



# ANGLICAN CHURCH OF AUSTRALIA

## Diocese of Brisbane

Third Session of the Seventy-Ninth Synod 2019



**BUSINESS PAPERS**

## OUR MISSION

*The Mission of the Church is the Mission of Christ  
to proclaim the Good News of the Kingdom*

**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 & RECONCILIATION**

**TO STRIVE TO SAFEGUARD THE INTEGRITY OF CREATION &  
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**

*(Bonds of Affection – 1984 ACC-6 p49, Mission in a Broken World – 1990 ACC p101) Reworked by ACC 13 June 2005*

## Our Vision

### Going for Growth in Christ

#### Through:

*Knowing God and our faith more deeply  
Serving our communities more compassionately  
Making new disciples of Christ to impact the world more effectively  
Resourcing this mission more generously*

### Prayer

*Living God,  
creator, redeemer, strengthener;  
enliven, guide and strengthen your Church in all you send us to do.  
By your Holy Spirit enable us to grow –  
in faith,  
in service,  
in generous giving;  
and add to your Church new disciples  
that your saving, reconciling, recreating work may go forward,*

**Through Jesus Christ our Lord.  
Amen.**

# Third Session of the Seventy-Ninth Synod 2019

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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.





# Program

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

<b>Friday 28 June</b>	7pm	Synod assembles for the <b>Synod Eucharist Synod in Session</b> <b>The President's Address</b> to Synod
	9.30pm	Adjournment

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

<b>Saturday 29 June</b>	<b>8.45am</b>	<b>Synod in Session</b>
		Welcome
	9 -10am	Open Space – Facilitators
	10am	Open Space sessions commence
		Morning tea available
	12.30pm	Lunch available
	3.15pm	Open Space concludes
		Afternoon tea/break time
	4pm	Nominations close
	4.15 - 6pm	<b>Synod in Session</b>
6pm	Evening prayer	
	Evening meal	
	<b>7.30 - 9.30pm</b>	<b>Synod in Session</b>
	9.30pm	Adjournment
<b>Sunday 30 June</b>	9.30 - 11am	Lay Conference
	11am	Morning tea
	11am	Voting opens
	<b>11.30am - 1pm</b>	Morning prayer
		<b>Synod in Session</b>
	1pm	Lunch
	<b>2 - 3.30pm</b>	<b>Synod in Session</b>
	3pm	Voting closes
	3.30pm	Afternoon tea
	<b>4 - 6pm</b>	<b>Synod in Session</b>
6pm	Synod adjourns <i>sine die</i>	

## Order of Business – Friday 28 June 2019

### Synod in Session

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 of Morris Hall on Saturday 29 June. *A link to the President's address will be available on the Anglican Church Southern Queensland website homepage from 1 July 2019.*
  3. Motion to conduct Open Space Dialogue.
  4. Appointment to the Committee of Elections and Qualifications.
  5. The closing time for the nomination for election of representatives in General Synod is 4pm on Saturday 29 June 2019.
  6. Reports of the Diocesan Council and other Reports are noted as tabled.
- 

## Order of Business – Saturday 29 June 2019

### Synod in Session at 8.45am

1. Proceedings are opened with prayer.
2. Open Space Program. [Synod reconvenes at 4.15pm]
3. Confirmation of the minutes of the previous day's sitting.
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. 2 Auditor's Report and Statement of Accounts	Saturday, 7.30pm Business to be considered consecutively
Motion No. 3 Budget 2020	
Participation by Persons of Concern in Parishes Canon	Sunday 12noon

- