Church of Australia in order to implement recommendation 16.52 of the Royal Commission into Institutional Responses to Child Sexual Abuse relating to the mandatory suspension of persons in ministry who are subject to a plausible complaint of child sexual abuse.
6. It amends section 61A of the Constitution to provide that where a charge which involves a sexual offence relating to a child has been promoted against the Bishop of a diocese or a bishop assistant to the Primate in their capacity as Primate, the President of the Special Tribunal must suspend the Bishop from their duties of office until the charge has been determined.
7. The object of the *Constitution Amendment (Mandatory Deposition) Canon 2022* is to amend the Constitution of the Anglican Church of Australia in order to implement recommendation 16.56 of the Royal Commission into Institutional Responses to Child Sexual Abuse relating to the mandatory deposition from Holy Orders of persons in religious ministry who are convicted of an offence relating to child sexual abuse:

16.56 – Any person in religious ministry who is convicted of an offence relating to child sexual abuse should:

b. in the case of Anglican clergy, be deposed from holy orders.

8. It amends section 60 of the Constitution to provide that where a tribunal is satisfied that the person has been convicted under the laws of the Commonwealth, State or Territory or under the laws of some other country with equivalent laws, of a sexual offence relating to a child committed while a member of the clergy, it must recommend a sentence of deposition from orders.
9. Attached are copies of the two GS Canons and the explanatory memoranda that accompanied them at General Synod.

CONSTITUTION AMENDMENT (MANDATORY SUSPENSION) CANON 2022

Canon 7, 2022

The General Synod prescribes as follows.

Title

1. This Canon may be referred to as the "Constitution Amendment (Mandatory Suspension) Canon 2022".

Mandatory suspension of a Bishop charged with sexual offence relating to a child

2. In section 61A of the Constitution—
 - (a) for "Where" substitute:

"(1) Subject to sub-section (2), where";
 - (b) after "some lesser time." insert—

"(2) Where a charge which involves a sexual offence relating to a child has been promoted in the Special Tribunal against a person referred to in section 56(6), the President of the Special Tribunal must suspend the person from the duties of office until the determination of the charge."; and
 - (c) for "If such suspension is made and is from" substitute "(3) If a person is suspended under sub-section (1) or (2) and that suspension is from".

Definition of "sexual offence relating to a child"

3. (1) Subject to sub-section (3)—
 - (a) in section 74 of the Constitution, after the definition of "Ceremonial" insert—

' "child" means a person under the age of 18;'; and
 - (b) there are repealed:
 - (i) the definition of "child" in section 2(1) of the Episcopal Standards (Child Protection) Canon 2017; and
 - (ii) the definition of "child" in the Third Schedule to the National Register Canon 2007.
- (2) In section 74 of the Constitution, after the definition of "See" insert—

' "sexual offence relating to a child" means —

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- (a) sexual activity by a person against, with or in the presence of a child, or
- (b) the possession, production or distribution by a person of any form of child pornography—

in respect of which—

- (c) the person has been convicted under the laws of the Commonwealth, State or Territory; or
- (d) a court, commission or tribunal of the Commonwealth, a State or a Territory has made an adverse finding of fact in relation to that person; or
- (e) the person has been convicted in some other country under the laws of that country that are equivalent to a law of the Commonwealth or of a State or Territory; or
- (f) the person has not been tried by a court of competent jurisdiction and which if proved—
 - (i) if alleged to have been committed within Australia, would constitute a criminal offence in the State or Territory in which it is alleged to have occurred; and
 - (ii) if alleged to have been committed in a country other than Australia, would if committed in Australia constitute a criminal offence under a law of the Commonwealth or of a State or Territory.”; and

(b) there are repealed—

- (i) any definition of "sexual offence relating to a child" in section 2(1) of the Episcopal Standards (Child Protection) Canon 2017; and
- (ii) any definition of "sexual offence relating to a child" in section 2 of the Special Tribunal Canon 2007.

(3) Sub-section (1) has effect only if at the time when this Canon comes into effect there is no definition of "child" in section 74 of the Constitution.

Repeal of Constitution Amendment (Suspension of Bishops) Canon 2007

4. Canon No. 18 of 2007 is repealed.

Secretaries' Certification of copy of Canon as passed [SO63(20)]

We certify that the Canon above is a copy of the Canon as passed on the 9th day of May 2022.

Dated: 13 May 2022

The Very Rev'd Katherine
Bowyer Clerical Secretary

Mr Timothy Reid
Lay Secretary

A BILL FOR THE CONSTITUTION AMENDMENT (MANDATORY SUSPENSION) CANON 2022

EXPLANATORY MEMORANDUM

General Background

The Royal Commission into Institutional Responses to Child Sexual Abuse

1. In January 2013, the Royal Commission into Institutional Responses to Child Sexual Abuse was established and its terms of reference included “what institutions ... should do to better protect children against child sexual abuse and related matters in institutional contexts in the future”.
2. In March 2017, the failure to achieve a nationally consistent approach to child protection in this Church was highlighted by the Royal Commission at its public hearing in Case Study 52 inquiring into the current policies and procedures of Anglican Church authorities in Australia in relation to child-protection and child-safety standards, including responding to allegations of child sexual abuse. Leaders of this Church appearing before the Royal Commission in Case Study 52 committed to core national minimum standards for safe ministry to children.
3. In December 2017, the Final Report of the Royal Commission into Institutional Responses to Child Sexual Abuse made a recommendation to all religious institutions as to the suspension of clergy who are the subject of a plausible complaint of child sexual abuse against, and there is a risk that they may come into contact with children in the course of their ministry.

16.52 – All religious institutions’ complaint handling policies should require that, if a complaint of child sexual abuse against a person in religious ministry is plausible, and there is a risk that person may come into contact with children in the course of their ministry, the person be stood down from ministry while the complaint is investigated.

4. Since 2018, this Church has been publicly accountable on its progress towards implementing the recommendations from the Royal Commission into Institutional Child Sexual Abuse through an annual report to the National Office of Child Safety. By passing this canon this Church will commence the process of amending its Constitution to implement recommendation 16.52 for complaint of child sexual abuse before the Special Tribunal. This amendment will not come into effect until the conditions in section 67(1)(c) of the Constitution have been satisfied.

Object of the canon

5. The object of this canon is to amend the Constitution of the Anglican Church of Australia in order to implement recommendation 16.52 of the Royal Commission into Institutional Responses to Child Sexual Abuse relating to the mandatory suspension of persons in ministry who are subject to a plausible complaint of child sexual abuse.

Main provisions of the canon

6. This canon provides that where a charge involving a sexual offence relating to a child has been promoted against Bishop of a diocese or a bishop assistant to the Primate in their capacity as Primate, the Bishop shall be suspended until the charge has been determined.

Notes on clauses

- | | |
|----------|--|
| Clause 1 | states the title of the canon. |
| Clause 2 | amends section 61A to provide that where a charge which involves a sexual offence relating to a child has been promoted against the Bishop of a diocese or a bishop assistant to the Primate in their capacity as Primate, the President of the Special Tribunal must suspend the Bishop from their duties of office until the charge has been determined. |
| Clause 3 | amends section 74 to add definitions of child and sexual offence relating to a child , and repeals the definition of child in the Episcopal Standards (Child Protection) Canon 2017 and the National Register Canon 2007, and the definition of sexual offence relating to a child in the Episcopal Standards (Child Protection) Canon 2017 and the Special Tribunal Canon 2007. These provisions will only come into force if these definitions are not already included in section 74 by the earlier coming into effect of the Constitution Amendment (Mandatory Deposition) Canon 2022. |
| Clause 4 | repeals the Constitution Amendment (Suspension of Bishops) Canon 2007. |

CONSTITUTION AMENDMENT (MANDATORY DEPOSITION) CANON 2022

Canon 8, 2022

The General Synod prescribes as follows.

Title

1. This Canon may be referred to as the “Constitution Amendment (Mandatory Deposition) Canon 2022”.

Mandatory deposition of a person convicted of a sexual offence relating to a child

2. In section 60 of the Constitution—
 - (a) in sub-section (1), for "A tribunal" substitute "Subject to sub-section (1A), a tribunal":
 - (b) after sub-section (1) insert—
 - "(1A) Where the tribunal is satisfied that the person so charged has been convicted under the laws of the Commonwealth, State or Territory or under the laws of some other country that are equivalent to a law of the Commonwealth or of a State or Territory of a sexual offence relating to a child committed while a member of the clergy, it must recommend a sentence of deposition from orders.
 - (1B) For the purposes only of sub-section (1A), “**sexual offence relating to a child**” means —
 - (a) sexual activity by a person against, with or in the presence of a child, or
 - (b) the possession, production or distribution of any form of child pornography.”
 - (c) in sub-section (2), after "is recommended," insert "other than a sentence of deposition from orders recommended under sub-section (1A),"; and
 - (d) in sub-section (4), for “The provisions” substitute “Subject to sub-section (1A), the provisions”.

Definitions

3. (1) Subject to sub-section (2)—
- (a) in section 74 of the Constitution, after the definition of "Ceremonial" insert—
- ' "**child**" means a person under the age of 18;'; and
- (b) there are repealed:
- (i) the definition of "child" in section 2(1) of the Episcopal Standards (Child Protection) Canon 2017; and
- (ii) the definition of "child" in the Third Schedule to the National Register Canon 2007.
- (2) Sub-section (1) has effect only if at the time when this Canon comes into effect there is no definition of "child" in section 74 of the Constitution.
-

Secretaries' Certification of copy of Canon as passed [SO63(20)]

We certify that the Canon above is a copy of the Canon as passed on the 9th day of May 2022.

Dated: 13 May 2022

The Very Rev'd Katherine Bowyer
Clerical Secretary

Mr Timothy Reid
Lay Secretary

A BILL FOR THE CONSTITUTION AMENDMENT (MANDATORY DEPOSITION) CANON 2022

EXPLANATORY MEMORANDUM

General Background

The Royal Commission into Institutional Responses to Child Sexual Abuse

1. In January 2013, the Royal Commission into Institutional Responses to Child Sexual Abuse was established and its terms of reference included “what institutions ... should do to better protect children against child sexual abuse and related matters in institutional contexts in the future”.
2. In March 2017, the failure to achieve a nationally consistent approach to child protection in this Church was highlighted by the Royal Commission at its public hearing in Case Study 52 inquiring into the current policies and procedures of Anglican Church authorities in Australia in relation to child-protection and child-safety standards, including responding to allegations of child sexual abuse. Leaders of this Church appearing before the Royal Commission in Case Study 52 committed to core national minimum standards for safe ministry to children.
3. In December 2017, the Final Report of the Royal Commission into Institutional Responses to Child Sexual Abuse made a recommendation to this Church as to the action to be taken against clergy who are convicted of an offence relating to child sexual abuse.

16.56 – Any person in religious ministry who is convicted of an offence relating to child sexual abuse should:

b. in the case of Anglican clergy, be deposed from holy orders.

4. Since 2018, this Church has been publicly accountable on its progress towards implementing the recommendations from the Royal Commission into Institutional Child Sexual Abuse through an annual report to the National Office of Child Safety. By passing this canon this Church will commence the process of amending its Constitution to implement recommendation 16.56 in its tribunals. This amendment will not come into effect until the conditions in section 67(1)(c) of the Constitution have been satisfied.

Object of the canon

5. The object of this canon is to amend the Constitution of the Anglican Church of Australia in order to implement recommendation 16.56 of the Royal Commission into Institutional Responses to Child Sexual Abuse relating to the mandatory deposition of persons in religious ministry who are convicted of an offence relating to child sexual abuse.

Main provisions of the canon

6. This canon provides for an amendment of the Constitution to provide that, where a diocesan tribunal or provincial tribunal hearing a charge is satisfied that the member of the clergy, or the Special Tribunal hearing a charge is satisfied that the bishop, has been convicted of a sexual offence relating to a child committed while a member of the clergy, the applicable tribunal must recommend a sentence of deposition from orders. It also provides for definitions to enable this effectuate amendment.

Notes on Clauses

- | | |
|----------|---|
| Clause 1 | states the title of the canon. |
| Clause 2 | amends section 60 to provide that where a tribunal is satisfied that the person has been convicted under the laws of the Commonwealth, State or Territory or under the laws of some other country with equivalent laws of a sexual offence relating to a child committed while a member of the clergy, it must recommend a sentence of deposition from orders. Amends section 60 to add definition of sexual offence relating to a child |
| Clause 3 | amends section 74 to add definition of child and repeals the definition of child in the Episcopal Standards (Child Protection) Canon 2017 and the National Register Canon 2007. These provisions will only come into force if these definitions are not already included in section 74 by the earlier coming into effect of the Constitution Amendment (Mandatory Suspension) Canon 2021. |



REPORTS & EXTRA DOCUMENTATION

Included:

- A Diocesan Apology to the LGBTQIA+ Community Working Group
- Sustainability Roadmap
- Diverse Worship Participation
- Inclusive Language Policy
- Memorandum regarding regulations
 - Regulation XXII Locum Tenens Regulation
 - Regulation XXIII Parishes Meetings Regulation

A Diocesan Apology to the LGBTQIA+ Community Working Group

Report to Synod 2023

At the 2022 Session of Synod the following Resolution was passed:

“That this Synod, noting Resolution R82/18 of the General Synod of Australia, in which the General Synod apologised to members of the LGBTIQ+ community for ‘disrespectful, hurtful, intentionally insensitive, bullying or abusive behaviour’ and committed the church to working towards creating safe churches for members of the LGBTIQ+ community:

- 1. affirms the statement made at this year’s General Synod in Resolution R82/18 that we ‘recognise and rejoice in the image of God as reflected in every human being, regardless of race, social circumstances, creed or sexual identity’,*
- 2. acknowledges that the Church’s attitudes and behaviours have created and are creating trauma and affirms efforts to support those so affected,*
- 3. requests Diocesan Council to work in consultation with members of the LGBTIQ+ community towards crafting an apology to members of the LGBTIQ+ community on behalf of this diocese, and bringing a report and the apology for endorsement by Synod,*
- 4. requests Diocesan Council, parishes, schools and agencies to work with LGBTIQ+ Anglicans to explore ways to build safer, inclusive and affirming communities.”*

Mover: The Very Rev’d Dr Peter Catt

Seconder: The Rev’d Deb Bird

The working group offers the members of Synod the following update on progress made.

In July, Diocesan General Manager, Tim Reid, reported to the Mover (Peter Catt) and Seconder (Deb Bird) of the motion that Diocesan Council had considered the Synod outcomes and suggested that a task group be formed to work in consultation with members of LGBTI + community towards crafting an apology on behalf of Diocese and bringing a report to Synod 2023.

Peter and Deb had several conversations with each other and others to develop a brief to put before Diocesan Council and potential members of the working group.

In broad terms this brief suggested that at the centre of the process of developing the apology there should be several listening exercises. These would involve listening to people’s stories to hear how they feel about the way the church has treated them and what they would want to hear from the church by way of apology. Initial considerations also included the allowing for the possibility that some listening exercises might need to be one on one, rather than individuals meeting with the whole committee. It was also proposed that the committee would do some preliminary work by learning about Religious Trauma to prepare itself for its work.

In December the Diocesan Council received the initial report as well as a list of names of people who might be appointed to the working group. Diocesan Council appointed the following as members of the working group:

- The Ven Geoff Hoyte
- The Rev’d David Ruthven

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- The Rev'd Dr Margaret Wesley
- The Rev'd Canon Gary Harch
- Dr Nadine Garraway
- The Rev'd Deb Bird
- The Very Rev'd Dr Peter Catt

The Committee met three times in the first quarter of 2023.

During those meetings we have:

- Discussed the breadth and limits of the brief before us;
- Done some work on developing a set of resources to aid our work;
- Done some preliminary work to inform ourselves about Religious Trauma;
- Determined that we would like to engage with a small group of people consisting of LGBTIQA+ members of the Anglican church and representatives of several Peak bodies to co-design the listening process.

Good progress has been made on gathering a group of people who are willing to assist with the co-design of the listening process. We envisage meeting with them in July 2023 and engaging in the fuller listening process in the latter half of 2023.

We have also enquired of other Anglican diocese and denominations seeking to determine if they are engaged in similar work at the present time. At the present time we are not aware of anything else happening in this space.

*The Very Rev'd Dr Peter Catt
On behalf of the Committee*

Sustainability Roadmap

In December 2022, Diocesan Council approved the Sustainability Roadmap in response to motion 13 from Synod 2022: the Sustainability Roadmap was launched in February 2023 at a service at St John's Cathedral. A website has been developed for parishes to access resources.

A link to the web page and copy of the road map follows.

<https://www.anglicanchurchsq.org.au/sustainability>

Tim Reid
General Manager

Motion 13 (Synod 2022) Climate Change – Call to the Church

The Very Rev'd Dr Peter Catt moved, the Rev'd Prof Rodney Wolff seconding:

“That this Synod,

1. noting Resolution R55/18 of the General Synod of Australia which ‘Encourages the Dioceses and Agencies of the Anglican Church of Australia to work towards net zero carbon emissions by 2040, and to consider faster reductions where possible’, and
2. noting also the request of this Synod in 2021 that Diocesan Council explore options to devise a diocesan sustainability charter inclusive of a 2030 greenhouse gas emissions reduction target together with a roadmap to achieve the initial 2030 target and a pathway beyond this to achieving net-zero emissions;
3. requests the Diocesan Council and Diocesan Sustainability Committee to work collaboratively with Angligreen and The Social Responsibilities Committee to develop, by 31 December 2022, a Diocesan Strategy for working towards net zero carbon emissions by 2040 or sooner inclusive of an interim 2030 emissions reduction target, and
4. encourages Parishes, Schools and Agencies to embrace the challenge of reducing net carbon emissions to zero by 2040 or sooner; to report this to their communities in their Annual Report for 2022; and to furnish the same to the Diocese in the gathering for Annual Returns early in 2023.”

Carried

SUSTAINABILITY ROADMAP

2023–2030

Along with other Anglican marks of mission, our faith calls us to;

- ▶ strive to safeguard the integrity of creation and sustain and renew the life of the earth;
- ▶ seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation

This document responds to the General Synod Protection of the Environment Canon 2007 which says:

"This Church recognises that climate change is a most serious threat to the lives of the present and future generations. Accordingly, this Canon seeks to reduce the release of greenhouse gases by this Church and its agencies."

The Protection of the Environment Canon was adopted by the Synod of the Diocese of Brisbane in 2009.

Anglican
Church Southern Queensland

Preamble:

We acknowledge God is Creator whose first revelation is creation, and Jesus is the agent through whom all things have come into being and in whom there is life.

We recognise that the world is our host. Creation is endowed with rhythms and principles that can be ignored, but not abrogated. Humankind takes its place within the created order in covenant with the God of creation.

We accept that under God, we are citizens of the Community of Life, bearing agency and responsibility, and the Law of Sabbath binds all of humankind to creation.

We work as we pray: on earth as in heaven!

Our Vision

We actively participate in the flourishing of God's creation by working deliberately, urgently, creatively to limit and reduce human-induced warming and the resultant effects of climate change.



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GOALS

to be achieved by 2030



Address operational energy and

- ▶ source 100% of our electricity from renewable providers and/or sources
- ▶ actively reduce energy consumption
- ▶ progressively migrate to electric appliances/machines
- ▶ transition vehicles from fossil fuel to renewable where practically achievable
- ▶ plan and record annual progress in reduction of non-renewable resource consumption
- ▶ track the purchasing of products and materials, identifying and recording the energy spent in their production and delivery (embodied energy) in readiness for 2031-40 Roadmap.



- ▶ parishioner/member/community participation in transitioning 100% of household operational energy to renewable providers and/or sources
- ▶ reduction in the use of consumable materials and 'embodied energy', re-using, re-cycling, up-cycling ...
- ▶ engaging and deepening connections with all creation
- ▶ celebrating life, nature, seasons, connections, circular economies, the achievement of goals ...
- ▶ engagement in the production and distribution cycle of goods, deepening the understanding of energy and resources spent in their production and delivery.



- ▶ stand with those most affected by climate change and advocate for just policies and actions to support them
- ▶ work for equitable access to renewables and a just transition for individuals and communities negatively impacted by the reduction in production of greenhouse gases.
- ▶ proactively participate in the democratic process of safeguarding the integrity of creation.

Notes:

The Sustainability Roadmap lays out a framework for the Church and its agencies to formalise their bespoke Sustainability Action Plans, in a staged rollout revised every two years. Churches, schools and agencies shall sign up to this road map and:

- ▶ establish their own time frames and mechanisms to achieve these goals; and
- ▶ use their Sustainable Action Plans as a mechanism for effective action
- ▶ record data, report on progress and celebrate successes.

Operational Energy

This phrase describes the energy necessary and used in the activities of daily work and living. The ACSQ Sustainability Roadmap 2023-2030 seeks to address operational energy and the necessary transition to renewables.

Embedded Energy

This phrase describes the energy required to create a product or material, and the energy used to move it from its manufacturing to user end point. It describes the energy inherent within physical things and spent in its transportation. Accounting for and addressing this energy cost will be a significant focus for the ACSQ Sustainability Roadmap 2031-2040.

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Diverse Worship Participation

At the 2022 meeting of Synod, the following resolution was made:

Diverse Worship Participation

“That this Synod:

- 1. recognize the diverse experiences of participating in worship over the last three years, and the limits of our canonical structures;*
- 2. requests Diocesan Council (DC) to consult with all interested parties and obtain legal advice regarding the present definition of ‘elector’ in our Canons;*
- 3. requests DC to report back to the next Synod or sooner, if necessary with changed regulations and /or suggested canonical amendments, in response to in particular, but not limited to, the following questions:*
 - a) Given the work of the PMC and the variety of electronic services offered, is there any situation where someone who views any electronic worship service, either live or recorded, can be counted as an attendee?*
 - b) Is anyone who views worship, either live or recorded, with a real or assumed name, able to then state they are a ‘communicant parishioner’ i.e., a communicant ‘member of this church who is at least eighteen years of age and who has been for a period of not less than three months and is an accustomed worshipper in the said Parish’ and thus are able to recorded as an elector in a parish?*

In March 2023, a discussion paper: <https://www.anglicanchurchsq.org.au/synod> (See **Synod 2023** and click *Discussion paper: meaning of elector* button) was circulated for comment. This included a summary of the legal advice received from the Legal Committee regarding the present definition of ‘elector’ in the Canons Interpretation Canon and answers to the questions in 3(a) and (b) of the resolution:

3(a) No.

3(b) No, without some degree of regular physical engagement with the Parish.

The discussion paper posed a number of questions and sought feedback. Eight submissions were received with a variety of views ranging from support for the status quo through to opening up the meaning of parishioner and elector to all online worship attendees. Some submissions sought to distinguish between a wide meaning of parishioner, being welcoming to all including those online or in their home, and a narrower meaning of elector, being the people who can be elected to the various offices in parishes.

Some submissions discussed the online mission field and the need to be present in that field by way of outreach. Others emphasised the importance of the Eucharist and being physically together in worship.

The next steps are to analyse further the responses received to see if there are regulatory changes that could be made that would likely have broad support. Then a further consultation on those proposed changes should occur before bringing any changes to Synod in 2024.

Tim Reid
General Manager

Inclusive Language Policy

In response to last year's Synod Motion regarding the development of an inclusive language policy:

Permission has been received from Adelaide Diocese to use and adapt their 'Language Matters Policy'. Feedback has also been received from Adelaide staff about the usefulness of the policy. In response to enquiry, feedback has also been received from Vancouver Diocese as to why they do not have an inclusive language policy. After discussion it has been agreed that a helpful way forward will be for a small group to review and adapt the Adelaide policy and that a draft policy be first reviewed by Deaneries, Gaiters, the Domestic and Family Violence Working Group; before a final draft is presented to Diocesan Council. It was also agreed that parallel to this work it would be helpful to establish a Diocesan Liturgical Committee who could curate available liturgies from a number of sources and periodically recommend them for trial use in the Diocese; create new liturgies for use within the Diocese; and commission particular work to help resource liturgical worship within the Diocese.

The Rt Rev'd Cameron Venables

Motion 8 (Synod 2022) Language Matters

The Rev'd Sharon Mitchell moved; The Rt Rev'd Cameron Venables seconding:

That this Synod:

1. Acknowledges the importance of language used in worship, gatherings, and communications within ACSQ.
2. Requests the Diocesan Council to develop an inclusive language policy for ACSQ together with guidelines for its implementation and use.
3. Acknowledges the Anglican Diocese of Adelaide for their inclusive language policy leadership and recommends their work as a starting point in developing an inclusive language policy for ACSQ:
<https://adelaideanglicans.com/app/uploads/2019/11/Language-Matters-Booklet-2017.pdf>

Carried

MEMORANDUM

TO:	Synod Members	
FROM:	Tim Reid General Manager / Registrar	
RE:	Regulations to be laid before Synod	
DATE:	19 May 2023	TR

Two Regulations have been made by Diocesan Council under the Parishes Regulation Canon which, under the terms of that Canon, must be laid before Synod.

Parishes Regulation Canon

The following Regulations were made under section 4 of the Parishes Regulation Canon, which allows Diocesan Council from time to time to make, amend or repeal Regulations under the Canon. Under section 4(3) of the Canon, a copy of such a Regulation must be laid before the next ordinary session of Synod after it is made. Any member of Synod may present a motion for the amendment or repeal of the Regulation (see section 4(4)).

Regulation XXII – Locum Tenens Regulation made on 21 July 2022

The Regulation addresses the terms of appointment of locum tenens clergy a draft of which was provided to the 2022 Synod before it was formally made by Diocesan Council following that Synod.

Regulation XXIII – Parishes Meetings Regulation made on 27 October 2022

The Regulation enables virtual meeting technology (e.g. Zoom, Teams) to be used to convene a meeting of parishioners, either in whole or in a hybrid arrangement.

Regards



Tim Reid
General Manager / Registrar

Anglican Church of Australia

Regulations under the Parishes Regulation Canon

REGULATION XXII – Locum Tenens Regulation

made by the Archbishop acting by and with the advice of the Diocesan Council on 21 July 2022.

Primary object

1. A Regulation to provide for the conditions of appointment of Locum Tenens in the Diocese.

Interpretation

2. (1) In this Regulation –

“**Interregnum**” means the period of time between when a parish becomes vacant and the appointment of a Parish Priest.

“**Locum Tenens**” means a member of the clergy appointed by the Regional Bishop to a parish during an Interregnum.

- (2) Definitions in the *Parishes Regulation Canon* as in force from time to time apply to this Regulation, subject to any modifications set out in this Regulation.

Regional Bishop may appoint

3. The Regional Bishop may appoint a member of the clergy as a Locum Tenens to a parish for a stipulated period of time.
4. So far as is practicable, the Regional Bishop will consult with the Churchwardens of a Parish when making an appointment of a Locum Tenens.

Conditions of appointment

5. A Locum Tenens is entitled to the minimum stipend and allowances and annual leave customarily enjoyed by a Parish Priest (pro rata in the case of a part time appointment) except as otherwise agreed between the Locum Tenens, the Churchwardens of the parish and the Regional Bishop.
6. The Parish Council shall be responsible for the payment of the stipend and allowances of a Locum Tenens appointed to the parish.
7. A Locum Tenens shall have and may exercise all the powers and functions of the Parish Priest during the period of his or her appointment.

Duration & Revocation

8. The term of appointment may be extended for such further period as the Regional Bishop may, in his or her absolute discretion, determine.
9. A Locum Tenens appointment may be revoked with immediate effect at the discretion of the Regional Bishop.
10. For the avoidance of doubt, a Locum Tenens is not a Rector and does not enjoy any of the rights of a Rector even if the parish to which he or she is appointed is a Benefice.

Inconsistency

11. This Regulation applies notwithstanding and to the exclusion of the provisions in the *Parishes Regulation Canon*, but only to the extent of inconsistency.

Anglican Church of Australia

Regulations under the Parishes Regulation Canon

REGULATION XXIII – Parishes Meetings Regulation 2022

made by the Archbishop acting by and with the advice of the Diocesan Council on 27 October 2022.

1. Primary object

A Regulation to provide for arrangements for holding meetings of parishioners remotely by the use of technology.

2. Interpretation

(1) In this Regulation –

“**online service of public worship**” means a form of service of a parish that is transmitted via the internet as a livestream or pre-recorded video.

(2) Definitions in the *Parishes Regulation Canon* as in force from time to time apply to this Regulation, subject to the modifications set out in this Regulation.

3. Options for conducting meetings of parishioners

The parish council may, subject to clause 4, permit attendance remotely by the use of technology at any meeting of parishioners convened under Part V of the *Parishes Regulation Canon* if, in the opinion of the parish council, permitting attendance by this means is reasonably practicable in the circumstances.

4. Meetings of parishioners attended remotely through the use of technology

For the purposes of clause 3 –

(a) the meeting of parishioners may be held using one or more technologies that give all participants entitled to attend a reasonable opportunity to participate without being physically present in the same place;

(b) all persons so participating in the meeting are taken for all purposes (for example, a quorum requirement) to be present at the meeting while so participating;

(c) the meeting is convened –

- (i) by notice in accordance with sections 30(2) and 30(3) or 48 of the *Parishes Regulation Canon*; and
 - (ii) by notice in an electronic communication to parishioners (but only to the extent that the parish holds relevant contact information for its parishioners) not less than ten days including two Sundays immediately preceding the day of the meeting and such notice shall include the information required in Schedule 1 of the *Parishes Regulation Canon*; and
 - (iii) by announcement at each online service of public worship (if any) of the parish not less than ten days including two Sundays before the day of the meeting, of the date, time and instructions necessary for a person to make nominations and to join the meeting.
- (d) the parish council must include in the notice information about how those parishioners entitled to attend can participate in the meeting remotely by the use of technology including how they can participate in a vote taken at the meeting, and speak at the meeting, to the extent they are entitled to do so;
- (e) a vote taken at the meeting for persons attending remotely by the use of technology may be taken by:
- (i) the Chair asking if there is any dissent to the motion and if none, the motion is taken as passed; or
 - (ii) using one or more technologies that give each person entitled to vote the opportunity to participate in the vote in real time and for their vote to be recorded and counted by technological means.

5. Hybrid Meetings

For the avoidance of doubt, nothing in this Regulation prevents a meeting from being conducted partly in a physical location and at the same time remotely using one or more technologies.

6. Effect of modified provisions

Anything done in accordance with the provisions modified by this Regulation is as valid and effective for all purposes as if it had been done in accordance with those provisions contained in the *Parishes Regulation Canon* in their unmodified operation.

7. Inconsistency

This Regulation applies notwithstanding and to the exclusion of the provisions in the *Parishes Regulation Canon*, but only to the extent of inconsistency.



ANNUAL PLAN AND BUDGET 2024

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The Corporation of the Synod of the Diocese of
Brisbane

Annual Plan & Budget

For the year ending 31 December 2024

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Introduction

The Mission of the Church is the Mission of Christ – to proclaim the good news of the kingdom of God, that is:

- To teach, baptise and nurture new believers;
- To respond to human need by loving service;
- To seek to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation;
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth;
- To worship and celebrate the grace of God; and
- To live as one holy catholic and apostolic Church.

The Anglican Diocese of Southern Queensland Annual Plan articulates the operations and activities that we adopt to live this mission.

Our vision

Our Diocesan vision '*Flourishing faith communities: proclaiming and serving, worshipping and learning.*' defines our longer-term aspiration in developing a shared sense of Gods purpose for the Anglican Church in Southern Queensland and leads to action. Five Key Focus Areas have been discerned to realise our vision:

- 🍃 KFA 1 Comprehensive Anglican identity and purpose;
- 🍃 KFA 2 Energising, nurturing and mobilising ACSQ's people;
- 🍃 KFA 3 Flourishing parishes and faith communities;
- 🍃 KFA 4 Engagement with each other and the wider community;
- 🍃 KFA 5 Stewardship and sustainability of resources;

The operational plan reflects these Key Focus Areas as well as our Ongoing Compliance and Missional works.

About this plan

The Annual plan is presented in three parts:

- Diocesan operational plan – provides detail on the programs and services, delivered and how they support the implementation of our vision;
- Annual budget – provides the allocation of resources for our programs and services (excludes parishes, Anglicare and individual schools);
- Tables and assumptions – provides further breakdown of calculations

The Diocesan operational plan is developed through collaborative discernment by the Episcopate and Executive. The operational plan outlines the activities and priorities of each Commission and Diocesan operations and seeks to inform sustainable budget development.

Diocesan Operational Plan

The Diocesan operational plan details the services provided by each Operational team and the key deliverables that support the implementation of the Diocesan Vision.

Expense allocation includes cost of activities detailed only.

Episcopate and Leadership

Programme	Purpose	Description	Key deliverables	
On-going Missional activities				
Episcopate and leadership	<p>The Archbishop's chief responsibility is the spiritual care and leadership of 'The Corporation of the Synod of the Diocese of Brisbane,'</p> <p>The EP&L provides support for the Archbishop in this work with particular interest in the Archbishop's care for parishes.</p>	<p>Episcopate and leadership oversee and direct the mission of the Diocese.</p> <p>The Archbishop is the Ordinary and Chief Pastor of the Diocese.</p> <p>The Regional Bishops lead and support the faith communities of the Diocese, providing spiritual direction, theological leadership and pastoral support as well as administration of clergy and parishes.</p>	<ul style="list-style-type: none"> • Theological leadership of Comprehensive Anglican identity and purpose. • Energise, nurture and mobilise clergy and parishioners to grow flourishing communities. 	
			Expense Allocation	
			2023	\$ 1,744,604
			2024	\$ 1,904,763

General Managers Office

Programme	Purpose	Description	Key deliverables
On-going Missional activities			
General Managers Office Executive & Registry	To provide strategic and governance leadership across ACSQ and its commissions.	<p>The position of GM is created through the General Manager Canon to act as Registrar and Chapter Clerk and manage administration of Synod.</p> <p>The GM is responsible for the leadership and management of the administration and operations of the Diocese in accordance with the strategies, policies and performance requirements of the Diocesan Council. This includes leading a strategic planning process for the Diocese, ensuring the Diocese has effective governance, risk and compliance systems, managing professional standards, providing support for commissions, parishes and other Diocesan entities as well as operational organisational design and culture.</p>	<ul style="list-style-type: none"> • Effective governance of the Diocese. • Effective leadership and administration of Diocesan strategy and operations. • Effective and sustainable operational Organisation Design that meets the missional and corporate needs of the Diocese.
Social justice Unit	To advance social justice advocacy of the ACSQ.	<p>The SJU have a broad scope of activities and advocacy that promote social change from unjust structures. This includes engagement with Government and decision makers in policy debates, and also seeks creative ways to partner, or contribute to public debates on social justice issues</p> <p>The SJU seek to grow the church's capacity to undertake social action, to understand and apply emergent technologies and to foster dialogue and collaborative practices. The SJU works with the Anglican Church, ecumenically, interfaith, and with many other people locally and nationally.</p>	<ul style="list-style-type: none"> • Communications that raise awareness of social justice and ecological issues. • Positive influence of stakeholders to transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation. • Justice enablement – activities, advocacy, events.
On-going Compliance activities			
Insurance Governance and Risk	To coordinate and support governance and risk mitigation including insurance and historical abuse claims.	<p>IGR provide advice and support for implementation of Risk Management, Compliance and Policy frameworks. This includes systems for compliance with legislation, regulation, licensing and accreditation systems.</p> <p>The team manages the Corporation's insurance portfolio in line with objectives and risk appetite and provides Diocesan-wide prudential insurance administration. This includes management of historical abuse claims from receipt to resolution covering NRS, PIPA and Redress scheme.</p>	<ul style="list-style-type: none"> • Just resolution of historical abuse claims. • Management of insurance renewals and claims. • Effective implementation of Diocesan Operations risk framework.
In-house legal services	To provide inhouse legal advice to ACSQ and Commissions.	Inhouse legal function that provides key advice to ACSQ particularly on matters related to property, bequests, privacy, contracts and procurement and other general legal matters.	<ul style="list-style-type: none"> • Resolution of legal matters through provision of high-quality legal advice.

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General Managers Office

Programme	Purpose	Description	Key deliverables	
			<ul style="list-style-type: none"> • and/or briefing of external legal advisors. 	
Professional Standards	To implementation of the Professional Standards Canon and Protocol and the Safe Ministry to Children Canon.	<p>The Professional standards team supports the implementation of policy and procedure to manage the ethical conduct of church workers.</p> <p>The team manages policy and procedures and provides legal and canonical advice on safety of children and vulnerable people. In addition Professional Standards leads processes that respond to complaints of sexual misconduct against church workers.</p>	<ul style="list-style-type: none"> • Just resolution of complaints against church workers related to sexual misconduct. • Support safety of children and vulnerable people through effective policy and procedure. • Advice on compliance with canon and civil law related to safety of children and vulnerable persons. 	
Strategic Activities				
KFA 4	Reconciliation Action Plan	Implementation of ACSQ Reconciliation Action Plan.	<p>ACSQ is committed to reconciliation with First Nations people and has adopted a Reconciliation Action Plan approved by Reconciliation Australia.</p> <p>The Diocese engages in and promotes reconciliation through a range of activities and events that foster a community of shared value, goals and a common language to strengthen respectful relationships.</p>	<ul style="list-style-type: none"> • ACSQ RAP activities and deliverables. • Annual reporting to Reconciliation Australia. • Development of next RAP.
	Domestic and family violence project	To implement the <i>'Ten Commitments for Preventing and Responding to Domestic and Family Violence.'</i>	<p>The D&FV project responds the Synod resolution to adopt the 'Ten Commitments for Preventing and Responding to Domestic and Family Violence'.</p> <p>In collaboration with key stakeholders the project will develop a preventing domestic and family violence strategic plan and initiatives including training and education and provision of resources for key stakeholders.</p> <p>High level advice and support is provided for the implementation of frameworks for preventing domestic and family violence and development of fit-for-purpose procedures and policies to respond to domestic and family violence.</p>	<ul style="list-style-type: none"> • Strategic and operational plans to implement the 10 Commitments. • Improve policy and procedures regarding D&FV within ACSQ. • Execute key strategic projects and initiatives developed under the strategic plan.
			<p style="text-align: right;">Expense Allocation</p> <p style="text-align: right;">2023 \$ 2,596,148</p> <p style="text-align: right;">2024 \$ 2,750,939</p>	

Note: Costs exclude recharged insurance

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Anglican Schools Commission

Programme	Purpose	Description	Key deliverables	
On-going Compliance activities				
Anglican Schools Commission	<p>To meet obligations under Diocesan Governance Canon and the legislative framework surrounding Schools and Early Education and Care Services.</p> <p>In addition supporting staff in those areas in governance and operations whilst retaining and strengthening Anglican Identity.</p> <p>Early Learning Centres</p>	<p>The ASC is the operator for the Queensland Anglican Schools Approved System Authority Anglican and early education centres for which the Diocese is the Approved Provider. ASC ensures compliance with legislation through monitoring, auditing and implementation of a compliance framework as well as a child safety compliance framework.</p> <p>Professional support and guidance is provided to school principals, business managers and Childcare directors in meeting the legislative requirements of the schools.</p> <p>The ASC implements good governance through regular reporting of the School council to the Commission, regular assessment of financial sustainability and approval of school Master plans and subsequent capital projects.</p> <p>Anglican Identity is enhanced through curriculum development, Anglican leadership development, employment of Chaplains in each school and support of the Chaplains network.</p>	<ul style="list-style-type: none"> • Compliance with schools and early education legislations and regulations, particularly financial governance and child safety. • On-going sustainability of schools and early education centres. • Enhancement of Anglican Identity in educational offerings. 	
Expense Allocation			2023	\$ 3,894,561
			2024	\$ 4,630,305

Note: ASC is fully funded through School levies

<i>Anglican Schools and Early Learning Centres governed by ASC – not included in Diocesan budget</i>		
<i>Anglican Schools System</i>	<i>Controlled Anglican Schools</i>	<i>Early Learning Centres</i>
<ul style="list-style-type: none"> • Anglican Church Grammar • St Paul's School • St Andrews Anglican College • St Luke's Anglican School • Fraser Coast Anglican College • Coomera Anglican College • The Southport School • St Hilda's School • West Moreton Anglican College • Toowoomba Anglican School • The Glennie School 	<ul style="list-style-type: none"> • St John's Anglican College • The Springfield Anglican College • Cannon Hill Anglican College <p><i>Separately incorporated schools where the Diocese is the sole shareholder.</i></p>	<ul style="list-style-type: none"> • Carey Lane Early Learning Centre • Coomera Anglican College Early Learning Centre • Koala Kindy– Fraser Coast Anglican College • St Hilda's School Pre-Preparatory C • Little Saints Early Learning Centre – St Andrew's Anglican College • St Luke's Early Learning Centre • St Paul's Early Learning Centre • The Glennie Community Kindergarten • The Southport School Preparatory School • Toowoomba Anglican College Kindergarten • Riverwalk Robina Early Learning Centre • St Alban's Wilston Early Childhood Centre • Sunnybank Anglican Outside School Hours Care • Little Angels Salisbury Early Learning Centre

Finance and Diocesan Services Commission

Programme	Purpose	Description	Key deliverables
On-going Missional activities			
ANFIN	ANFIN provides treasury, investment, funding and transactional solutions for legal entities of the Anglican Church Southern Queensland.	<p>ANFIN is a Religious Charitable Development Fund which aggregates funds from Diocesan legal entities. The funds are managed for both short-term and long-term needs ensuring adequate liquidity to fund capital projects.</p> <p>This includes investment in term deposits, investment portfolios and loans to Diocesan entities.</p> <p>Transactional banking and internal transaction services are provided. ANFIN is the intermediary between our internal clients and external banks to provide any banking services such as credit cards and EFTPOS.</p>	<ul style="list-style-type: none"> • Treasury risk is effectively managed and generates income. • Liquidity risk is effectively managed to support capital and operating cash-flow needs of entities. • Counter party risk is managed to protect the assets of the Diocese.
Digital innovation	To support information and communication technology and information management requirements across the Diocese.	<p>Information and Technology Services are provided that meet current and future requirements of the Church and Diocesan operations. This includes development and implementation of IT Strategy integrated with business strategy.</p> <p>The team ensure operational capability to deliver cost effective, risk appropriate and secure services that meet business needs and are compliant with legislative and standards-based requirements. At the same time an effective and efficient IT portfolio is provided that is agile and responsive to our complex, evolving organisation</p> <p>The team manages the definition, development and operation of data analysis and reporting capability suitable for the Church's needs.</p>	<ul style="list-style-type: none"> • Internet and cyber security risk of the Diocese is within risk tolerance. • Parishes have effective access to digital records and resources. • Records and archives of the Diocese are stored, managed and protected.

Finance and Diocesan Services Commission

Programme	Purpose	Description	Key deliverables
On-going Compliance activities			
Finance services	To provide corporate financial services for Diocesan operations. Ensuring reporting and compliance obligations are met.	<p>The financial services team supports financial compliance and reporting for ACSQ as well as ensuring financial sustainability for the Diocese, through financial strategy, budget, forecast and financial analysis.</p> <p>A range of finance services are provided to Diocesan operations, including business transactions, cost analysis, tax compliance and financial performance analysis and bequest and trust requirements are managed.</p> <p>A shared payroll service is provided for 130 parishes, Diocesan operations and some parish childcare centres.</p> <p>In addition support is provided to Parishes on financial issues.</p>	<ul style="list-style-type: none"> • The Diocese is financially sustainable. • The Diocese meets all financial compliances. • Corporate services are provided that meets the needs of diocesan operations.
Organisational development	To provide Human Resources and Workplace health and Safety services to ACSQ (excl Anglicare and individual schools).	<p>The Organisational Development Unit integrates the functions of Organisational Development, Human Resources and Work Health and Safety to bring together expertise to enable us to strategically support employee engagement in Parishes and Diocesan operations.</p> <p>OD supports the General Manager in implementing strategies that impact on organisational design, leadership and culture</p>	<ul style="list-style-type: none"> • Employee engagement is lawful, parity-based and supports the development of each individual. • ACSQ provides a safe workplace and meets all WHS obligations and responsibilities. • Leadership, culture and organisational design is supported through professional services to meet the needs of the Diocese.
Strategic Activities			
KFA 5	Property development	To manage and deliver property projects including income generating projects for parishes and the Diocese.	<p>The Property team supports Missional objectives of parishes and the Diocese through developing a strategic view of the property portfolio.</p> <p>Working with parishes and Diocesan agencies, the team support identification of best and highest use for parish and Diocesan properties including opportunities for site development for missional purposes, income production as well as property leases, sales and purchases.</p>
			<ul style="list-style-type: none"> • Optimise the Diocesan and parish property portfolio for highest and best use. • To deliver income generation through key property developments.
			<p style="text-align: right;">Expense Allocation</p> <p style="text-align: right;">2023 \$ 3,594,931</p> <p style="text-align: right;">2024 \$ 3,664,456</p>

Ministry Education Commission

Programme	Purpose	Description	Key deliverables				
On-going Missional activities							
Roscoe Library	To provide resources for theological study and research to students and graduates of St Francis College and all areas of the ACSQ.	<p>The Roscoe Library is a theological library where students can access a substantial collection of theological books, journals and electronic resources.</p> <p>The library is a resource for those involved in academic study, faith formation, youth work, children's ministry, spiritual direction, liturgical preparation, chaplaincy and religious instruction.</p>	<ul style="list-style-type: none"> Tertiary theological study is supported through access to curated print and electronic resources. Self-development in Anglicanism is supported through access to curated print and electronic resources. 				
Strategic Activities							
KFA1	Lay Education	To provide lay education and formation resources to parishes.	<p>The lay education team develops and delivers resources and form course content to enhance lay ministry. Coursework is developed in consultation with the episcopate and assessment criteria established to enable micro-credentialing toward a Lay Ministry Certificate.</p>	<ul style="list-style-type: none"> Lay ministry is enhanced through formal education and certification. Lay ministry is enhanced through access to web-based resources. 			
KFA 2	St Francis Theological College	To provide tertiary theological education through the University of Divinity for a variety of vocations including ordained ministry and Anglican faith education.	<p>St Francis College is an Anglican theological college, open to students from all Christian backgrounds.</p> <p>Our lecturers combine academic excellence with a delight in sharing God's loving work in the world.</p> <p>St Francis College offer a range of courses which encourage critical thinking, spiritual growth and compassionate action. These range from certificates and diplomas to B.Th and M.Div for ministry training to opportunities for research in masters and doctoral programs.</p>	<ul style="list-style-type: none"> Comprehensive Anglicanism is evident in the Diocese. Appropriately trained and formed ordained ministers are available for parish and other ministry in the Diocese. Theological education is available and undertaken by leaders in the parishes, and other mission agencies of the Anglican Church Southern Queensland. 			
KFA 4	Anglican Youth, Children and Families	To facilitate ministry with youth, children and families in ACSQ, particularly in delivery of Ichthus camps and building and maintaining a network of youth ministers.	<p>The AYCF team engage with youth, children and families, to help build thriving ministries that equip, empower and inspire youth, children and families for Christ.</p> <p>The team lead and manage events across the Diocese, including an extensive camping program for school students (Ichthus camps) and programs for Young Adults.</p>	<ul style="list-style-type: none"> Youth and Children are energised and nurtured through camp experiences. Young adults are mobilised through gathering opportunities. Ministry leaders are recruited and developed. 			
Expense Allocation			<table> <tr> <td>2023</td> <td>\$ 2,078,468</td> </tr> <tr> <td>2024</td> <td>\$ 2,148,475</td> </tr> </table>	2023	\$ 2,078,468	2024	\$ 2,148,475
2023	\$ 2,078,468						
2024	\$ 2,148,475						

Parishes and Other Mission Agencies Commission

Programme	Purpose	Description	Key deliverables	
On-going Missional activities				
Chaplaincies	Our Chaplains provide spiritual, welfare and pastoral support in three ministries: Hospital Chaplaincy, Prison Chaplaincy and Police Chaplaincy.	<p>Our Chaplaincies are an important ministry of the church, and provide care for people during challenging and quiet times.</p> <p>Our Hospital Ministry team provides pastoral care to patients in over 40 hospitals in the Diocese, meeting patients and their families at the most vulnerable times in their lives.</p> <p>Police Chaplains walk with Police officers, retired officers and their families. The ministry is based on long-term relationships with people.</p> <p>Our Prison Chaplaincy is a ministry of pastoral and spiritual care to those incarcerated within the 11 correctional centres in the Diocese.</p>	<ul style="list-style-type: none"> • To meet the mental, social and emotional needs of people in our care. • To provide human connection and support to people during challenging and quiet times. 	
Strategic Activities				
KFA 2	Clergy Wellbeing and development	To support the holistic wellbeing of clergy and provide resources to nurture personal wellbeing.	<p>The Anglican Church Southern Queensland cares about the health and wellbeing of its clergy and staff and encourages all clergy and staff to nurture their own personal wellbeing.</p> <p>Resources to support wellbeing are provided in five key wellbeing areas: Health and energy; Relationships and connection; Material and financial resources; Agency and structures; and Spirituality and vocation.</p>	<ul style="list-style-type: none"> • Clergy thriving and in spiritual, physical, mental and emotional health and development. • Clergy engaging in positive relationships with family, congregations, parishioners, colleagues and friends. • Structures that enable clergy participation in the life of the wider Church.
KFA 3	Ministry development	To support the development of flourishing faith communities.	<p>The Ministry development team works with clergy, laity and regional bishops to develop processes to support parish growth sustainability.</p>	<ul style="list-style-type: none"> • Research and planning drive action that increases participation and effectiveness of parishes and ministries. • Ministries and parishes flourish in the Diocese.

Parishes and Other Mission Agencies Commission

CLIC

Programme		Purpose	Description	Key deliverables				
	Resource Church	To help resource mission across their region and be a catalyst for growth.	<p>A Resource Church is a particular category of parish that, in partnership with their Regional Bishop, seeks to resource mission within a region.</p> <p>These parishes have an outlook beyond themselves, seeking to share programs, expertise, events, and facilities. These parishes have the potential to be involved in church planting or revitalisation, along with offering placements to train mission-minded leaders for the future.</p>	<ul style="list-style-type: none"> Parishes and ministries have access to outstanding resources that support ministry and engagement. 				
KFA4	Anglican Focus and communications	To encourage and embrace community collaboration that nourishes and connects a flourishing Diocesan faith community.	Anglican Focus is the news site of ACSQ and supports the strategic priorities of different commissions, agencies, working groups/committees and ministries across the whole diocese.	<ul style="list-style-type: none"> Strong community connection across the Diocese. The ACSQ community is energised through spiritual nourishment. All members of the Diocese find a voice in our communications and we flourish as a community of faith. 				
	Indigenous Ministry	To support indigenous ministry through Wontulp-Bi-Buya College.	Wontulp-Bi-Buya College support the development of Aboriginal and Torres Strait Islander women and men 18 years old and over, through Nationally Accredited Certificates in Theology and Ministry, Suicide Prevention in Social and Emotional Wellbeing, Addictions Management and Community Development.	<ul style="list-style-type: none"> Indigenous ministry leadership is grown through educational programs responding to the needs of Aboriginal and Torres Strait Islander communities. A culturally sensitive learning environment supports greater student participation. 				
Expense Allocation				<table> <tr> <td>2023</td> <td>\$ 1,836,451</td> </tr> <tr> <td>2024</td> <td>\$ 1,513,514</td> </tr> </table>	2023	\$ 1,836,451	2024	\$ 1,513,514
2023	\$ 1,836,451							
2024	\$ 1,513,514							

Note: There is an overall reduction in PMC costs due to a holding pattern of vacancies as ongoing delivery of the service is assessed.

Annual Budget

THE CORPORATION OF THE SYNOD OF THE DIOCESE OF BRISBANE BUDGET SUMMARY - 2024

ACSQ 2024 Budget	2022 Actual	2023 Budget	2024 Budget	2024 Budget v. 2023 Budget	% variance	Notes
	\$	\$	\$	\$	%	
Revenue						
<i>Investment income</i>						
Dividends and managed funds distributions	7,574,434	5,275,512	6,405,557	1,130,046	21.4%	1
Interest income from loans and advances	3,158,959	3,081,370	5,757,243	2,675,873	86.8%	1
Interest income from deposits with other financial institutions	2,750,266	718,375	5,845,888	5,127,513	713.8%	1
<i>Operating income</i>						
Australian Government Funding for Schools net of distributions	1	-	-1	-1		
Reimbursement of claims	3,012,434	-	-	-		2
Insurance premiums received	6,908,042	8,326,617	8,587,691	261,074	3.1%	
Donations, fundraising, levies and contributions	3,789,836	3,972,436	4,173,981	201,545	5.1%	
School levies	3,709,799	3,268,617	4,476,952	1,208,335	37.0%	3
Other operating income	4,149,682	3,784,056	4,242,643	458,587	12.1%	4
Other income	2,018,934	-	-	-		5
TOTAL INCOME	37,072,387	29,054,576	39,489,953	10,435,378	35.9%	
EXPENSES						
<i>Investment expense</i>						
Interest expense from client investments	2,839,439	752,389	9,004,047	8,251,658	1096.7%	1
<i>Operating expense</i>						
Employee expenses	12,344,399	12,848,129	13,550,815	702,686	5.5%	6
Insurance claims expense	4,665,898	952,192	948,192	-4,000	-0.4%	2
Service delivery	9,475,848	10,210,502	10,654,307	443,804	4.3%	
Grant and income distribution	882,864	724,612	947,077	222,466	30.7%	8
Asset management expenses	1,745,075	2,276,617	1,784,461	-492,156	-21.6%	7
Depreciation	550,203	104,022	738,248	634,226	609.7%	7
Office operations expenses	364,172	416,764	449,366	32,602	7.8%	7
Other (non-operating) expenses	217,797	-	-	-		5
TOTAL EXPENSES	33,085,695	28,285,226	38,076,512	9,791,286	34.6%	
Operating Surplus/(Deficit)	3,986,692	769,349	1,413,441	644,092	83.7%	
Claim Settlements						
Claim Reimbursements	10,577,806	2,401,200	2,497,248	96,048	4.0%	
Claim Settlements	10,691,051	-4,574,700	-4,757,688	-182,988	4.0%	
Net Settlements	-113,245	-2,173,500	-2,260,440	-86,940	4.0%	9
Operating Surplus/(Deficit) after claim settlements	3,873,447	-1,404,151	-846,999	557,152	-39.7%	

Notes, tables and assumptions

Notes

1. Changes in dividend and managed fund income and interest driven by changes in investment market and interest rates. This impacts on both income generated from investment and our expense item 'Interest paid to client investors'. Please see Investment Assumption tables below
2. Insurance payout and associated insurance claim payment are not provided in the budget. An estimate of the nett cost of insurance claims is provided as an expense.
3. School levies are fully applied against Anglican Schools Commission costs each year. Variation in levy is driven by the services provided to schools.
4. Other operating income was understated in 2023 and estimates have been realigned based on 2022 actual income.
5. Other income and Other (non-operating) expense was driven by profit on sale of fixed assets in 2022. No provision has been made for sale of assets in 2024.
6. Wages costs in 2024 are based on a 4% increase in wage costs together increases in superannuation. In addition, the cumulative impact of the current wages market increased the 2023, partially offset by holding some vacancies resulted in an increase base cost of net 1.4%
7. There has been a change in accounting standards that impacts on the way we record leases. This impacts on Asset management costs and depreciation and a minor impact on interest costs. This is a reallocation of costs only. The 2023 budget did not allow for this change, but the 2022 actual costs reflect the change in standard.
8. Distribution of grants and income has been increased based on commitments made in 2022 that will carry forward.
9. The allowance for Nett abuse claims has been increased by CPI only.

Investment assumptions tables

Assumptions	Estimate
Yield on Australian Equities	4.4%
Impact of franking credits	1.4%
Managed Fund income yield	5.9%
Impact of franking credits	0.4%
Ave. Interest rate (Overnight cash)	3.3%
Ave. Interest rate (12 months @ Term)	3.1%

ANFIN Distribution assumptions	Estimate
Average Assets (\$m)	\$291
Interest Income (\$000)	\$15,413
Interest Expense (\$000)	\$7,869
Net Interest Income	\$7,544
Operational Expenses (\$000)	\$818
Surplus	\$6,726
Distribution (\$000)	\$6,660,000

ANFIN Asset/Liability assumptions	Estimate
Average Loans (\$m)	\$96
Average Cash Investments (\$m)	\$113
Average Long-Term Investments (\$m)	\$75
Lending Margin over BBSW - Schools	2.5%
Lending Margin over BBSW - Parishes	2.0%
Ave. margin over BBSW paid on deposits	0.1%

Escalation rate

Expense and Other Income assumptions	Estimate
Wages escalation	4.0%
Insurance premium escalation rate	18.4%
General escalation rate	4.0%

2024 segment table

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ACSQ 2024 Budget	FDSC	PMC	E&L	GMO	Ministry Education	Corporate overhead	Comm. Non-Mission Property	Mission Alive Fund	Anglican Schools Commission	Insurance Funds	ANFIN	Special Reserves	Going for Growth	Property Trusts	Intra Entity Adjustment	2024 Budget
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Revenue																
<i>Investment income</i>																
Dividends and managed funds distributions	-	-	687,743	-	-	-	-	7,440,000	-	-	4,134,302	-	796,536	6,977	-6,660,000	6,405,557
Interest income from loans and advances	-	-	-	-	-	-	-	-	-	5,757,243	-	-	-	-	-	5,757,243
Interest income from deposits with other financial institutions	-	-	-	-	-	-	-	108,580	35,000	1,042	5,521,318	19,135	3,229	31,759	125,825	5,845,888
<i>Operating income</i>																
Australian Government Funding for Schools net of distributions	-	-	-	-	-	-	-	-	-1	-	-	-	-	-	-	-1
Insurance premiums received	-	-	-	-	-	-	-	-	-	8,457,154	-	-	-	-	130,537	8,587,691
Donations, fundraising, levies and contributions	-	-	-	-	-	-	-	4,441,896	42,355	-	-	134,430	-	-	-444,700	4,173,981
School levies	-	-	-	-	-	-	-	-	4,476,952	-	-	-	-	-	-	4,476,952
Other operating income	291,337	121,611	98,592	159,352	831,270	550,932	365,780	-	88,000	-	2,080	2,070,428	-	132,672	-469,410	4,242,643
Service fees	277,156	-	100,000	171,400	-	-	-	-	-	-	-	-	-	-	-548,556	0
Other income	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL INCOME	568,493	121,611	886,335	330,752	831,270	550,932	365,780	11,990,476	4,642,306	8,458,196	15,414,942	2,223,993	799,765	171,408	-7,866,304	39,489,953
EXPENSES																
<i>Investment expense</i>																
Interest expense from client investments	-	305	52	-	137	20,000	-	892,152	5,150	-	7,869,334	75,862	15,229	-	125,825	9,004,047
<i>Operating expense</i>																
Employee expenses	2,916,197	955,414	1,405,421	1,963,274	1,473,457	210,120	-	-	2,555,374	443,131	335,887	1,280,747	11,793	-	-	13,550,815
Insurance claims expense	-	-	-	-	-	-	-	-	-	948,192	-	-	-	-	-	948,192
Service delivery	488,506	169,400	289,328	672,905	219,594	254,432	13,019	104,000	1,750,326	7,065,679	168,343	40,892	-	15,320	-597,436	10,654,307
Grant and income distribution	-	301,803	-	26,000	-	-	-	164,611	-	-	-	265,875	538,200	95,288	-444,700	947,077
Asset management expenses	139,652	37,695	113,982	36,079	370,875	514,478	66,758	-	151,346	-	294,322	225,795	-	16,858	-183,378	1,784,461
Depreciation	23,600	7,811	20,490	-	18,752	573,001	-	-	72,100	-	22,493	-	-	-	-	738,248
Office operations expenses	96,501	41,087	75,491	52,681	65,659	100,780	-	-	96,008	-	19,057	8,717	-	-	-106,614	449,366
Other (non-operating) expenses	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Income distribution	-	-	-	-	-	-	-	-	-	-	6,660,000	-	-	-	-6,660,000	-
TOTAL EXPENSES	3,664,456	1,513,514	1,904,763	2,750,939	2,148,475	1,672,811	79,777	1,160,763	4,630,305	8,457,002	15,369,435	1,897,888	565,222	127,465	-7,866,304	38,076,512
Operating Surplus/(Deficit)	-3,095,963	-1,391,904	-1,018,429	-2,420,187	-1,317,204	-1,121,880	286,003	10,829,713	12,001	1,194	45,507	326,105	234,543	43,943	0	1,413,441
Claim Settlements																
Claim Reimbursements	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,497,248
Claim Settlements	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-4,757,688
Net Settlements	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-2,260,440
Operating Surplus/(Deficit) after claim settlements	-3,095,963	-1,391,904	-1,018,429	-2,420,187	-1,317,204	-1,121,880	286,003	10,829,713	12,001	1,194	45,507	326,105	234,543	43,943	0	-846,999

2023 segment table

ACSQ 2023 Budget	FDSC	PMC	E&L	GMO	Ministry Education	Corporate overhead	Comm. Non-Mission Property	Mission Alive Fund	Anglican Schools Commission	Insurance Funds	ANFN	Special Reserves	Going for Growth	Property Trusts	Intra Entity Adjustment	2023 Budget
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Revenue																
<i>Investment income</i>																
Dividends and managed funds distributions	-	-	548,550	-	-	-	-	6,193,450	-	-	3,260,903	-	765,900	6,709	-5,500,000	5,275,512
Interest income from loans and advances	-	-	-	-	-	-	-	-	-	-	3,173,148	-	-	-	-91,778	3,081,370
Interest income from deposits with other financial institutions	-	127	-	-	800	-	-	33,798	1,000	1,042	704,067	9,746	3,105	30,538	-65,849	718,375
<i>Operating income</i>																
Australian Government Funding for Schools net of distributions	-	-	-	-	-	-	-	-	627,594	-	-	-	-	-	-	627,594
Insurance premiums received	-	-	-	-	-	-	-	-	-	8,457,154	-	-	-	-	-130,537	8,326,617
Donations, fundraising, levies and contributions	-	-	-	-	-	-	-	4,338,774	41,000	-	-	160,162	-	-	-567,500	3,972,436
School levies	-	-	-	-	-	-	-	-	3,268,617	-	-	-	-	-	-	3,268,617
Other operating income	301,920	246,807	98,118	166,989	686,313	555,692	294,019	-	68,600	-	1,656	1,714,446	-	127,569	-478,072	3,784,056
Service fees	266,496	-	100,000	164,069	-	-	-	-	-	-	-	-	-	-	-530,565	-
Other income	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL INCOME	568,416	246,934	746,668	331,058	687,113	555,692	294,019	10,566,023	4,006,811	8,458,196	7,139,774	1,884,354	769,005	164,816	-7,364,300	29,054,576
EXPENSES																
<i>Investment expense</i>																
Interest expense from client investments	-	-	-	-	-	-	-	121,592	-	-	688,744	75,498	14,644	-	-148,088	752,389
<i>Operating expense</i>																
Employee expenses	2,911,043	1,179,428	1,239,360	1,726,256	1,436,888	202,039	-	-	2,264,895	443,131	425,535	1,033,216	11,339	-	-25,000	12,848,129
Insurance claims expense	-	-	-	-	-	-	-	-	4,000	948,192	-	-	-	-	-	952,192
Service delivery	471,300	262,976	280,983	732,405	234,071	244,646	12,518	113,850	1,431,153	7,065,679	121,829	40,658	-	14,730	-816,296	10,210,502
Grant and income distribution	-	296,528	-	26,743	-	-	-	78,750	-	-	-	290,506	517,500	91,623	-577,038	724,612
Asset management expenses	130,560	49,525	144,607	52,165	350,562	963,512	64,191	-	119,073	-	345,265	224,327	-	16,209	-183,378	2,276,617
Depreciation	-	-	-	-	-	104,022	-	-	-	-	-	-	-	-	-	104,022
Office operations expenses	82,029	47,994	79,654	58,579	56,947	96,904	-	-	75,439	-	25,332	8,386	-	-	-114,499	416,764
Other (non-operating) expenses	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Income distribution	-	-	-	-	-	-	-	-	-	-	5,500,000	-	-	-	-5,500,000	-
TOTAL EXPENSES	3,594,931	1,836,451	1,744,604	2,596,148	2,078,468	1,611,122	76,708	314,192	3,894,561	8,457,002	7,106,704	1,672,590	543,483	122,563	-7,364,300	28,285,226
Operating Surplus/(Deficit)	-3,026,516	-1,589,517	-997,936	-2,265,090	-1,391,355	-1,055,430	217,311	10,251,831	112,249	1,194	33,069	211,763	225,522	42,253	-	769,349
Claim Settlements																
Claim Reimbursements	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,401,200
Claim Settlements	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-4,574,700
Net Settlements	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-2,173,500
Operating Surplus/(Deficit) after claim settlements	-3,026,516	-1,589,517	-997,936	-2,265,090	-1,391,355	-1,055,430	217,311	10,251,831	112,249	1,194	33,069	211,763	225,522	42,253	-	-1,404,151

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SYNOD ROLL & STATISTICS

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President: *Bishop Administrator*
 The Rt Rev'd Cameron D Venables *BA (Hons); BTh.*
 Assistant Bishop of the Diocese of Brisbane (Western Region)
 The Rt Rev'd Jeremy D Greaves, *KSJ, BTh*
 Assistant Bishop of the Diocese of Brisbane (Northern Region)
 The Rt Rev'd Andrew (John) Roundhill, *MA (Hons), BTh (Hons).*
 Assistant Bishop of the Diocese of Brisbane (Southern Region)

ACTIVE LICENSED CLERGY

Name	Appointment
The Right Rev'd Daniel Deng Abot	Mission Chaplain, Parish and other Mission Agencies Commission
The Rev'd Nicole Anderson	Priest-in-Charge, Parish of Carindale
The Ven Olaf Anderson	Rector, Parish of New Farm
The Rev'd Simon Arok	Honorary Assistant Priest, Parish of Ipswich
The Rev'd Ian Bailey	Priest in Charge, Parish of Kingaroy
The Rev'd Grahame Baldock	Rector, Parish of Redcliffe
The Rev'd Jeffery Balnaves	Associate Priest, Parish of Maryborough p/t
The Ven Susan Barker	Priest-in-Charge, Parish of Goonaneman p/t Archdeacon of Burnett
The Rev'd Christopher Bate	Rector, Parish of Algester
The Rev'd Juliana Bate	Chaplain, St John's Anglican College
The Rev'd Deborah Bird	Priest-in-Charge, Parish of Maleny, Priest-in-Charge, Parish of Palmwoods p/t
The Rev'd Canon Bruce Boase	Priest-in-Charge, Parish of Green Hills, Honorary Canon, St John's Cathedral,
The Rev'd Timothy Booth	Mission Chaplain, Parish and other Mission Agencies Commission and Honorary Deacon, Parish of New Farm
The Rev'd John Bretz	Honorary Deacon, Parish of Waterloo Bay
The Rev'd Stephen Briggs	Rector, Parish of Grovely
The Rev'd Jonathan Bright	Priest-in-Charge, Parish of Alexandra Hills
The Rev'd Jonathan Brook	Priest-in-Charge, Parish of Inala p/t
The Rev'd David Browne	Priest-in-Charge, Parish of Dalby
The Rev'd Zoe Browne	Honorary Assistant Priest, Parish of Dalby
The Rev'd Helen Button	Priest in Charge, Parish of Zillmere
The Rev'd Michael Calder	Priest in Charge, Parish of Wishart
The Rev'd Jamee-Lee Callard	Associate Priest, St John's Cathedral p/t
The Ven Donald Campbell, (Bro Donald Campbell SSF)	Priest-in-Charge, Parish of Annerley, Priest-in-Charge, Parish of East Brisbane, Archdeacon of Moreton
The Ven Mark Carlyon	Rector, Parish of Toowoomba, St James' and Archdeacon of the Downs
The Very Rev'd Dr Peter Catt	Dean of St John's Cathedral
The Rev'd Jilleen Chambers	Priest-in-Charge, Parish of Kilcoy
The Rev'd Elizabeth Chol	Honorary Assistant Priest, Parish of Ipswich
The Rev'd Danielle Clark	Associate Priest, Parish of East Redland
The Rev'd Raymond Clifton	Mission Chaplain, Deputy Director of Discernment and Formation
The Rev'd Jennifer Colbrahams	Priest-in-Charge, Parish of Gatton – Ma Ma Creek
The Rev'd Bill Colbrahams	Priest-in-Charge, Parish of Ithaca-Red Hill p/t

Name	Appointment
The Rev'd Canon Nicole Colledge	Rector, Parish of Clayfield Honorary Canon, St John's Cathedral Area Dean, Brisbane North East Deanery
The Rev'd Melissa Conway	Assistant Priest, Parish of St James' Toowoomba
The Rev'd Jan Crombie	Rector, Parish of Kenmore-Brookfield
The Rev'd John Cuffe	Assistant Priest, Parish of All Saints p/t
The Rev'd Dr Gemma Dashwood OAM	Honorary Assistant Priest, St John's Cathedral
The Rev'd Robert Dean	Assistant Priest, p/t, Parish of Caboolture
The Rev'd Nicholas Denny-Dimitriou	Priest in Charge, Parish of Chelmer-Graceville
The Rev'd Heather Dearden	Priest-in-Charge, Parish of Roma
The Rev'd David Deng	Honorary Assistant Priest, Parish of Caboolture
The Rev'd Elizabeth Donald-McConnell	Priest-in-Charge, Parish of Centenary Suburbs
The Rev'd Michael Donaldson	Priest-in-Charge, Parish of Sandgate-Northpoint
The Rev'd John Dougherty	Chaplain, The Southport School
The Rev'd Jasmine Dow	Chaplain, St Margaret's Anglican Girls School
The Rev'd Samuel Dow	Honorary Assistant Priest, St Francis' College
The Rev'd Patrick Duckworth	Chaplain, St Hilda's Anglican School
The Rev'd Dr Ann Maree Edwards	Priest in Charge, Parish of The Gap
The Rev'd Tania Eichler	Rector, Parish of Maroochydhore
The Rev'd Mark Fairhurst	General Secretary, CMS Qld and Nth NSW
The Rev'd Paul Fletcher	Priest in Charge, Parish of Caloundra
The Rev'd Canon Dr Marian Free	Residentiary Canon, St John's Cathedral
The Rev'd Cameron Freese	Rector, Parish of East Redland, Area Dean, Deanery of Moreton
The Ven Elizabeth Gaitskell	Rector, Parish of Warwick, Archdeacon of Cunningham
The Rev'd Rosemary Gardiner	Priest-in-Charge, Parish of Woolloongabba p/t, Area Dean, Deanery of Brisbane South East
The Rev'd Catherine Govan	Assistant Priest, Parish of Coorparoo p/t
The Rev'd Kesh Govan	Priest-in-Charge, Parish of Coorparoo p/t Chaplain, Anglican Church Grammar School p/t
The Rev'd Jessica Grant	Chaplain, Anglican Church Grammar School
The Rev'd Avriel Green	Rector, Parish of Caboolture, Area Dean, Deanery of Redcliffe
The Rev'd Peter Grevett	Honorary Deacon, Parish of Logan
The Rev'd Suzanne Grimmett	Rector, Parish of Indooroopilly, Area Dean, Deanery of Brisbane West
The Rev'd Richard Gummow	Priest-in-Charge, Parish of Drayton (p/t)
The Rev'd Scott Gunthorpe	Rector, Parish of Waterloo Bay
The Rev'd James Hall	Mission Chaplain, Defence and PTO Parish of Maroochydhore
The Rev'd Canon Gary Harch	Residentiary Canon, St John's Cathedral
The Rev'd Pauline Harley	Rector, Parish of Toowoomba West
The Rev'd Darryl Harris (Br Nathan James)	Chaplain, Canon Hill Anglican College
The Rev'd Bradley Henley	Associate Priest, Parish of Noosa
The Rev'd Glynn Holland-Leam	Assistant Curate, Parish of Caboolture
The Rev'd Martyn Hope	Priest-in-Charge, Parish of Morningside
The Ven Geoffrey Hoyte	Rector, Parish of Logan, Archdeacon of the Gold Coast
The Rev'd Shane Hubner	Priest-in-Charge, Parish of St Lucia
The Rev'd Quinn Humphreys	Honorary Assistant Curate, Parish of Bulimba
The Rev'd Christopher Ivey	Principal, St Andrew's Anglican College
The Rev'd Richard James	Priest-in-Charge, Parish of Kangaroo Point
The Rev'd Jeffrey Jarvis	Chaplain, Fraser Coast Anglican College
The Rev'd Dr Beverley Jane	Priest-in-Charge, Parish of Cooroora p/t

Name	Appointment
The Rev'd Daniel Paulraj Jayaraj	Rector, Parish of Chermside
The Rev'd Peter Jeffery	Priest-in-Charge, Parish of Bardon
The Rev'd Christopher Johnson	Rector, Parish of Noosa
The Rev'd Lynda Johnson	Associate Priest, Parish of Noosa
The Rev'd Peter Jungkuch	Assistant Curate, Mission Chaplain responsibility Dinka Raceview Congregation
The Rev'd Shaji Joseph	Rector, Parish of Gympie
The Rev'd Jonathan Kemp	Chaplain, The Springfield Anglican College
The Rev'd Simon Kim	Honorary Assistant Priest, Parish of Chelmer-Graceville
The Rev'd Patrick King	Rector, Parish of Hamilton
The Rev'd Rebecca King	Priest-in-Charge, Parish of Yeronga
The Rev'd Kathrin Koning	Chaplain, Matthew Flinders Anglican College
The Rev'd Mamuor Kunpeter	Assistant Curate, Parish of Hervey Bay
The Rev'd Charles Lacey	Priest in Charge, Parish of Springfield
The Rev'd Max Lambourne	Priest-in-Charge, Parish of Wilston
The Rev'd Mark Leam	Chaplain, St Paul's School
The Rev'd Gregory Loumeau	Rector, Parish of Hervey Bay
The Rev'd Adam Lowe	Rector, Parish of St Bartholomew's Toowoomba
The Rev'd Lorraine Lynch	Assistant Priest, Parish of Ipswich
The Rev'd Dr Ruth Mathieson	Executive Director, Ministry Education Commission (Mission Chaplain)
The Rev'd Tim Mannix	Mission Chaplain, Defence Force RAAF
The Rev'd Jane Markotsis	Assistant Curate, Parish of Kenmore-Brookfield
The Rev'd Gary McClellan	Chaplain, St Andrew's College
The Rev'd Ian McGrath	Priest in Charge, Parish of Rochedale
The Rev'd Canon Ann McGuinness	Chaplain, All Saints Anglican School
The Rev'd Selina McMahon	Rector, Parish of Ipswich
The Rev'd Angela McNeill	Honorary Assistant Priest, Parish of Moggill-Mt Crosby
The Rev'd Claye Middleton	Priest-in-Charge, Parish of Freshwater
The Rev'd Canon Paul Mitchell	Rector, Parish of St Luke's Toowoomba, Area Dean, Toowoomba Deanery
The Rev'd Sharon Mitchell	Chaplain, The Glennie School, Honorary Associate Priest, Parish of St Luke's Toowoomba
The Rev'd Iain Moore	Rector, Parish of Sherwood
The Ven Dr Lucy Morris	Priest-in-Charge, Parish of Buderim, Archdeacon of Sunshine Coast
The Rev'd Gillian Moses	Chaplain, St Aidan's Anglican Girl's School
The Rev'd Dr Howard Munro	Archbishop's Chaplain
The Rev'd Dr Timothy Nicholson	Rector, Parish of Ekibin, Area Dean, Deanery of Brisbane South West
The Rev'd Dr Imelda O'Loughlin	Hon. Associate Priest, Parish of Nundah p/t
The Rev'd Louise Orpe	Chaplain, West Moreton Anglican College
The Rev'd Andrew Osborne	Mission Chaplain, Enoggera Barracks and Parish of Stafford
The Rev'd Robert Paget	Priest-in-Charge, Parish of Samford
The Ven Bronwyn Pagram	Priest-in-Charge, Parish of Goodna, Archdeacon of Oxley
The Rev'd Donald Parker	Rector, Parish of Southport
The Rev'd Eron Perry	Priest-in-Charge, Parish of Burleigh Heads
The Rev'd Canon Stewart Perry	Rector, Parish of Robina-Mermaid Beach, Area Dean, Gold Coast Deanery, Honorary Canon St John's Cathedral
The Rev'd Michelle Philp	Deacon, Parish of Wishart

Name	Appointment
The Rev'd Canon Sarah Plowman	Mission Chaplain, Director of Discernment and Formation
The Rev'd Karl Przywala	Priest in Charge, Parish of South Brisbane
The Rev'd Michael Quested	Mission Chaplain, Enoggera Barracks and Parish of South Brisbane
The Rev'd Morris Rangiwai	Priest in Charge, Parish of Holland Park
The Rev'd James Raistrick	Priest in Charge, Parish of Surfers Paradise
The Rev'd Kate Ross	Assistant Priest, Parish of Bundaberg
The Rev'd Dr John Rolley	Assistant Priest, Parish of Goondiwindi
The Rev'd Dr Daniel Rouhead	Assistant Priest, Parish of St Bartholomew's Toowoomba
The Rev'd Mary-Anne Rulfs	Associate Priest, Parish of Robina-Mermaid Beach
The Ven David Ruthven	Rector, Parish of North Pine, Archdeacon of Lilley
The Rev'd Michael Saminathan	Honorary Assistant Priest, Parish of Annerley
The Rev'd Andrew Schmidt	Priest in Charge, Parish of Nerang p/t and Priest in Charge, Parish of Mudgeeraba p/t
The Rev'd Steven Schwarzrock	Rector, Parish of Bribie Island
The Rev'd Canon Cheryl Selvage	Honorary Assistant Priest, Parish of Mt Gravatt, Diocesan Hospital Ministry Co-ordinator, Residentiary Canon, St John's Cathedral
The Rev'd Sam Sunny Anand Sigamani	Priest in Charge, Parish of Wynnum
The Rev'd Jennifer Simson	Priest in Charge, Parish of Lutwyche p/t
The Rev'd Daniel Sitaram	Priest in Charge, Parish of Strathpine
The Rev'd Matthew Skelton	Assistant Priest, Parish of Allora-Clifton
The Rev'd Howard Smith	Rector, Parish of Bramble Bay
The Rev'd Dr Ann Solari	Honorary Deacon, St John's Cathedral
The Rev'd Michael Stalley	Rector, Parish of Mt Gravatt
The Rev'd Thomas Sullivan	Rector, Parish of Toowong, Area Dean, Brisbane West Deanery
The Rev'd Daniel Talbot	Rector, Parish of Jimboomba, Police Chaplain, Area Dean, Deanery of Logan
The Rev'd Dr Yick Hong Simon Tang	Assistant Priest, Parish of Sunnybank p/t
The Rev'd Gary Tognola	Assistant Priest, Parish of Mt Gravatt
The Rev'd Loretta Tyler-Moss	Assistant Priest, Parish of Brisbane Valley p/t
The Rev'd Michael Uptin	Mission Chaplain, Regional Officer, Bush Church Aid Qld and Nth NSW
The Rev'd Canon Julia Van Den Bos	Associate Priest, St John's Cathedral
The Rev'd Mark Vincent	Honorary Assistant Priest, Parish of East Brisbane
The Rev'd Dr Graham Warren	Priest-in-Charge, Parish of Nundah p/t
The Rev'd Dr Margaret Wesley	Priest-in-Charge, Parish of Ithaca-Ashgrove, Area Dean, Deanery of Brisbane North West
The Rev'd Nicholas Whereat	Rector, Parish of Aspley-Albany Creek
The Rev'd Erika Williams	Priest-in-Charge, Parish of Bundaberg West p/t and Chaplain, St Luke's Anglican School p/t
The Rev'd Susan Wilson	Rector, Parish of Maryborough p/t
The Rev'd Scott Windred	Priest in Charge, Parish of Sunnybank
The Rev'd Steven Wockner	Rector, Parish of Kawana Waters, Area Dean, Deanery of Sunshine Coast
The Rev'd Prof Rodney Wolff	Priest-in-Charge, Parish of Fortitude Valley
The Rev'd Ceridwen Wynne	Priest-in-Charge, Parish of Milton p/t
The Rev'd Josephine Yarham	Honorary Assistant Priest, Parish of Kenmore-Brookfield

CLERGY ROLL – CLERGY WITH PERMISSION TO OFFICIATE IN THE DIOCESE

The Rev'd Frances Andrews
The Right Rev'd Phillip Aspinall AC
The Rev'd Roslyn Clifton
The Rev'd John Coleman
The Rev'd Andrew Cooper
The Rev'd James Cosgrove
The Rev'd Julie Craig-Leaves
The Rev'd Susan Crothers-Robertson
The Rev'd Marilyn Cullen
The Rev'd Brenda Davis
The Ven Michael Faragher
The Rev'd Stephanie Frances
The Right Rev'd Godfrey Fryar
The Rev'd Iain Furby
The Rev'd Bryan Gadd
The Rev'd Dr Richard Gibson
The Rev'd Robert Hay
The Rev'd Daniel Hobbs
The Right Rev'd Dr Jonathan Holland
The Rev'd Lindsay Howie
The Rev'd Karen Jansson
The Rev'd Dr Catherine Laufer
The Rev'd Alfred Leong
The Rev'd Gregory March
The Rev'd Peter Deng Mayen
The Rev'd Helen Paget
The Rev'd Dr Bruce Pass
The Rev'd John Pattison
The Ven Allan Paulsen
The Rev'd Desmond Potter
The Rev'd Fang Ling Quested
The Rt Rev'd William Ray
The Rev'd John Searle
The Rev'd Judith Shepherd
The Rev'd Trevor Sketcher
The Rev'd David Snape
The Rev'd Ronald Spindler
The Ven Robert Sutherland
The Rev'd Peter Uther
The Rev'd Shan Vierow
The Rev'd Phillip Ward
The Rev'd Robert Weekes
The Ven Rodney Winterton

CLERGY ROLL – RETIRED CLERGY WITH PERMISSION TO OFFICIATE IN THE DIOCESE

The Rev'd Trevor Adams	The Rev'd Ross Ellwood
The Rev'd John Arnold	The Rev'd Canon Mary Florence
The Rev'd Andrew Baldwin	The Rev'd Terry Frewin
The Rev'd Dr Raymond Barraclough	The Rev'd Douglas Frith
The Rev'd Hugh Begbie	The Rev'd Denis Galloway
The Rev'd Gerard Bahre	The Rev'd Gillian Gardiner (Sister Gillian, SSA)
The Rev'd Beverley Bell	The Rev'd Alex Gater
The Rev'd Michael Bennett	The Rev'd Lee Gauld
The Rev'd Dianne Black	The Rev'd Andrew Gilbert
The Rev'd Robert Blackburn	The Rev'd Allan Goodwin
The Rev'd Paul Bland	The Ven Richard Gowty
The Rev'd Gary Blundell	The Rev'd John Graham-Freeman
The Rev'd Terrence Booth	The Rev'd Valerie Graydon
The Rev'd Anne Bottomley	The Rev'd William Guttormsen
The Rev'd Canon Dr Ralph Bowles	The Rev'd Tom Hall
The Rev'd Christopher Boyce	The Rev'd Anthony Halstead
The Ven Robert Braun	The Rev'd Katherine Hammer
The Rev'd Lima Bray	The Rev'd John Hammer
The Rev'd Canon Ron Bundy	The Rev'd Kenneth Hansen
The Rev'd Alfred Burgess	The Rev'd Ian Harris
The Rev'd Canon Ross Burnett	The Rev'd Deborah Hay
The Rev'd Ingrid Busk	The Rev'd Dr Carol Hebron
The Rev'd Trevor Butler	The Rev'd Dr George Henry
The Rev'd Robyn Cairns	The Rev'd Canon Bruce Henzell
The Ven Donald Campbell	The Rev'd David Heussler
The Rev'd Marjorie Charrington	The Rev'd Pamela Hill
The Ven Michael Chiplin	The Ven Valerie Hoare
The Rev'd Robert Chippendale	The Rev'd Brian Hughes
The Rev'd Ian Chevis	The Rev'd Martin Hunnybun
The Rev'd Elsie Clack	The Rev'd Jackie Hurren
The Rt Rev'd Bruce Clark	The Rev'd Pamela Hynd
The Rev'd Maurice Collins	The Rev'd Roderick Irvine
The Rev'd Clive Cooper	The Rev'd Jeanette Jamieson-Foard
The Rev'd John Corner	The Rev'd Dr Greg Jenks
The Rev'd John Cornish	The Rev'd Fitzroy John Keyt
The Rev'd David Cox	The Rev'd Sandra Kjellgren
The Rev'd Jillian Crawford	The Rev'd Michele Knight
The Rev'd Canon Elisabeth Crossman	The Rev'd Canon Neville Knott
The Rev'd William Crossman	The Rev'd David Lamont
The Rev'd Alan Dale	The Rev'd Dr Cecilie Lander
The Rev'd Dorothy Daniels	The Rev'd Terrence Leonard
The Rev'd Brian Darbyshire	The Rev'd Kevin Lewis
The Rev'd Lorraine Dawson	The Rev'd Peter Lockyer
The Rev'd David Dean	The Ven David Lunniss
The Ven Keith Dean-Jones	The Rev'd Alexander Macqueen
The Rev'd Barbara Diery	The Rev'd Eleanor Mancini
The Rev'd Graham Dorman	The Rev'd George Markotsis
The Rev'd Lynette Dunn	The Rev'd Rex Marre
The Rt Rev'd Leonard Eacott, OAM	The Rev'd Alexander Marshall OAM
The Rev'd Edwin Edgerton	The Rev'd Ian Marshall
The Rev'd Canon Dr Donald Edwards	The Rev'd Andrea Maslin
The Rev'd Kevin Ellem	

CLERGY ROLL – RETIRED CLERGY WITH PERMISSION TO OFFICIATE IN THE DIOCESE

The Rev'd Canon Bruce Maughan OAM	The Rev'd Bill Ross
The Rev'd Ian McGilvray	The Rev'd Leisha Rule
The Rev'd Greg McGrory	The Rev'd Arthur Savage
The Rev'd Robert McKennay	The Rev'd Harry David Sharman
The Rev'd John McNamee	The Rev'd Garth Shaw
The Rev'd Canon Dr Jim McPherson	The Rev'd Allan Shephard
The Rev'd Ian McWilliam	The Rev'd Ann Shepperson
The Rev'd Canon Linda McWilliam	The Rev'd John Simons
The Rev'd Elroy Mee	The Rev'd Bruce Sligo
The Rev'd Jane Mitchell	The Rev'd Canon Gary Smith
The Rev'd Thomas Milton	The Rev'd Mary Smith
The Rev'd Karol Misso	The Rev'd Kenneth Spreadborough
The Rev'd Alan Moore	The Rev'd Michael Stephenson
The Rev'd Peter Moore	The Right Rev'd Dr Douglas Stevens
The Rev'd Canon Prof John Morgan	The Rev'd Philip Stewart
The Rev'd Canon Dr Montague Morris	The Rev'd James Stonier
The Rev'd Ian Mundy	The Rev'd Rosanne Stower
The Rev'd Dianne Murphy	The Rev'd Owen Strong
The Rev'd Lynette Neil	The Rev'd George Stuart
The Rev'd Dr Colin Nicholson	The Rev'd James Kenneth Suddick
The Rev'd Beryl Nielsen	The Rev'd Theodor Svensen
The Rev'd Dr Michael Nixon	The Rev'd Anthony Swansson
The Right Rev'd Robert Nolan	The Rev'd Dr Mervyn Thomas
The Rev'd Graham Oates	The Rev'd Lucille Thompson
The Rev'd Dr Jonathan Osborne	The Rev'd Beverley Thorogood
The Rev'd Canon James Oulds	The Rev'd Malcolm Twine
The Rev'd Carol Palmer	The Rev'd John Tyler
The Rev'd Ronald Paschke	The Rev'd Michael Vercoe
The Rev'd Lorna Pattison	The Rev'd Norman Wagstaff
The Rev'd Carolyn Payne	The Rev'd Diana Ware
The Rev'd Dr Robin Payne	The Rev'd Herbert Watson
The Rev'd Aubrey Pedwell	The Rev'd Stuart Weatherley
The Rev'd Clifford Penniceard	The Rev'd Joy White
The Rev'd Richard Penny	The Rev'd Christopher Whittall OAM
The Rev'd Robert Perry	The Rev'd David Wiedemann
The Rev'd Rosemary Peterson	The Rev'd Allan Wood
The Rev'd David Pettett	The Rt Rev'd Clyde Wood
The Rev'd Frank Phillips	The Rev'd Rodney Wood
The Rev'd Wilfred Pinson	The Rev'd Theodore Woods
The Rev'd Kay Pitman	The Rev'd Bruce Worthington
The Rev'd Jocelyn Pitt	
The Rev'd David Pope	
The Rev'd John Pryce-Davies	
The Ven Laurel Raymond	
The Rev'd Stephen Redhead	
The Rev'd William Redman	
The Rev'd Geoffrey Reeder	
The Rev'd Harry Reuss	
The Rev'd Colin Roberts	
The Rev'd George Roberts	
The Rev'd Philip Robinson	
The Rev'd Sidney Rogers	
The Rev'd Carol Roth	

RETIRED CLERGY WITH THE ARCHBISHOP'S CERTIFICATE FOR OFFICIATING ON SPECIAL OCCASIONS

The Rev'd Dr Richard Bowie
The Rev'd Geoffrey Bransgrove
The Rev'd Thomas Brown
The Rev'd David Curry
The Rev'd Colin Cussen
The Rev'd Peter Daugaard
The Rev'd Wilbur Doak
The Rev'd Patrick Doulin
The Rev'd Jim Edson
The Rev'd Graham Farrell
The Rev'd Welburn Finlay
The Rev'd Keith Foote
The Rev'd Godfrey Gilmour
The Rev'd Dr Graeme Goldsworthy
The Rev'd Gerald Greaves
The Rev'd Anthony Hallin
The Rev'd Alwyn Hayes
The Rev'd Warwick Humphries
The Rev'd Drew Jorgensen
The Rev'd Dianne Leitch
The Rev'd Robert Long
The Rev'd Alatheia Livingstone
The Rev'd Iltyd Loveluck
The Rev'd John Magee
The Rev'd Leslie Monaghan
The Rev'd Peter Moss

The Rev'd Canon Len Nairn
The Rev'd Canon Allen Neil
The Rev'd Gay Nye
The Rev'd Canon Gavin Ott
The Rev'd Peter Paine
The Rev'd Judith Phillips
The Rev'd Desmond Pritchard
The Rev'd Mary Roberts
The Rev'd Ronald Robins
The Rev'd Alan Sandaver
The Rev'd Dr George Shaw
The Rev'd Tony Sheehan
The Rev'd Dr Barry Shield
The Rev'd John Simpson
The Rev'd Julie Simpson
The Rev'd Cameron Smith
The Rev'd Graham Stephens
The Rev'd Dr John Strugnell
The Rev'd James Tait
The Rev'd Bernard Thomas
The Ven Heather Toon
The Rev'd Ian Turnbull
The Rev'd Can. Richard Tutin
The Rev'd Robert Walsh
The Rev'd Clarence White
The Rev'd Robert Wisken

DIOCESAN STATISTICS

SYNOD – July 22–June 23

DEATHS

ALLTON, The Rev'd Derek Roland	Died 1 July 2022
BELL, The Rev'd Malcolm Francis	Died 7 October 2022
BARRETT, The Rev'd Derek Leonard	Died 12 July 2022
GATE, The Rev'd Alan Bertram	Died 9 August 2022
GRIGG, The Rev'd Ronald Henderson	Died 17 March 2023
HERBERT, The Rev'd Ronald Walter	Died 4 October 2022
KEELEY, The Rev'd John Robin	Died 11 December 2022
PETERS, The Rev'd Dr Andrew Emmanuel	Died 13 April 2023

ORDINATIONS

3 Dec 2022

Priests

CONWAY, The Rev'd Melissa	Assistant Priest, Parish of St James' Toowoomba
LYNCH, The Rev'd Lorraine Ann	Assistant Priest, Parish of Ipswich
TOGNOLA, The Rev'd Gary John	Assistant Priest, Parish of Mt Gravatt
TYLER-MOSS, The Rev'd Loretta Lee	Assistant Priest, Parish of Brisbane Valley

Deacons

JONGKUCH, The Rev'd Peter Kur	Honorary Assistant Curate, Mission Chaplain with special responsibility for the Dinka Congregation at Raceview
KIM, The Rev'd Woong Jae (Simon)	Honorary Assistant Curate, Parish of Chelmer-Graceville
KUNPETER, The Rev'd Manuor Maleuth	Assistant Curate, Parish of Hervey Bay
HOLLAND-LEAM, The Rev'd Glynn Robert	Assistant Curate, Parish of Caboolture
MARKOTSIS, The Rev'd Jane Christine	Assistant Curate, Parish of Kenmore-Brookfield
ROLLEY, The Rev'd Dr John Xavier	Assistant Curate, Parish of Goondiwindi

ADDITIONAL ORDINATION OF PRIESTS

KIM, The Rev'd Woong Jae (Simon)	Honorary Assistant Priest, Parish of Chelmer-Graceville (24 March 2023)
ROLLEY, The Rev'd Dr John Xavier	Asst Priest, Parish of Goondiwindi (1 March 2023)

NEW LICENCES

ASQUITH, The Rev'd Stuart Edward	Mission Chaplain, Defence Force
BAILEY, The Rev'd Ian Clive	Priest in Charge, Parish of Kingaroy
BARKER, The Ven Susan Alexandra	Archdeacon of Burnett
BATE, The Rev'd Christopher John	Rector, Parish of Algester
BIRD, The Rev'd Deborah Leanne Talitha	Priest in Charge, Parish of Maleny and
	Priest in Charge, Parish of Palmwoods
CALDER, The Rev'd Michael William	Priest in Charge, Parish of Wishart
CAMPBELL, The Ven Donald George	Priest in Charge, Parish of Annerley, Parish of East Brisbane and Archdeacon Moreton (extended to Aug 23)

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DIOCESAN STATISTICS

CUFFE, The Rev'd John Norman	Assistant Priest, Parish of All Saints p/t
DOUGHERTY, The Rev'd John Anthony	School Chaplain, The Southport School (re-issue with amendment to licence)
DONALD-MCCONNELL, The Rev'd Elizabeth Jane	Priest in Charge, Parish of Centenary Suburbs
FERREIRA, The Rev'd Conrey La'Mont	Mission Chaplain, Defence Force
GARDINER, The Rev'd Rosemary Claire	Area Dean, Deanery of Brisbane South East
GORWOOD, The Rev'd Duncan Brian	Priest in Charge, Parish of All Saints
GOVAN, The Rev'd Catherine Helen	Assistant Priest, Parish of Coorparoo (p/t)
GOVAN, The Rev'd Kesh Rico	Priest in Charge, Parish of Coorparoo (p/t)
GOVAN, The Rev'd Kesh Rico	Chaplain, Anglican Church Grammar School (p/t)
GRIMMETT, The Rev'd Suzanne Louise	Area Dean, Deanery of Brisbane West (extended June 2025)
GRIMMETT, The Rev'd Suzanne Louise	Rector, Parish of Indooroopilly
HARLEY, The Rev'd Pauline Sondra	Rector, Parish of Toowoomba West
HOBBS, The Rev'd Daniel Wayne	Priest in Charge, Parish of Manly-Tingalpa (licence p/t to full time)
HOPE, The Rev'd Martyn Campbell	Priest in Charge, Parish of Morningside (licence extended to Feb 24)
HUBNER, The Rev'd Shane George	Priest in Charge, Parish of St Lucia
HUMPHREY'S, The Rev'd Quinn	Honorary Assistant Curate, Parish of Bulimba
JAMES, The Rev'd Richard John	Priest in Charge, Parish of Kangaroo Point
JANE, The Rev'd Dr Beverley Lois	Priest in Charge, Parish of Cooroola (p/t)
KING, The Rev'd Patrick Stewart	Rector, Parish of Hamilton
MCGRATH, The Rev'd Ian James	Priest in Charge, Parish of Rochedale
MOORE, The Rev'd Iain Allan	Rector, Parish of Sherwood
MORRIS, The Rev'd Dr Charlotte Lucy (Lucy)	Priest in Charge, Parish of Buderim
MORRIS, The Ven Dr Charlotte Lucy	Archdeacon of the Sunshine Coast
NICHOLSON, The Rev'd Dr TM	Rector, Parish of Ekibin
PERRY, The Rev'd Stewart Robert	Area Dean, Deanery of Gold Coast Deanery (extended June 2025)
RANGIWAI, The Rev'd Morris Bruce	Priest in Charge, Parish of Holland Park
RUTHVEN, The Ven David James	Archdeacon of Lilley
SIGAMANI, The Rev'd Sam Sunny Anand	Priest in Charge, Parish of Wynnum
SIMSON, The Rev'd Jennifer Gay	Priest in Charge, Parish of Lutwyche (p/t)
SITARAM, The Rev' Daniel	Priest in Charge, Parish of Strathpine
TALBOT, The Rev'd Daniel John	Area Dean, Logan Deanery (extended August 2025)
TANG, The Rev'd Dr Yick Hong Simon	Assistant Priest, Parish of Sunnybank (p/t)
MATHIESON, The Rev'd Dr Ruth Christa	Mission Chaplain, Executive Director Ministry Education Commission
WESLEY, The Rev'd Dr Margaret Louise	Area Dean, Deanery of Brisbane North West
WILLIAMS, The Rev'd Erika Louise	Priest in Charge, Parish of Bundaberg West (revised to p/t) and Chaplain, St Luke's Anglican School (p/t)

PERMISSION TO OFFICIATE

ASPINALL AC, The Right Rev'd Phillip John	Permission to Officiate, Parish of Hamilton and Archbishop Emeritus, Diocese of Brisbane
BAHRE, The Rev'd Gerard Antonius	Deacon Retired Permission to Officiate, Parish of Mitchell
BOTTOMLEY, The Rev'd Anne Patricia	Retired Permission to Officiate, Parish of Freshwater
BOWLES, The Rev'd Dr Ralph Gordan	Retired Permission to Officiate, Parish of Noosa
BROWN, The Rev'd Stephen James	Permission to Officiate, Parish of North Pine
CRAIG-LEAVES, The Rev'd Julie Elizabeth	Permission to Officiate, Parish of Milton
COOPER, The Rev'd Andrew Joseph	Permission to Officiate, Parish of New Farm
CROTHERS-ROBERTSON, The Rev'd Susan Janet	Permission to Officiate, Parish of East Redland
DAVIS, The Rev'd Brenda Mary	Honorary Deacon, Parish of Ipswich
DEAN-JONES, The Ven Keith Michael	Retired Permission to Officiate, Parish of Wynnum and Archdeacon Emeritus
ELLWOOD, The Rev'd Ross Leslie	Retired Permission to Officiate, Parish of Drayton
FURBY, The Rev'd Iain	Permission to Officiate, Parish of Bundaberg
GADD, The Rev'd Bryan Stephen Andrew	Permission to Officiate, Parish of Gold Coast South

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DIOCESAN STATISTICS

GOWTY, The Ven Richard Newton	Retired Permission to Officiate, Parish of Coolum
HOBBS, The Rev'd Daniel Wayne	Permission to Officiate, St John's Cathedral
HOLLAND, The Right Rev'd Dr Jonathan	Permission to Officiate, Parish of Milton
JANSSON, The Rev'd Karen Anne	Permission to Officiate, Parish of Bulimba
JENKS, The Rev'd Dr Gregory Charles	Retired Permission to Officiate, St John's Cathedral
LAUFER, The Rev'd Dr Catherine Ella	Permission to Officiate, Parish of Nundah
MARCH, The Rev'd Gregory John	Permission to Officiate, Parish of Bulimba
MCKENNAY, The Rev'd Robert Colin	Retired Permission to Officiate, Parish of Springfield
MCWILLIAM, The Rev'd Canon Linda Maree	Retired Permission to Officiate, Parish of Chermside
NOLAN, The Right Rev'd Robert William	Bishop's Retired Permission to Officiate, Parish of Indooroopilly
PAGET, The Rev'd Helen Maree	Permission to Officiate, Parish of Samford
PASS, The Rev'd Dr Bruce Robertson	Permission to Officiate, Parish of Coorparoo
POTTER, The Rev'd Desmond	Permission to Officiate, Parish of St Bartholomew's Toowoomba
POTTER, The Rev'd Desmond	Permission to Officiate, Parish of Drayton
SWANSSON, The Rev'd Anthony Paul	Retired Permission to Officiate, Parish of Toowoomba West
TANG, The Rev'd Dr Yick Hong Simon (Simon)	Permission to Officiate, Parish of Algester
THOROGOOD, The Rev'd Beverley Anne	Retired Permission to Officiate, Parish of St James' Toowoomba
TUTIN, The Rev'd Canon Richard Brendon	Canon Emeritus, St John's Cathedral
WARD, The Rev'd Phillip	Permission to Officiate, Parish of St Luke's Toowoomba
MCWILLIAM, The Rev'd Canon Linda Maree	Canon Emeritus, St John's Cathedral
WEEKES, The Rev'd Robert John Charles	Permission to Officiate, Parish of Boonah

RESIGNATIONS

BARNES, The Ven John Stuart	Resigned PTO, Parish of Maroochydore
BERRIS, The Rev'd Daniel	Resigned as Priest in Charge, Parish of The Lakes
BOOTH, The Rev'd Kevin John	Resigned as Mission Chaplain, Defence Force
BOWLES, The Rev'd Canon Ralph	Resigned as Priest in Charge, Parish of Nambour
BOURKE, The Ven Kevin George	Retired as Rector, Parish of Stafford and Archdeacon of Lilley
COOPER, The Rev'd Andrew	Resigned as Area Dean, Brisbane South East Deanery
COOPER, The Rev'd Andrew	Resigned as Priest in Charge, Parish of Bulimba
DAVIDSON, The Rev'd Robert John	Resigned PTO, Parish of Maroochydore moving to Vic
DEAN-JONES, The Ven Keith Michael	Retired, Priest in Charge, Parish of Bundaberg and Archdeacon Burnett Archdeaconry
GADD, The Rev'd Bryan Stephen Andrew	Resigned as Senior Chaplain, Anglican Church Grammar School
HARDIE, The Rev'd Phillip Sheridan	Retired as Priest in Charge, Parish of Gold Coast South
HOBBS, The Rev'd Daniel Wayne	Resigned as Priest in Charge, Parish of Manly-Tingalpa
HOLLAND, The Right Rev'd Jonathan	Retired from Executive Director Ministry Education Commission
HUNTON, The Rev'd Thomas Mark	Resigned, Priest in Charge, Parish of Tamborine Mountain
JUDGE-MEARS, The Rev'd Peter Roland	Resigned, Rector of Wishart
LANDER, The Rev'd Dr Mervyn	Licence closed
LAUFER, The Rev'd Dr Cathy	Retired, Parish of Coolum
MCWILLIAM, The Rev'd Canon Linda	Resigned as Director of Mission, Anglicare Southern Qld
MONSIEUR, The Rev'd Stephen Emmanuel	Resigned as Associate Priest, Parish of Ipswich with special responsibility for Ipswich North Parish
NGWESO, The Rev'd Masanja	Resigned PTO, Parish of Freshwater
NOLAN, The Right Rev'd Robert William	Retired, Priest in Charge, Parish of Moggill-Mt Crosby
PALMER, The Rev'd Peter	Resigned, Rector, Parish of Beenleigh
SIBANDA, The Rev'd Melusi Francis	Resigned, Chaplain Canterbury College
SWANSSON, The Rev'd Anthony Paul	Retired
TALBOT, The Rev'd Daniel John	Resigned, Rector, Parish of Jimboomba
TUTIN, The Rev'd Canon Richard Brendon	Resigned, Residentiary Canon St John's Cathedral
TYACK, The Rev'd Christopher Rhys	Resigned, Priest in Charge, Parish of Camp Hill-Norman Park

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DIOCESAN STATISTICS

ARCHBISHOP'S CERTIFICATE TO OFFICIATE ON SPECIAL OCCASIONS

GOLDSWORTHY, The Rev'd Dr Graeme Lister

SHEEHAN, The Rev'd Patrick Edward Anthony

SIMPSON, The Rev'd Julie Margaret Anne

THOMAS, The Rev'd Edward Bernard Meredith

SYNOD ROLL LAY MEMBERS 2023

NAME	PARISH
Mrs Gail Abbott	CARINDALE
Mr James Kuol Adol	TOOWOOMBA, ST JAMES'
Mr Dave Allen	ROCHEDALE
Ms Rose Alwyn	ST JOHN'S COLLEGE - UQ
Ms Alexandra Amankwah	STAFFORD
Mr Neil Anderson	TOOWOOMBA, ST BARTHOLOMEW'S
Ms Jane Andrews	ROBINA
Dr Paul Anthony Ashley	BARDON
Mr Daniel Aspinall	HAMILTON
Mr Daniel Benjamin Axelson	GROVELY
Mrs Rose-Maree Anne Bahre	MITCHELL
Mrs Bronwyn Barber	BANYO
Mrs Annette Barnes	NUNDAH
Ms Patricia Bartkowiak	INDOOROOPILLY
Ms Jennifer Basham	Appointed under Section 5
Mrs Janet Bateman	BRISBANE VALLEY
Mrs Michelle Gai Baumgartner	BUNDABERG WEST
Mr Joshua James Beausang	MORNINGSIDE
Mrs Jean Benham	ROMA
Mr Lee Benjamin	CAMP HILL - NORMAN PARK
Mr James Bennett	COORPAROO
Mr Ethan Berris	THE LAKES ANGLICAN CHURCH
Mr Eli Best	FRESHWATER
Ms Kelinda Black	NAMBOUR
Dr Andrew Bode	MUDGEERABA
Mrs Vicki Bond	PITTSWORTH
Mrs Lynda Boyce	WISHART
Mr Gary Brady	CSC Commission
Mrs Kay Brady	ZILLMERE
Mrs Alex Bramley	BUNDABERG WEST
Mrs Susan Brandis	ST HILDA'S SCHOOL
Ms Maryanne Bray	COOROORA
Mrs Lesley Jane Briggs	IPSWICH NORTH
Mrs Helyn Brockman	GOODNA
Mrs Christine Emily Bromwich	EKIBIN
Ms Wendy Brown	ZILLMERE
Dr Paul Browning	ST PAUL'S SCHOOL
Mrs Jane Burchmann	TOOWOOMBA, ST JAMES'
Ms Eugenie Burkhardt	BRISBANE VALLEY
Mrs Judith Mary Burt	GREEN HILLS
Mr Peter Buttery	SUNNYBANK
Dr Alan Campbell	ANGLICAN CHURCH GRAMMAR SCHOOL
Mrs Danielle Beryl Carige	KINGAROY
Mrs Rosalyn Cheales	ST ANDREW'S ANGLICAN COLLEGE
Mr Alexander George Christofis	TOOWONG
Mr Stephen William Clarke	CHERMSIDE

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SYNOD ROLL LAY MEMBERS 2023

NAME	PARISH
Mr Geoff Clarke	INALA
Mrs Janet Patricia Clempson	MAROOCHYDORE
Mr Timothy Blair Coates	INDOOROOPILLY
Mrs Robyn Cole	CAMP HILL - NORMAN PARK
Ms Sophia Colledge	MEC - ANGLICAN YOUTH MINISTRIES
Mr Warren Collins	WATERLOO BAY
Mrs Laura Commins	PALMWOODS
Mrs Hermina Conradie	ST LUKE'S ANGLICAN SCHOOL
Ms Mary Couche	NOOSA
Ms Carole Cresswell	WATERLOO BAY
Mrs Jennifer Crocker	MITCHELL
Mrs Felicity Ann Crosato	CROWS NEST
Mrs Cheryl Mary Cumming	GAYNDAH
Ms Roslyn Curtis	ST MARGARET'S SCHOOL
Ms Coralie Jean Dart	BOOVAL
Mr Thomas Craig Dawson	BEENLEIGH
Mrs Kristyde Freitas	TAMBORINE MOUNTAIN
The Hon PaulDe Jersey AC CVO KC	ANGLICAN CHURCH GRAMMAR SCHOOL
Mrs Claire Elizabeth Dean	GOLD COAST SOUTH
Mr Gabriel Ajang Deng	GOODNA
Ms Madeleine DeVilliers	SPRINGFIELD, ST ANDREW'S PARISH
Mr Kenneth Drysdale	TOOWOOMBA ANGLICAN SCHOOL
Dr Tim Dudgeon	ST LUCIA
Ms Susan Dunne	ROSEWOOD
Mr Julius Durairay	ANNERLEY
Mr Geoffrey Michael Dutton	NORTH PINE
Mrs Janet Dyke	KAWANA WATERS
Mr Samuel Eagles	SPRINGFIELD, ST ANDREW'S PARISH
Ms Sue Ellis	BOOVAL
Dr Rose Elu	TORRES STRAIT ISLANDER
Mrs Jennifer English	NUNDAH
Mr Francisco Martin Estevaeo	ROBINA
Mrs Debra Eustace	BRIBIE ISLAND
Ms Mary Anne Evans	THE GLENNIE SCHOOL
Mrs Leanne Ferguson	IPSWICH
Mr Tom Finn	CATHEDRAL
Mrs Marie Flegler	MAROOCHYDORE
Mr John Fradgley	ALL SAINTS' ANGLICAN SCHOOL
Ms Irene Frances	CHARLEVILLE
Mrs Gail Frankcom	NEW FARM
Mr David Farricciardi	EKIBIN
Mrs Vicki Fuller	MORNINGSIDE
Mrs Gail Fulton	ALLORA-CLIFTON
Miss Petrina Kate Gardiner	MILTON ANGLICAN
Dr Nadine Shirley Garraway	EAST BRISBANE
Mrs Mary Gasteen	BOONAH-HARRISVILLE

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SYNOD ROLL LAY MEMBERS 2023

NAME	PARISH
Mr Christopher Gehrmann	YERONGA
Mr Ross Gilbert	NOOSA
Mr Stephen Goldsworthy	SOUTH BRISBANE
Dr Christopher Michael Gourlay	CATHEDRAL
Mrs Catherine Alexis Grant	KENMORE-BROOKFIELD
Ms Allison Gray	REDCLIFFE
Mrs Sharyn Gray	TOOWOOMBA WEST
Mr Alan Gray	TOOWOOMBA WEST
Mr Howard Leslie Greaver	BULIMBA
Mr Anthony John Green	CABOOLTURE
Mrs Karen Kay Green	CHELMER-GRACEVILLE
Mr Stephen Green	ST AIDAN'S SCHOOL
Ms Peta Grenfell	MATTHEW FLINDERS ANGLICAN COLLEGE
Mr Michael Anthony Griffiths	SANDGATE NORTHPOINT
Mr David Hale	ANNERLEY
Mr Patrick Hanly	ROMA
Mrs Miriam Hargreave	CALOUNDRA WITH GLASSHOUSE COUNTRY
Ms Margaret Harrington	NEW FARM
Dr Stephen Harrison	CSC
Mrs Ellen Hawkes-Wright	GYMPIE
Mr Andrew William Hawkins	THE SOUTHPORT SCHOOL
Ms Jenna Haywood	BARDON
Mr Roger Henderson	DALBY
Dr Peter Hill	KANGAROO POINT
Mr Ross William Hodson	WYNNUM
Mrs Rosemary Hogan	BURLEIGH HEADS
Ms Desiree Hubert	ST LUCIA
Mrs Stephanie Carroll Humphreys	GOLD COAST SOUTH
Mr Desmond Hunt	IPSWICH
Mr Frederick Victor Hurman	OAKEY
Mrs Janet Hurman	OAKEY
Mr Patrick Innes-Hill	COOMERA ANGLICAN COLLEGE
The Rev'd Christopher Henry Ivey	ST ANDREW'S ANGLICAN COLLEGE
Mr Jackson John Jirima	YERONGA
Mr Lawrence Johansen	GATTON-MA MA CREEK
Mrs Marjorie Johansen	GATTON-MA MA CREEK
Mrs Judith John	MT GRAVATT
Mrs Melanie Johnson	CENTENARY SUBURBS
Mr Lloyd Johnston	PALMWOODS
Mrs Rosemary Kake	ALGESTER
Ms Karen Kasper	THE GAP
Ms Kirsti Kee	FRASER COAST ANGLICAN COLLEGE
Ms Debbie Kemish	ASPLEY - ALBANY CREEK
Mr Brett Kerrison	LOGAN
Mr Robert Kersnovske	SAMFORD
Mrs Kim Kimber	GOLD COAST NORTH

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SYNOD ROLL LAY MEMBERS 2023

NAME	PARISH	
Ms	Tammlynn Kimpton	DALBY
Mr	Jackson King	MEC - ANGLICAN YOUTH MINISTRIES
Ms	Jeanette Krinke	PITTSWORTH
Mr	Alex Kutuzov	ROCHEDALE
Mr	Liam (Max) Laidlaw	MEC - ANGLICAN YOUTH MINISTRIES
Mr	Simon Lamerton	GROVELY
Judge	Kevin Mathew Francis Laphorn	MALENY
Ms	Kay Lauchland	SURFERS PARADISE
Mr	Simon Lees	TOOWOOMBA ANGLICAN SCHOOL
Mr	Nicholas Alexander Leigh	STRATHPINE
Ms	Joanne Helen Leigh	STRATHPINE
Ms	Josephine Leveritt	BUNDABERG
Mr	Darren Lewis	TOOWOOMBA, ST LUKE'S
Mrs	Elizabeth Little	BRIBIE ISLAND
Dr	Heather Muriel Little	BURLEIGH HEADS
Mr	Richard Lloyd-Jones	WYNNUM
Ms	Melissa Maddox	FRESHWATER
Mrs	Jennifer Maree Lurline Maguire	KAWANA WATERS
Dr	Kathryn Elizabeth Mainstone	KENMORE-BROOKFIELD
Mr	Scott Malcolmson	ITHACA - RED HILL
Dr	Russell Charles Manfield	SOUTHPORT
Mr	Kevin Mann	NANANGO
Ms	Tapie Masvaure	MEC - ANGLICAN YOUTH MINISTRIES
Mrs	Annabelle McDonald	ALL SAINTS, BRISBANE
Mr	Michael Arthur McDonell	BEENLEIGH
Mrs	Janine McDonnell	SANDGATE NORTHPOINT
Mrs	Pamela McHardy	MARYBOROUGH
Mrs	Maria Lucia McIvor	St John's Anglican College
Mr	Geoff McLay	WEST MORETON ANGLICAN COLLEGE
Ms	Annette McLean	ST GEORGE
Mr	Christopher McLoughlin	BUNDABERG
Mrs	Dianne Lee McRae	HERVEY BAY
Mrs	Coral Louise McVean	NAMBOUR
Mr	Stuart Meade	MATTHEW FLINDERS ANGLICAN COLLEGE
Mr	Barry Miller	CROWS NEST
Mr	Ian Douglas Mitchell	LOGAN
Ms	Shelagh Moore	JIMBOOMBA
Mr	Steven Morris	The Springfield Anglican College
Mr	Ian Mowat	NANANGO
Mr	Bruce William Moy	CANNON HILL ANGLICAN COLLEGE
The Hon Justice	Debra Mullins AO	Chancellor
Ms	Ellie Murdoch	MEC - ANGLICAN YOUTH MINISTRIES
Mrs	Susan Myring	MALENY
Mr	Darren Keith Nicholls	HERVEY BAY
Mrs	Paddy Nichols	THE GLENNIE SCHOOL
Ms	Amy Jane Elizabeth Norman	MEC - ANGLICAN YOUTH MINISTRIES

SYNOD ROLL LAY MEMBERS 2023

NAME	PARISH
Mr Gary O'Brien	CANNON HILL ANGLICAN COLLEGE
Mr Daniel O'Connor	Appointed under Section 5
Mrs Marilyn Oulds	CABOOLTURE
Mrs Gillian Outen	ITHACA - ASHGROVE
Dr Diane Payton	ALEXANDRA HILLS
Mrs Margaret Pearson	KILCOY
Mr Kyle Penhaligon	BUDERIM
Mr Fraser Perrin	THE SOUTHPORT SCHOOL
Dr Timothy Peters	EVERTON PARK
Ms Sarah Phillips	CHELMER-GRACEVILLE
Mr Alan Braidwood Postle	LEICHHARDT
Mrs Karen Postle	LEICHHARDT
Mrs Karen Louise Pratten	STAFFORD
Ms Roslyn Putland	ALEXANDRA HILLS
Mrs Angela Rae	COORPAROO
Ms Malini Ramachandrom	ALGESTER
Mrs Trish Anne Rathie	TOOWOOMBA, ST BARTHOLOMEW'S
Mr James Raw	COOLUM
Ms Lynne Raw	COOLUM
Mrs Pamela Ray	WILSTON
Mr Timothy Reid	Brisbane Diocese
Ms Alison Mary Reid	CLAYFIELD, ST MARK'S
Mrs Kay Rhodes	GOONDIWINDI
Mrs Catherine Richards	CALOUNDRA WITH GLASSHOUSE COUNTRY
Ms Toni Maree Riordan	ST AIDAN'S SCHOOL
Mr Mark Ernest Robinson	ROSEWOOD
Mr Christopher Robert Rohde	MANLY-TINGALPA
Mrs Isobel Rohde	MANLY-TINGALPA
Mrs Joanne Rose	CARINDALE
Miss Susan Rae Ross	SURFERS PARADISE
The Rev'd Mary-Annestis Rulfs	COOMERA ANGLICAN COLLEGE
Mr Ian Patrick Russell	THE LAKES ANGLICAN CHURCH
Mr Bruce Sackson	WEST MORETON ANGLICAN COLLEGE
Mr Joseph Benedict Samson	TOOWONG
Mrs Sally-Lou Schmidt	WOOLLOONGABBA
Mrs Lee Scott	BANYO
Mrs Kay Barbara Self	KANGAROO POINT
Mr Robert Seljak	HILLBROOK ANGLICAN SCHOOL
Mr Gerald Francis Shannon	SHERWOOD
Mrs Nancy Shannon	SHERWOOD
Mrs Linda Jane Sharman-Bowman	ALLORA-CLIFTON
Mr Michael Allan Shephard	LUTWYCHE
Mrs Leah Shephard	LUTWYCHE
Mrs Amanda Shuttlewood	ST HILDA'S SCHOOL
Mr Paul Duncan Sime	EAST REDLAND
Mrs Florine Simon	BRAMBLE BAY

SYNOD ROLL LAY MEMBERS 2023

NAME	PARISH
Mr Aaron Simpson	WILSTON
Ms Aileen Margaret Sinclair	MUDGEERABA
Mrs Angela Slack	GAYNDAH
Mr Victor James Smith	EVERTON PARK
Ms Debbie Smith	ST MARGARET'S SCHOOL
Mr Garry Smith	WOOLLOONGABBA
Mr David Sneesby	ITHACA - ASHGROVE
Mr Robert Standish-White	CLAYFIELD, ST MARK'S
Mrs Marilyn Taylor	CHARLEVILLE
Mrs Vivien Margaret Taylor	INALA
Ms Christine Janet Taylor	IPSWICH NORTH
Mr Jeff Thomas	CANTERBURY COLLEGE
The Hon Justice David Thomas	Deputy Chancellor
Ms Bronwen Thomas	MOGGILL-MT CROSBY
Mr Allan Andrew Laurie Thomson	BULIMBA
Ms Peta Tierney	TAMBORINE MOUNTAIN
Dr Samantha Towers	MOGGILL-MT CROSBY
Mr Christopher Alan John Towsey	NORTH PINE
Mrs Christine Tracey-Pattie	GOLD COAST NORTH
Ms Helen Tranter	FORTITUDE VALLEY
Mrs Roslyn Tribe	GOONDIWINDI
Dr Carla Tromans	St John's Anglican College
Mrs Gayle Tuckwood	EAST REDLAND
Mrs Sally Turnbull	CHINCHILLA
Mr Simon Underwood	TOOWOOMBA, ST LUKE'S
Mr Duncan Unwin	ITHACA - RED HILL
Mrs Vaishi Vigh	MT GRAVATT
Mr Lewisvon Stieglitz	WARWICK
Mr Milton Kaisai Walit	LAIDLEY
Ms Meredith Walker	BUDERIM
Mr Dan Walker	CANTERBURY COLLEGE
Mrs Suzanne Katherine Walker	GREEN HILLS
Ms Heather Walker	HOLLAND PARK
Mr Patrick Wallas	ALL SAINTS' ANGLICAN SCHOOL
Ms Linda Jean Wallis	SAMFORD
Mrs Ann-Marie Ware	HENDRA-CLAYFIELD
Mr Kingsley James Ware	KINGAROY
Mrs Virginia Warner	ST LUKE'S ANGLICAN SCHOOL
Mr Michael Kenneth Warren	SOUTH BRISBANE
Mr Allan Brough Warren	STANTHORPE
Mrs Margaret Warren	STANTHORPE
Mr David Webster	FORTITUDE VALLEY
Mr Tony Weder	HAMILTON
Mr Daniel Weston	CHERMSIDE
Miss Eleanor Jane Whereat	WARWICK
Mr Raymond Hedley White	REDCLIFFE

SYNOD ROLL LAY MEMBERS 2023

NAME	PARISH
Mr Koda Whitney	JIMBOOMBA
Mr Peter Williams	ALL SAINTS, BRISBANE
Mr Michael James Willis	EAST BRISBANE
Mr Michael James Willis	The Springfield Anglican College
Mrs Tina Maxine Woodall	DRAYTON
Ms Maria Woods	HILLBROOK ANGLICAN SCHOOL
Mr Joe Wright	FRASER COAST ANGLICAN COLLEGE
Dr John Marriott Wright	GYMPIE
Dr Ewen Wynne	MILTON ANGLICAN
Mr Justin Yeend	THE GAP
Ms Joeann Yowe	CENTENARY SUBURBS
Mr Jason Anthony Zagami	SOUTHPORT



HANDBOOK FOR SYNOD

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Handbook for Synod

This handbook is intended to assist members of Synod, particularly those attending for the first time, to follow proceedings. It has been revised from time to time, but any member of Synod who has any comments or suggestions should convey these to the General Manager in writing so that further revision might take account of these views.

A Touch of History

The Synod of the Diocese of Brisbane is our church parliament, where church laws may be passed, and the health and work of this part of the Anglican Church of Australia reviewed and strengthened.

The first Synod in Brisbane met in 1868 under Bishop Tufnell. The other Synods of the Australian church were being set up about then, and they all were modelled to some degree upon the English parliamentary system, where there were three tiers of government:

the Queen,
the House of Lords,
the House of Commons.

Our Synod continues that three-tiered arrangement, although we all sit and debate together, not in separate places. We are called three "houses":

the Archbishop,
the clergy,
the representatives of the laity.

We usually vote together, but there is provision for each house to vote separately if a matter is very contentious, and then there has to be a majority in each house. Note that the Archbishop forms a house alone, and takes a full part in the debates and decision making (that is, the Archbishop is not a figure-head or a mere symbol, like the Queen in our present parliamentary system). The Assistant Bishops vote in the house of clergy.

In this Diocese, we understand that the clergy or lay representatives do not come to Synod merely as delegates of their particular parish, but they try to represent the people of the whole Church. Naturally, there will be times when they will be asked to raise a matter, or put a point of view, on behalf of the "people back home", but that is only part of their job. It is also part of their job to represent the rest of the Church to the people of their home parish, when they return from Synod.

Taking a Vote

The ways in which votes may be taken are set out in Figure 1 [Figures appear at the end of this Handbook]. Rarely do we get past the voices or show of hands.

Diocesan Council may approve a method of electronic voting. If electronic voting is used, the method will be explained to members at Synod.

Standing Orders

The Standing Orders are the rules that Synod makes to regulate its own business. A copy of the Standing Orders is printed as Appendix 1 to the *Constitution and Canons of the Diocese of Brisbane*, and should be kept up to date whenever changes are made by Synod. In this Handbook, we occasionally refer to the Standing Orders, so that you can read the actual wording if you wish – e.g. SO/E.2 would mean "refer to Standing Order E.2".

The Standing Orders may be suspended for any particular instance by motion, and notice of this should be given in the usual way (SO/C.12). However, where a member considers that there is a case of urgency, ten members of Synod are required to support the mover, and if Synod agrees that there is an urgent case, then suspension of Standing Orders can be moved without notice.

It is clear that Synod is basically in charge of its own business and has very wide powers to act for the good of the Diocese.

Seating

The Archbishop sits at the main table, with the General Manager on the right and the Chairman of Committees on the left. To the far right of this table sit the two Secretaries of Synod, one clerical and one lay. To the far left of this table sits the Archbishop's Chaplain and behind the table is the timekeeper.

The table on the main floor of Synod is used by the Chancellor, the Assistant Bishops and by members of Synod involved in presenting business.

The other members of Synod, both laity and clergy, sit in the main hall area designated for them, and must not try to speak or vote from outside of that area.

Speaking from the members' seats is usually ineffective, and it is essential in practice for members to use one of the microphones. Members are advised to place themselves near a microphone before they are called on to speak, so as to save Synod's time.

Each day of Synod, all members indicate their attendance by signing a card and placing it in the designated box at the main entrance. The boxes are cleared each day, late in the day's sitting, by the Secretaries – these cards are the record of who was present that day in Synod. The Diocesan Council may approve an alternative method for recording attendance.

Presiding Officer

The Archbishop is the President of Synod, and is usually addressed as "Mr President" or "Your Grace".

Members of Synod always address the presiding officer, never another member, and must stand to do so.

Starting a Debate

1. Debates on motions

You can start a debate in Synod by moving a motion. The passage of a motion is outlined in Figure 2 [Figures appear at the end of this Handbook].

There are **three ways** in which a motion can be placed on the business paper -

- (a) **1st way** – by giving written notice of motion, signed by the mover, to the General Manager at least five weeks before the first day of the session.

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- (b) **2nd way** – by giving written notice of motion, signed by the mover, to the General Manager at any time from the five weeks before the start of Synod up to the end of the second day of sitting. These notices of motion are dealt with by the Order of Business Committee [as set out later in these notes].
- (c) **3rd way** – by standing in Synod when the item "Notices of Questions and Motions" is called, and moving: "That Synod give leave for a notice of motion [*dealing with ...*] to be given." The Synod will probably want to hear the text of the motion, or at least the subject matter, and may want to hear some justification for its being brought up at this stage. There is no guarantee that the Synod will agree to the inclusion of the motion on the notice paper.

2. Late motions

Under the **2nd way** [see above] the role of the Order of Business Committee is to decide whether, in their opinion, the motion should go on a supplementary business paper. The criteria they are to use are set out in SO/C.6 – either under sub-section (5), where all of the criteria in (a), (b) and (c) have to be satisfied, or under sub-section (6). If the Committee agrees that the motion ought to be considered at this Synod, they issue a Certificate of Inclusion, and the motion goes on a supplementary business paper.

On the 1st, 2nd and 3rd days of sitting, the supplementary business paper will be called over by the President. Anyone can object to including the motion which is on the supplementary business paper in the actual business paper, and the person objecting has to move: "That the motion be **not** included in the business paper." The motion must be seconded, and may be debated before the Synod decides. If no-one objects, or if the Synod does not uphold the objection, each notice of motion goes across to the actual business paper of Synod.

The business paper, now including the motions accepted from the supplementary paper, together with any motions which on a previous day have been included by leave of Synod, is called over by the President as described in section 4 "Callover of the business paper".

3. Motions involving expenditure

Notices of motion that will, if passed, result in expenditure affecting the budget for the current year, or the budget for the next calendar year, cannot be included in the business papers unless certain information is also provided. This is set out in SO/C.7A(1).

The method by which Synod handles such motions is set out in detail in SO/C.7A(2)-(5). The first question that the President puts to the Synod is "That the Synod agree to the general principles of the motion". Here, the policy involved in the proposal is debated, and agreed to or not.

If the general principles of the motion are agreed to, and if the Chair of the Finance & Diocesan Services Commission is of the opinion that any net increase in expenditure in one financial year will not exceed \$10,000, the President puts to the Synod the question "That the motion be agreed to". If this is carried, the relevant budget [either for the current year or for the following year] is deemed to have been amended accordingly.

If the general principles of the motion are agreed to, and if the Chair of the Finance & Diocesan Services Commission is of the opinion that any net increase in expenditure will be more than \$10,000 a year, the mover of the motion [or someone else with leave of Synod] can move for the relevant budget [or draft budget] to be altered to incorporate the proposed expenditure. Synod then has to debate, and vote on, this question.

If the general principles of the motion are agreed to, but no alteration has been made to a budget or draft budget, the matter is automatically referred to the Diocesan Council for consideration.

4. Callover of the business paper

Early on each day of sitting (after the first day) or at any other time the President considers it would be helpful, the President calls over the list of motions on the business paper, including any that have just been brought in from the supplementary business paper, and any that have been included on the business paper by leave of Synod. The object of this Callover is to identify and deal with "formal" motions (SO/C8). This is a way of saving the time of Synod.

Any member who wishes later to debate the motion being called, or propose an amendment to it, should call out "Object!" when the President calls out its number – otherwise the motion will be treated as formal. If the President does not hear anyone call "Object!", the President may call the number again, and perhaps read the first few words of the motion, or indicate the subject matter, so that members have full opportunity of objecting to the treatment of the motion in this formal way. If no one objects to the motion being treated as a formal motion, the President will invite the mover to move the motion formally, and speak for no more than two minutes. No amendment or further debate is allowed. A vote on the motion is then taken.

The only person who cannot object to the Synod's dealing with a motion formally is the mover.

5. Order of business

Motions are usually listed on the business paper in the order in which they have been received. The Order of Business Committee may however alter this order for the more efficient working of Synod. Synod may, for example, order certain motions to be debated together, or set a motion down for debate at a fixed time (called an "Order of the Day").

6. Speaking to a motion

If the motion is to be debated, i.e. not taken formally, then the mover usually speaks first for up to ten minutes.

The seconder may be called on to speak next, but if they decline, there is no guarantee they will have an opportunity to speak later in the debate.

With the leave of Synod, a member may move (as set out in SO/C.7 (2)) that someone who is not a member of Synod have a seat on the floor and address Synod either:

- a) if the mover consents, in lieu of the mover speaking; or
- b) during the debate on the motion.

7. Handouts & presentations

With the leave of Synod, a member may move that specified information or other material relating to a motion may be distributed to Synod members (including electronically). The President must be of the opinion that it is proper to do so.

If a mover wishes to use any form of digital or electronic visual, or sound display, or presentation in presenting their motion, the mover must submit an electronic version for approval by the President. A written request must be sent to the General Manager at least four business days before Synod. This is set out in SO/D.18. The time limits for movers of motions still apply.

8. Amendments & procedural motions

During debate on a motion, a member may move to amend the motion. An amendment requires a mover and a seconder and is debated separately from the principal motion. An amendment is in that sense a "debate within a debate" and may be stopped in the same way as any other debate (see below).

The debate on the principal motion cannot continue until after the amendment has been dealt with.

Amendments to a motion, and procedural motions, do not require notice. Amendments should be in writing in order to ease the work of the President and the Secretaries.

9. Assent of the Archbishop

All resolutions of the Synod, including resolutions for the passing of a Canon, require the assent of the Archbishop. The Archbishop's assent is usually assumed, but it is possible for the Archbishop to withhold assent on any resolution.

Stopping a Debate

There are the following ways of stopping a debate –

- a) By no one else getting up to speak. The mover of the original motion then has the right of reply (SO/D.4, D.13) and then the vote is taken.
- b) By moving "that the question be now put" (sometimes called "the gag"). If this is carried, the debate is ended at once; the mover of the original motion has no right of reply; and the vote is taken at once. If the gag is not carried, the debate continues.
- c) By moving "that the question be not now put" (sometimes called "the previous question" – SO/D.8). It requires a seconder, and can only be moved upon a motion, not while an amendment is being discussed. It cannot be moved in Committee. The previous question itself may then be debated, and the main motion, a vote on which it is desired to forestall, may be debated. If the previous question is carried, the original motion is dropped, and no decision is taken upon it at all – and Synod goes on to its next business. If the previous question is not carried, the original motion is put to a vote at once, except that the mover has right of reply.
- d) By moving "that the Synod (or Committee) proceed to the next business". This motion requires a seconder, but can be moved and seconded only by persons who have not previously spoken to the motion. It is put to the vote at once, without any amendment or debate. If it is carried, the original motion is dropped, and no decision is taken upon it at all – and the Synod goes on to its next business. If it is not carried, the discussion on the original motion continues.

The President has a discretion as to whether to allow the gag, the previous question, or the next business to be moved.

In Committee

Synod sometimes goes into "Committee of the whole Synod". This is usually for detailed debate on the wording of a Canon, or of a very lengthy or complicated motion, or for detailed consideration of a report.

In Committee, the presiding officer is the Chairman of Committees, not the Archbishop (SO/D.14), and is usually addressed as "Mr Chairman". When the Committee's work is done, the Chairman formally reports this to the President of Synod.

The advantages of working in Committee are –

- a) it is no great bother to go back over an earlier part of the business that is before the Committee;
- b) motions do not require a seconder (SO/D.1);
- c) the restriction that you may normally speak only once to a motion in Synod (SO/D.13) does not apply – you may speak no more than three times on a motion in Committee (SO/D.15);
- d) you do not need to give notice of a motion.

Canons

Canons come in two kinds – (a) people, and (b) church laws.

“People” Canons

These canons are members of the clergy chosen by the Archbishop, and come in three groups – residentiary, honorary and minor. The residentiary Canons are members of the Cathedral Chapter, which has the task of running the Cathedral. The lay members of the Cathedral Chapter are known as Lay Canons.

“Law” Canons

When it is proposed to pass a canon, you find that they are given a greater "going-over" by Synod than a simple motion is, and they go through various stages before they are passed. Once they are passed, however, it takes just as much trouble (in fact the same procedure exactly) to alter or remove them. The passage of a Canon is outlined in Figure 3 [Figures appear at the end of this Handbook].

Notice of a proposed Canon has to be given to members at least 21 days before the meeting of Synod. Most canons are presented at the request of the Diocesan Council. However, any member of Synod is at liberty to propose a Canon – see SO/G.2 for the procedure.

The FIRST step for a Canon is for Synod to agree to the motion "that the Synod agree to the general principles" of the proposed Canon. This is where the proposed Canon is debated in principle, and often at great length. The proposed Canon could be thrown out at this stage if its main proposals are not agreeable to Synod (SO/G.5).

Early in the first step, **QUESTIONS** can be directed by members of Synod to the mover and seconder – once the mover has spoken, and the motion has been seconded (SO/G.6).

The SECOND step for a canon is for it to be considered in Committee of the whole Synod. Here it is considered section by section if necessary, and any part of it may be altered, tidied up, or deleted. When it has been fully worked over, the Chairman of Committees, who presides over this part of the business, reports to the President that the Committee has done its work: the Synod then accepts this work (or not) by agreeing that the Chairman's report be adopted (SO/G.8).

The second step is omitted if no one indicates an intention to propose an amendment to the wording of the Canon (SO/G.7).

The THIRD step for a canon is the passing of the canon, which gives Synod a final chance to consider the proposed canon (SO/G.9). It would be unusual for Synod to debate this step.

The FOURTH step for a Canon is for the Archbishop to signify assent to, or dissent from, the proposed canon (SO/G.11).

The church laws called Canons are binding upon all the church people of the Diocese; they are acknowledged as binding by anyone who takes an official position with the Diocese (e.g. the clergy, churchwardens, members of Synod and certain other officials) by signing the "Declaration of Submission to Synod".

Reports

One of the jobs of Synod is to review the working of the Diocese over the past year, and so various reports are presented. This principle of the accountability of councils, commissions, boards and committees to Synod is considered to be important, which is why the consideration of the major reports has a priority in the arrangement of the business.

The major reports are dealt with in Committee of the whole Synod. Any member of Synod is at liberty to ask questions about these reports as they are being discussed, and to comment as may be thought fit.

The same principles apply to the financial reports (including the Finance & Diocesan Services Commission Report) and the Diocesan accounts.

Specially appointed select committees may produce reports with recommendations which the committee wants Synod to adopt. Synod cannot amend the reports presented to it – the report is the "property" of the body producing it.

The usual options open to Synod in dealing with a report are –

- a) to receive the report;
- b) to refuse to receive the report;
- c) to endorse the report;
- d) to ask the body or some other body to do further work.

When Synod starts working on a recommendation in such a report, however, it has the freedom to shape the recommendation into a motion that expresses the agreed mind of Synod. This recommendation, with whatever amendments are made by Synod, then expresses the policy of the Synod.

Budget

Each year the Synod is asked, by way of a motion, to approve the Diocesan budget and the schedule of agreed parish contributions for the following *calendar* year.

The budget papers are provided to members before the commencement of the Synod and are the result of careful consideration and painstaking work on the part of the Executive Director of the Finance & Diocesan Services Commission and the General Manager and their staff.

However, it is open to any member to move an amendment to the budget or the schedule of contributions. The budget is usually considered line by line in Committee. This is the appropriate time to move an amendment to the budget, unless the matter is or has been the subject of a notice of motion (see above under "Starting a Debate", sec. 3 "Motions involving expenditure"). Before doing so, members should consider the following –

- The Executive Director of the Finance & Diocesan Services Commission and General Manager put much work into the preparation of the budget. It is only common courtesy to give them adequate notice before Synod commences of any concerns you have or amendments you would like to make.
- Your amendments should be written down and given to either the Chairman of Committees or one of the Secretaries before the budget debate begins. In this way the Chairman can help the Synod deal with the amendments quickly and efficiently.
- If you want to amend the budget to increase expenditure items, also outline consequential amendments to the income items to fund these increases in spending. If you do not, any of the following consequences may occur –

- a) the lack of funding for the increase in spending will be a strong argument against your amendment;
- b) the parish contributions may need to be uniformly increased to cover the extra funds required; or
- c) the amendment may be of such a nature that, without a suggestion on funding, it cannot be efficiently dealt with by the Synod and therefore be ruled out of order.

It is always a good idea to consult the Executive Director of the Finance & Diocesan Services Commission first if you have any concerns about the budget.

Elections

At the first annual session of each three-year Synod, the Synod has the duty of electing people to a number of positions, such as Diocesan Council, Archbishop Election Committee, etc. The people elected serve for a three-year term. The exception to this are the elections for representatives in General Synod. These representatives are usually elected in the year prior to a session of those bodies.

Nominations for the elections are given in writing to the Secretaries on the first day, and on the second day of sitting up to 4pm [unless the Synod sets a different closing time]. The nomination form must be signed by the two nominators and by the person being nominated or otherwise be submitted electronically by any approved method.

In some ballots, the clergy only vote for the clergy, and the laity only for the laity – but in most ballots, we all have the right to vote for both clergy and laity. Whatever groups appear in your ballot material, they are the ones you can vote for.

In an election where the clergy only vote for the clergy, and the laity only for the laity, the nominators must be members of the appropriate house of Synod.

On the third day of Synod, at the times set down in SO/F.8 (and repeated in the Program and Order of Business), the ballot will open. Voting papers are obtainable at the entrance to the Synod hall by each member of Synod, or, if electronic voting is used, the method of voting will become available. If you spoil a voting paper, you can always obtain a fresh one. An electronic vote, once submitted, is final.

You vote for a candidate by placing a cross in the box beside the candidate's name on a voting paper or otherwise in accordance with any electronic method being used. You can vote for any number of candidates in a ballot, up to the number of persons who have to be elected – this number is shown on the ballot material. If you vote for more candidates than you are entitled to, your vote will be informal, and will not be counted.

Results are usually announced on the last day of sitting. Full details on elections are found in SO/F.

Questions

A member of Synod may give notice of a question to the President, usually to clarify a matter, or to gain information about some aspect of the Diocese. SO/C.13 should be studied carefully to see what matters may be the subject of questions, and how questions are to be framed. By giving notice of the question, you give the President time to research the answer, or have someone on the Diocesan staff work on it.

The Order of Business provides an opportunity on all but the final day of the session for notice of a question to be given. The question is read aloud to the Synod, and a copy is then provided to one of the Secretaries.

At a later time in the session, the President will read the question again to the Synod, and then read the answer. Both question and answer are recorded in the minutes, and printed in the abridged proceedings of Synod in the Year Book.

Behaviour in Synod

Every member of Synod is expected to observe certain standards of behaviour to promote the efficient running of Synod. In summary, members are expected –

- a) not to interrupt a speaker other than through the President;
- b) to be silent while another member is speaking;
- c) to speak only on the subject matter of the debate before Synod at the time;
- d) to address all comments, questions etc. to the President (or the Chairman if in Committee) and not directly to other members; and
- e) to avoid making personal reflections on another member or imputing improper motives.

Members must resume their seats and be silent if the President or Chairman of Committees is speaking.

Members are expected to attend each session of Synod. It may be necessary for members to enter or leave the floor while Synod is in session. If this is the case, a member should silently acknowledge the President or Chairman (customarily by a small bow of the head) and leave or enter so as to cause as little disruption or distraction as possible. Members should not pass between the Chair and the member who is speaking.

Members should also be conscious that noise in the precincts of the Synod venue may disrupt or distract Synod while in session. Therefore, members are requested to keep such noise to a minimum.

With increased use of digital devices by members to interact with Synod business, members are expected to not allow these devices to be a distraction to others. This includes:

- a) making sure your device is on mute or silent;
- b) not using your device for non-Synod business or entertainment (including not using headphones);
- c) limiting your use of the venue's WiFi capability to Synod related business.

The Chancellor

The Chancellor is the Archbishop's adviser on Church law.

During a session of Synod, the Chancellor is available to any member to assist in understanding a proposal that may be coming before Synod, and to assist with the wording of any motion or amendment that a member may be contemplating. The Chancellor will explain any point of Synod procedure to a member, and advise on the best way for a member to achieve the member's objectives within the limitations of normal Synod practice.

The Archbishop has appointed a Deputy Chancellor, who is similarly available during a session of Synod.

The Timekeeper

A timekeeper is appointed (usually with a deputy), to ring a bell when a speaker has got to the end of the allotted time for a speech.

The schedule of how much time is given to speakers is to be found in SO/D.10. Extensions of time are provided for.

The Public

The public, especially church people who are not members of Synod, are welcome to attend and observe the proceedings. They sit in the area designated for visitors, not in the main hall area allocated to members of Synod.

Representatives of the news media are invited to attend, and may report the debates and decisions of Synod.

On very rare occasions, Synod has decided by motion to exclude the press and the public, and for a particular debate to sit in secret ("in camera") – but these occasions are certainly not common.

Taking a Vote

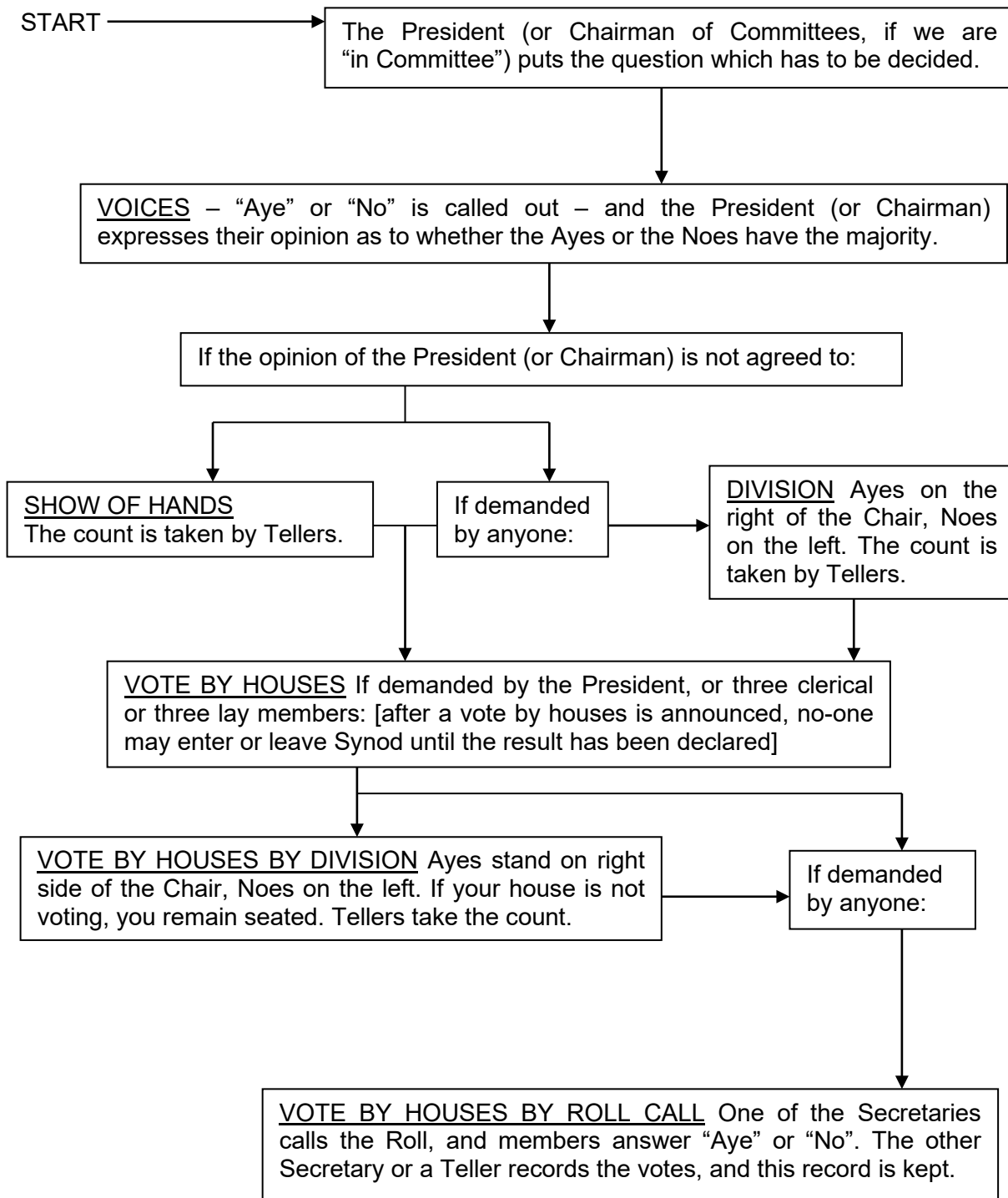


Figure 1

Passing a Motion

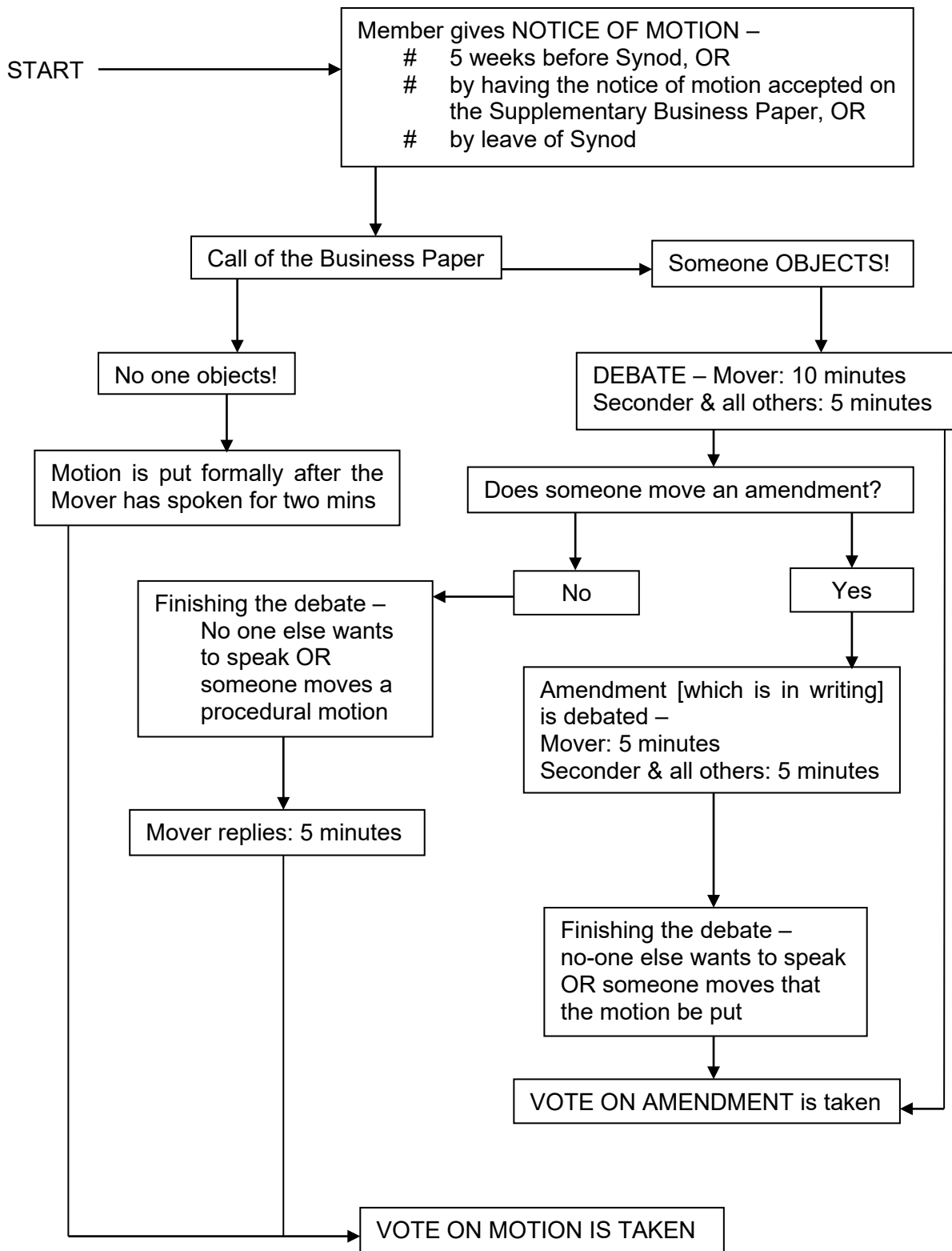


Figure 2

Passing a Canon

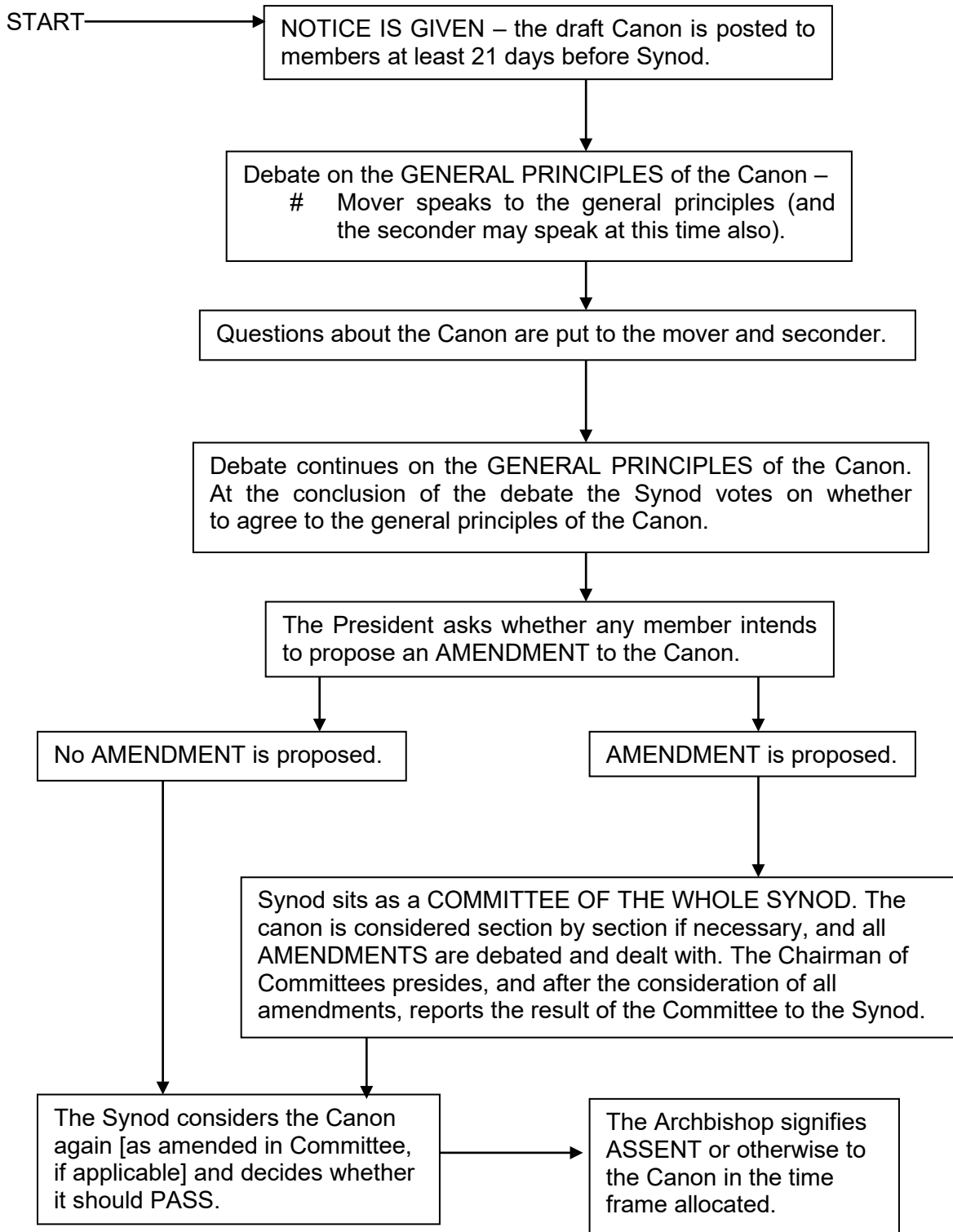
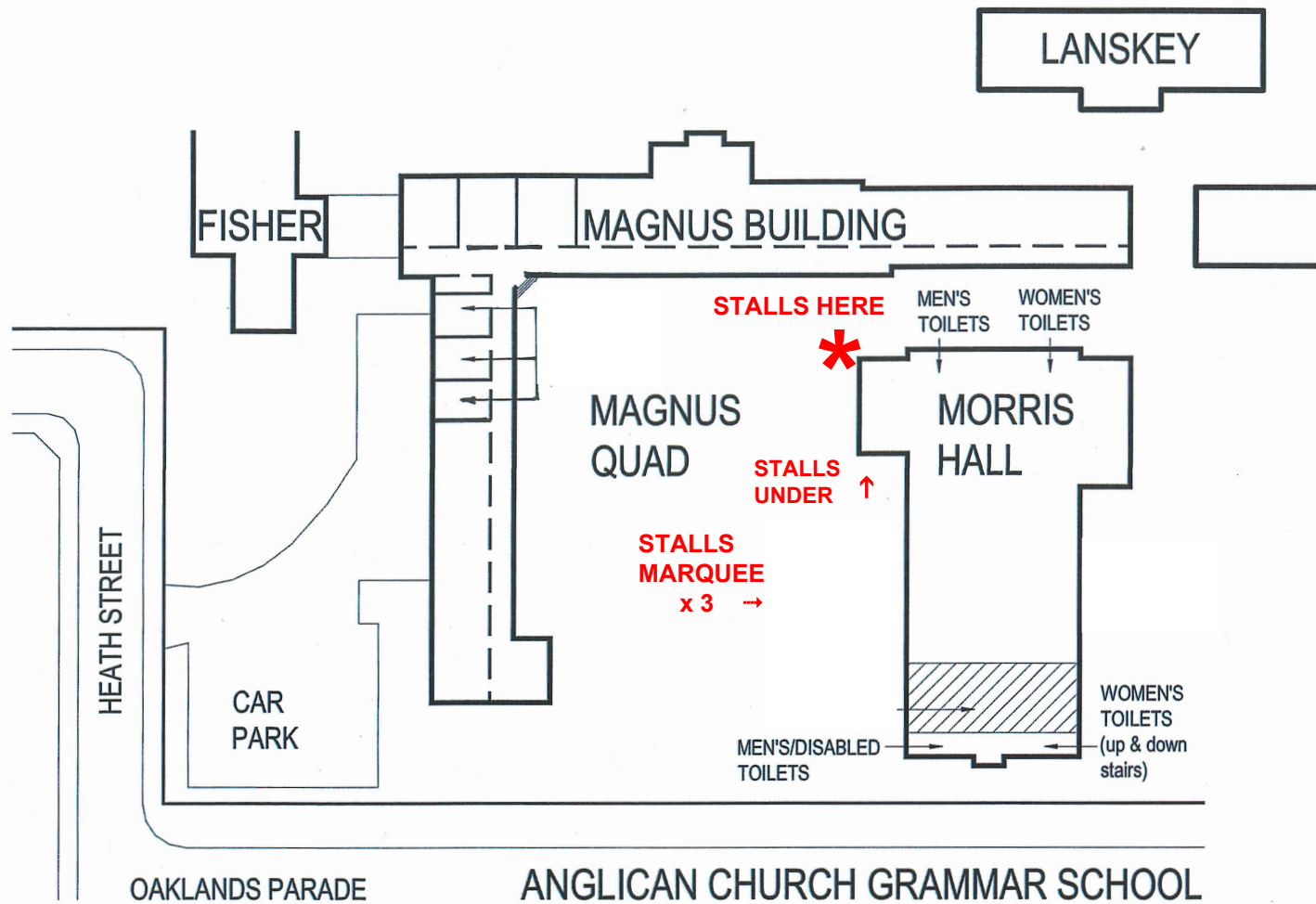


Figure 3



NOTICES

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* Anglicare coffee cart

Parking Notice

ALL SYNOD REPRESENTATIVES

IMPORTANT NOTICE REGARDING SYNOD PARKING ON FRIDAY

Cathedral Square – Parking Arrangement Protocol

On Friday 23 June to be able to park in the car park across the road from St John's Cathedral you can **pre-book online** in order to secure a car park between 4pm and 12am. If you pre-book the cost will be \$6.10.

If you do not pre-book the cost will be \$12.00 and there is no guarantee of a car park being available.

The website is: <https://www.secureparking.com.au/en-au/>

You will need to

- create an account or sign in,
- search for Cathedral Square, Brisbane,
- select Night Parking on Friday 23 June.

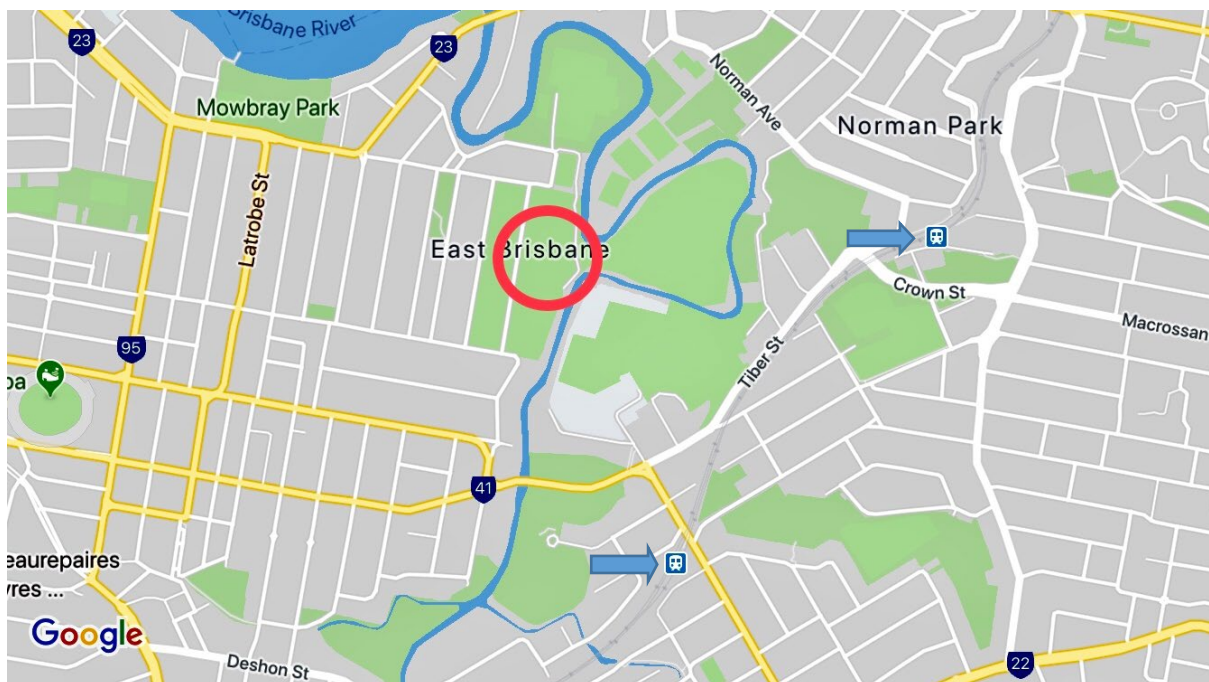
There will be no parking on the Cathedral grounds.

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Transport

Synod is being held at:

Anglican Church Grammar School
“Churchie”
Oaklands Pde
East Brisbane QLD 4169



To find the best directions from where you are to Churchie, please use the journey planner tool at <https://jp.translink.com.au/plan-your-journey/journey-planner/>

Simply type ‘Anglican Church Grammar School’ or ‘Churchie’ into the TO field, and your starting point into the FROM field.

Change the date and *leave after/arrive before* time to find out the most appropriate bus or train to get you there.

The closest train stations to Churchie are Norman Park and Coorparoo stations, both around 1.5 km from Churchie.

Ubers should be directed to Morris Hall, Oaklands Parade, East Brisbane.

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Notices

Media Presence

The Archbishop-in-Council established the following policy with regard to Media presence from the 1993 session of Synod:-

"That members of the media be allowed on the floor of the Synod after prayers for 10 minutes only each day; that full access be given from the gallery."

Telephone

A mobile telephone has been arranged for receiving calls on URGENT matters only:

0407 034 266

Synod Meals

Before the Synod Eucharist, you are invited to enjoy a light meal in the Cathedral from **5.30pm on Friday 23 June 2023**.

Lunch will be provided Saturday 24 and Sunday 25 June at Churchie.

Tea and coffee will be provided.

Please bring any additional snacks you require.

Those staying in the Boarding House will be provided with breakfast. A pizza dinner will also be provided on Saturday evening.

Please remember to bring and wear your name tags.

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PRAYERS & READINGS

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Friday Night

O God, make speed to save us.
O Lord, make haste to help us.

Make me a clean heart, O God,
and renew a right spirit within me.

**Jesus, Saviour of the world,
come to us in your mercy:
we look to you to save and help us.
By your cross and your life laid down,
you set your people free:
we look to you to save and help us.
When they were ready to perish, you saved your disciples:
we look to you to come to our help.
In the greatness of your mercy, loose us from our chains,
forgive the sins of all your people.
Make yourself known as our Saviour and mighty deliverer;
save us and help us that we may praise you.
Come now and dwell with us, Lord Christ Jesus:
hear our prayer and be with us always.
And when you come in your glory:
make us to be one with you
and to share the life of your kingdom.**

Almighty and everliving God,
give wisdom and understanding to the members of the Synod of this Diocese.
Teach us in all things to seek first your honour and glory.
May we perceive what is right, have courage to pursue it
and grace to accomplish it, through Jesus Christ our Lord. **Amen.**

God our Creator,
when you speak there is light and life.
Fill us with your Holy Spirit
so that we may listen to one another,
speak the truth in love,
and bear much fruit in the service of your kingdom;
through Jesus Christ our Lord. **Amen.**

May Christ our Saviour give us peace. **Amen.**

Saturday Morning

1 God has shone in our hearts,
to give the light of the knowledge of the glory of God in the face of Jesus Christ.

2 Corinthians 4.6

Glory to God; Father, Son and Holy Spirit:
as in the beginning, so now, and for ever. Amen.

2 *The Opening Canticle, A Song of Creation*

**Bless the Lord all created things:
 who is worthy to be praised and exalted for ever.**

**Bless the Lord all people of the earth:
 who is worthy to be praised and exalted for ever.**

**O people of God bless the Lord:
 bless the Lord you priests of the Lord,**

**Bless the Lord you servants of the Lord:
 who is worthy to be praised and exalted for ever.**

**Bless the Lord all you of upright spirit:
 bless the Lord you that are holy and humble in heart.**

**Bless the Father, the Son and the Holy Spirit:
 who is worthy to be praised and exalted for ever.**

3 *The Opening Prayer*

The night has passed and the day lies open before us;
 let us pray with one heart and mind.

Silence may be kept.

As we rejoice in the gift of this new day,
 so may the light of your presence, O God,
 set our hearts on fire with love for you;

now and for ever. **Amen.**

4 *The Psalms as appointed.*

(Sit)

Psalm 50. 1-15

The Lord our God, the Mighty One, has spoken:
 and summoned the earth,
 from the rising of the sun to its setting in the west.

**2 From Zion, perfect in beauty:
 God has shone out in glory.**

3 Our God is coming, he will not keep silent:
 before him is devouring fire,
 and tempest whirls about him.

**4 He calls to the heavens above:
 and to the earth, so he may judge his people.**

5 'Gather to me my faithful ones:
those who by sacrifice made a covenant with me.'

**6 The heavens shall proclaim his righteousness:
for God himself is judge.**

7 'Listen my people, and I will speak:
O Israel, I am God your God,
and I will give my testimony.

**8 'It is not for your sacrifices that I reprove you:
for your burnt-offerings are always before me.**

9 'I will take no bull from your farms:
or he-goat from your pens.

**10 'For all the beasts of the forest belong to me:
and so do the cattle upon the mountains.**

11 'I know all the birds of the air:
and the grasshoppers of the field are in my sight.

**12 'If I were hungry, I would not tell you:
for the whole world is mine, and all that is in it.**

13 'Do I eat the flesh of bulls:
or drink the blood of goats?

**14 'Offer to God a sacrifice of thanksgiving:
and pay your vows to the Most High.**

15 'Call upon me in the day of trouble:
I will bring you out, and you shall glorify me.'

5 At the end of the (last) pause there may follow

Creator God, whose praise and power are proclaimed by the whole creation: receive our morning prayers, we pray, and renew us in your service; through Jesus Christ our Lord. **Amen.**

6 One or two Readings from the Bible as appointed.

Luke 1.57-66 ,80

⁵⁷ Now the time came for Elizabeth to give birth, and she bore a son. ⁵⁸ Her neighbours and relatives heard that the Lord had shown his great mercy to her, and they rejoiced with her.

⁵⁹ On the eighth day they came to circumcise the child, and they were going to name him Zechariah after his father. ⁶⁰ But his mother said, 'No; he is to be called John.' ⁶¹ They said to her, 'None of your relatives has this name.' ⁶² Then they began motioning to his father to find out what name he wanted to give him. ⁶³ He asked for a writing-tablet and wrote, 'His name is John.' And all of them were amazed. ⁶⁴ Immediately his mouth was opened and his tongue freed, and he began to speak, praising God. ⁶⁵ Fear came over all their neighbours, and all these things were talked about throughout the entire hill country of Judea. ⁶⁶ All who heard them pondered them and said, 'What then will this child become?' For, indeed, the hand of the Lord was with him.

⁸⁰ The child grew and became strong in spirit, and he was in the wilderness until the day he appeared publicly to Israel.

The readings may be followed by a period of silence for reflection, a hymn or

May your word live in us
and bear much fruit to your glory.

7 The Canticle, the Song of Zechariah

**Blessed are you, Lord, the God of Israel:
you have come to your people and set them free.
You have raised up for us a mighty Saviour:
born of the house of your servant David.
Through your holy prophets, you promised of old:
to save us from our enemies, from the hands of
all who hate us,
To show mercy to our forebears:
and to remember your holy covenant.
This was the oath you swore to our father Abraham:
to set us free from the hands of our enemies,
Free to worship you without fear:
holy and righteous before you, all the days of our life.
And you, child, shall be called the prophet of the Most High:
for you will go before the Lord to prepare the way,
To give God's people knowledge of salvation:
by the forgiveness of their sins.
In the tender compassion of our God:
the dawn from on high shall break upon us,
To shine on those who dwell in darkness
and the shadow of death:
and to guide our feet into the way of peace.**

8 The Apostles' Creed may be said.

9 The Prayers

Lord have mercy.
Christ have mercy.
Lord have mercy.

10 The Lord's Prayer and the Collect of the Day

**Our Father in heaven,
hallowed be your name,
your kingdom come,
your will be done,
on earth as in heaven.
Give us today our daily bread.
Forgive us our sins
as we forgive those who sin against us.
Save us from the time of trial
and deliver us from evil.
For the kingdom, the power, and the glory are yours
now and for ever. Amen.**

Almighty God,
by whose providence your servant John the Baptist was wonderfully born,

and sent to prepare the way for your Son our Saviour by preaching a baptism of repentance: make us so to follow his teaching and holy life, that we may truly repent, and, following his example, may constantly speak the truth, boldly rebuke vice, and patiently suffer for the truth's sake; through Jesus Christ your Son our Lord, who lives and reigns with you and the Holy Spirit, one God, for ever and ever. **Amen.**

11 Intercessions and Thanksgivings may be made according to local custom and need.

Almighty and everliving God,
give wisdom and understanding to the members of the Synod of this Diocese.
Teach us in all things to seek first your honour and glory.
May we perceive what is right, have courage to pursue it
and grace to accomplish it, through Jesus Christ our Lord. **Amen.**

God our Creator,
when you speak there is light and life.
Fill us with your Holy Spirit
so that we may listen to one another,
speak the truth in love,
and bear much fruit in the service of your kingdom;
through Jesus Christ our Lord. **Amen.**

12 The Morning Collect

Lord and heavenly Father,
you have brought us safely to this new day:
keep us by your mighty power, protect us from sin,
guard us from every kind of danger,
and in all we do this day
direct us in the fulfilling of your purpose,
through Jesus Christ our Lord. **Amen.**

13 The Lord be with you.

And also with you.

Let us praise the Lord.

Thanks be to God.

May the peace of God which passes all understanding keep our hearts and minds in Christ Jesus. **Amen.**

(Stand)

TIS 616 O day of God draw near (tune 'St Michael' TIS 483)



1. O day of God, draw near
in beauty and in power;
come with your timeless judgment now
to match our present hour.

2. Bring to our troubled minds,
uncertain and afraid,
the quiet of a steadfast faith,
calm of a call obeyed.

3. Bring justice to our land,
that all may dwell secure,
and finely build for days to come
foundations that endure.

4. Bring to our world of strife
thy sovereign word of peace,
that war may haunt the earth no more,
and desolation cease.

5. O day of God, draw near
as at creation's birth;
let there be light again, and set
your justice in the earth.

Robert B Y Young

Saturday Evening

1 Grace to you and peace

from God our Father and the Lord Jesus Christ.

Glory to God; Father, Son and Holy Spirit:

as in the beginning, so now, and for ever. Amen.

2 The Opening Canticle, A Song of the Shepherd

The Lord is my shepherd:

therefore can I lack nothing.

He shall make me lie down in green pastures:

and lead me beside still waters.

He shall refresh my soul:

and guide me in right pathways for his name's sake.

Though I walk through the valley of the shadow of death,

I will fear no evil:

for you are with me;

your rod and your staff comfort me.

You spread a table before me in the presence of those who trouble me:

you have anointed my head with oil,

and my cup shall be full.

Surely your goodness and loving-kindness

shall follow me all the days of my life:

and I will dwell in the house of the Lord for ever.

3 The Opening Prayer

The day is now past and the night is at hand.

Let us pray with one heart and mind.

Silence may be kept.

Father of lights, receive the prayer and praise we offer you as our evening sacrifice; make us a light for all the world, delivered by your goodness from all the works of darkness; through Jesus Christ your Son our Lord.

Amen.

(Sit)

4 The Psalms as appointed. A pause is observed after each.

Psalm 71

To you, Lord, have I come for shelter:

let me never be put to shame.

2 In your righteousness rescue and deliver me:

incline your ear to me and save me.

3 Be for me a rock of refuge, a fortress to defend me:

for you are my high rock, and my stronghold.

4 Rescue me, O my God, from the hand of the wicked:

from the grasp of the pitiless and unjust.

- 5 For you, Lord, are my hope:
you are my confidence, O God, from my youth upward.
- 6 On you have I leaned since my birth:
you are he that brought me out of my mother's womb,
and my praise is of you continually.**
- 7 I have become as a fearful warning to many:
but you are my strength and my refuge.
- 8 My mouth shall be filled with your praises:
I shall sing of your glory all the day long.**
- 9 Cast me not away in the time of old age:
nor forsake me when my strength fails.
- 10 For my enemies speak against me:
and those that watch for my life conspire together, saying,**
- 11 'God has forsaken him:
pursue him, take him, for there is none to save him.'
- 12 Be not far from me, O God:
my God, make haste to help me.**
- 13 Let my adversaries be confounded and put to shame:
let those who seek my hurt
be covered with scorn and disgrace.
- 14 As for me, I will wait in hope continually:
and I will praise you more and more.**
- 15 My mouth shall speak of your righteousness all the day:
and tell of your salvation, though it exceeds my telling.
- 16 I will begin with the mighty acts of the Lord my God:
and declare your righteous dealing—yours alone.**
- 17 O God, you have taught me from my youth upward:
and to this day, I proclaim your marvellous works.
- 18 Forsake me not, O God, in my old age,
when I am grey-headed:
till I have shown the strength of your arm
to future generations,
and your might to those that come after.**
- 19 Your righteousness, O God, reaches to the heavens:
great are the things that you have done;
O God, who is like you?
- 20 You have burdened me with many and bitter troubles,
O turn and renew me:
and raise me up again from the depths of the earth.**
- 21 Bless me beyond my former greatness:
O turn to me again, and comfort me.
- 22 Then will I praise you upon the lute
for your faithfulness, O my God:
and sing your praises to the harp, O Holy One of Israel.**
- 23 My lips shall rejoice in my singing:
and my soul also, for you have ransomed me.
- 24 My tongue shall speak of your righteous dealing
all the day long:
for they shall be put to shame and disgraced
that seek to do me evil.**

5 At the end of the (last) pause there may follow

Lord Christ, eternal Word and Light of the Father's glory: send your light and your truth that we both know and proclaim your word of life, to the glory of God the Father; for you now live and reign, God for all eternity. Amen.

6 One or two Readings from the Bible as appointed.

Matthew 11.2-19

²When John heard in prison what the Messiah was doing, he sent word by his disciples ³and said to him, 'Are you the one who is to come, or are we to wait for another?' ⁴Jesus answered them, 'Go and tell John what you hear and see: ⁵the blind receive their sight, the lame walk, the lepers are cleansed, the deaf hear, the dead are raised, and the poor have good news brought to them. ⁶And blessed is anyone who takes no offence at me.'

⁷As they went away, Jesus began to speak to the crowds about John: 'What did you go out into the wilderness to look at? A reed shaken by the wind? ⁸What then did you go out to see? Someone dressed in soft robes? Look, those who wear soft robes are in royal palaces. ⁹What then did you go out to see? A prophet? Yes, I tell you, and more than a prophet. ¹⁰This is the one about whom it is written,

"See, I am sending my messenger ahead of you,
who will prepare your way before you."

¹¹Truly I tell you, among those born of women no one has arisen greater than John the Baptist; yet the least in the kingdom of heaven is greater than he. ¹²From the days of John the Baptist until now the kingdom of heaven has suffered violence, and the violent take it by force. ¹³For all the prophets and the law prophesied until John came; ¹⁴and if you are willing to accept it, he is Elijah who is to come. ¹⁵Let anyone with ears listen!

¹⁶'But to what will I compare this generation? It is like children sitting in the market-places and calling to one another,

¹⁷"We played the flute for you, and you did not dance;
we wailed, and you did not mourn."

¹⁸For John came neither eating nor drinking, and they say, "He has a demon"; ¹⁹the Son of Man came eating and drinking, and they say, "Look, a glutton and a drunkard, a friend of tax-collectors and sinners!" Yet wisdom is vindicated by her deeds.

The readings may be followed by a period of silence for reflection, a hymn or

May your word live in us
and bear much fruit to your glory.

(Stand)

7 The Canticle, Great and Wonderful (Revelation 15.3-4)

**Great and wonderful are your deeds:
Lord God the Almighty.**

**Just and true are your ways:
 O ruler of the nations.
 Who shall not revere you
 and praise your name O Lord?:
 for you alone are holy.
 All nations shall come and worship in your presence:
 for your just dealings have been revealed.
 To the One who sits on the throne and to the Lamb:
 be praise and honour glory and might
 for ever and ever. Amen.**

8 The Prayers

Lord have mercy.
Christ have mercy.
 Lord have mercy.

9 The Lord's Prayer and the Collect of the Day

**Our Father in heaven,
 hallowed be your name,
 your kingdom come,
 your will be done,
 on earth as in heaven.
 Give us today our daily bread.
 Forgive us our sins
 as we forgive those who sin against us.
 Save us from the time of trial
 and deliver us from evil.
 For the kingdom, the power, and the glory are yours
 now and for ever. Amen.**

Almighty and everlasting God,
 you are always more ready to hear than we to pray,
 and give more than either we desire or deserve:
 pour down upon us the abundance of your mercy,
 forgiving us those things of which our conscience is afraid,
 and giving us those good things
 which we are not worthy to ask,
 save through the merits and mediation of Jesus Christ,
 your Son our Lord. **Amen.**

10 Intercessions and Thanksgivings may be made according to local custom and need.

Let us pray to God the Father,
 who has reconciled all things to himself in Christ:
 let us pray to the Lord: **Lord, have mercy.**

For peace among the nations, that God may rid the world of violence
 and let peoples grow in justice and harmony:
 let us pray to the Lord: **Lord, have mercy.**

For those who serve in public office,
that they may work for the common good:
let us pray to the Lord: **Lord, have mercy.**

For Christian people everywhere,
that we may joyfully proclaim and live our faith in Jesus Christ:
let us pray to the Lord: **Lord, have mercy.**

For those who suffer from hunger, sickness or loneliness,
that the presence of Christ may bring them health and wholeness:
let us pray to the Lord: **Lord, have mercy.**

Let us commend ourselves, and all for whom we pray,
to the mercy and protection of God.

11 *The Evening Collect*

Come to visit us, Lord, this night, so that by your strength we may rise at daybreak to rejoice in the resurrection of Christ your Son, who lives and reigns for ever and ever. **Amen.**

12 The Lord be with you.
And also with you.
Let us praise the Lord.
Thanks be to God.

I am the Alpha and the Omega, says the Lord, the first and the last, the beginning and the end. Even so, come Lord Jesus.
Amen.

(Stand)

TIS 547 **Be thou my vision**

1 Be thou my vision, O Lord of my heart;
naught be all else to me, save that thou art.
Thou my best thought, by day or by night,
waking or sleeping, thy presence my light.



2 Be thou my wisdom, be thou my true word;
I ever with thee, and thou with me, Lord.
Born of thy love, thy child may I be,
thou in me dwelling and I one with thee.

3 Be thou my amour, my sword for the fight.
Be thou my dignity, thou my delight,
thou my soul's shelter, and thou my high tower.
Raise thou me heav'nward, O Power of my power.

4 Riches I heed not, nor vain empty praise;
thou mine inheritance, now and always.
Thou and thou only, first in my heart,
Ruler of heaven, my treasure thou art.

5 True Light of heaven, after victory won
may I reach heav'n's joys, O bright heaven's Sun!
Heart of my heart, whatever befall,
still be my vision, O Ruler of all.

Gaelic 8th Century

Translator: Mary E. Byrne; Versifier: Eleanor H. Hull

Sunday Morning

1 This is the day that the Lord has made.

We will rejoice and be glad in it.

Psalm 118.24

Glory to God; Father, Son and Holy Spirit:

as in the beginning, so now, and for ever. Amen.

2 *The Opening Canticle, A Song of Triumph (Venite)*

O come, let us sing out to the Lord:

let us shout in triumph to the rock of our salvation.

Let us come before his face with thanksgiving:

and cry out to him joyfully in psalms.

For the Lord is a great God:

and a great king above all gods.

In his hand are the depths of the earth

and the peaks of the mountains are his also.

The sea is his and he made it:

his hands moulded dry land.

Come, let us worship and bow down:

and kneel before the Lord our maker.

For he is the Lord our God:

we are his people and the sheep of his pasture.

Today if only you would hear his voice:

‘Do not harden your hearts as Israel did in the wilderness;

‘When your forebears tested me:

put me to proof though they had seen my works.

‘Forty years long I loathed that generation and said:

**“It is a people who err in their hearts,
for they do not know my ways”;**

‘Of whom I swore in my wrath:

“They shall not enter my rest.””

Psalm 95

3 *The Opening Prayer*

The night has passed and the day lies open before us;
let us pray with one heart and mind.

Silence may be kept.

As we rejoice in the gift of this new day,
so may the light of your presence, O God,
set our hearts on fire with love for you;
now and for ever. **Amen.**

4 The Psalms as appointed. A pause is observed after each.

Psalm 69. 7-19

For your sake have I suffered reproach:
and shame has covered my face.

**8 I have become a stranger to my family:
an alien to my own mother's children.**

9 Zeal for your house has eaten me up:
and the taunts of those who taunt you have fallen on me.

**10 I afflicted myself with fasting:
and that was turned to my reproach.**

11 I made sackcloth my clothing:
and I became a byword to them.

**12 Those who sit in the gate talk of me:
and the drunkards make songs about me.**

13 But to you, Lord, I make my prayer:
at an acceptable time.

**14 Answer me, O God, in your abundant goodness:
and with your sure deliverance.**

15 Bring me out of the mire, so that I may not sink:
let me be delivered from my enemies,
and from the deep waters.

**16 Let not the flood overwhelm me
or the depths swallow me up:
let not the Pit shut its mouth upon me.**

17 Hear me, O Lord, as your loving-kindness is good:
turn to me, as your compassion is great.

**18 Do not hide your face from your servant:
for I am in trouble—O be swift to answer me!**

19 Draw near to me and redeem me:
O ransom me because of my enemies!

5 At the end of the (last) pause there may follow

Lord God, whose blessed Son rose in triumph and set us free: grant us the fullness of life he promised us, that through the Holy Spirit our hearts may possess him whom our eyes cannot see, the same Jesus Christ our Lord. **Amen.**

6 One or two Readings from the Bible as appointed.

Matthew 10.9-23

Take no gold, or silver, or copper in your belts, ¹⁰ no bag for your journey, or two tunics, or sandals, or a staff; for labourers deserve their food. ¹¹ Whatever town or village you enter, find out who in it is worthy, and stay there until you leave. ¹² As you enter the house, greet it. ¹³ If the house is worthy, let your peace come upon it; but if it is not worthy, let your peace return to you. ¹⁴ If anyone will not welcome you or listen to your words, shake off the dust from your feet as you leave that house or town. ¹⁵ Truly I tell you, it will be more tolerable for the land of Sodom and Gomorrah on the day of judgement than for that town.

¹⁶ See, I am sending you out like sheep into the midst of wolves; so be wise as serpents and innocent as doves. ¹⁷ Beware of them, for they will hand you over to councils and flog you in their synagogues; ¹⁸ and you will be dragged before governors and kings because of me, as

a testimony to them and the Gentiles. ¹⁹ When they hand you over, do not worry about how you are to speak or what you are to say; for what you are to say will be given to you at that time; ²⁰ for it is not you who speak, but the Spirit of your Father speaking through you. ²¹ Brother will betray brother to death, and a father his child, and children will rise against parents and have them put to death; ²² and you will be hated by all because of my name. But the one who endures to the end will be saved. ²³ When they persecute you in one town, flee to the next; for truly I tell you, you will not have gone through all the towns of Israel before the Son of Man comes.

The readings may be followed by a period of silence for reflection, a hymn or

May your word live in us
and bear much fruit to your glory.

7 The Canticle, The Song of Hannah

**My heart exults in the Lord:
my strength is exalted in my God.
My mouth derides my enemies:
because I rejoice in your salvation.
There is no Holy One like you, O Lord:
nor any Rock like you, our God.
For you are a God of knowledge:
and by you our actions are weighed.
The bows of the mighty are broken:
but the feeble gird on strength.
Those who were full now search for bread:
but those who were hungry are well fed.
The barren woman has borne sevenfold:
but she who has many children is forlorn.
Both the poor and the rich are of your making:
you bring low and you also exalt.
You raise up the poor from the dust:
and lift the needy from the ash heap.
You make them sit with the rulers:
and inherit a place of honour.
For the pillars of the earth are yours:
and on them you have set the world.**

8 The Apostles' Creed may be said.

9 The Prayers

Lord have mercy.
Christ have mercy.
Lord have mercy.

**Our Father in heaven,
hallowed be your name,
your kingdom come,
your will be done,
on earth as in heaven.**

**Give us today our daily bread.
 Forgive us our sins
 as we forgive those who sin against us.
 Save us from the time of trial
 and deliver us from evil.
 For the kingdom, the power, and the glory are yours
 now and for ever. Amen.**

10 The Collect of the Day

Almighty and everlasting God,
 you are always more ready to hear than we to pray,
 and give more than either we desire or deserve:
 pour down upon us the abundance of your mercy,
 forgiving us those things of which our conscience is afraid,
 and giving us those good things
 which we are not worthy to ask,
 save through the merits and mediation of Jesus Christ,
 your Son our Lord. **Amen.**

11 Intercessions and Thanksgivings may be made according to local custom and need.

Almighty and everliving God,
 give wisdom and understanding to the members of the Synod of this Diocese.
 Teach us in all things to seek first your honour and glory.
 May we perceive what is right, have courage to pursue it
 and grace to accomplish it, through Jesus Christ our Lord. **Amen.**

God our Creator,
 when you speak there is light and life.
 Fill us with your Holy Spirit
 so that we may listen to one another,
 speak the truth in love,
 and bear much fruit in the service of your kingdom;
 through Jesus Christ our Lord. **Amen.**

12 The Morning Collect

Eternal God and Father, by whose power we are created and by whose love we are redeemed; guide and strengthen us by your Spirit, that we may give ourselves to your service, and live this day in love to one another and to you; through Jesus Christ our Lord. **Amen.**

13 The Lord be with you.
And also with you.
 Let us praise the Lord.
Thanks be to God.

The grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit, be with us all evermore. **Amen.**

*(Stand)***TIS 420 Holy Spirit go before us**

1 Holy Spirit, go before us,
 every mind and heart prepare
 for good news of life in Jesus,
 for the joyful hope we share.
 Gently lead the lost to safety,
 gently teach them Wisdom's way,
 till they come to seek you gladly,
 till we find the words to say.

2 Holy Spirit, come and help us,
 Teach us how to tell all people:
 deepest darkness can be light!
 Help us tell how faithful God is,
 and how Jesus sets us free;
 take our words, and make them gospel
 so that many may believe.

3 Holy Spirit, stay to show us
 how to serve as Christ served us.
 May our words of love be grounded
 in love's actions, first and last.
 Your good news is news of justice,
 and the strong befriend the
 weak in your service, till compassion
 builds the peace the nations seek.

Elizabeth J Smith

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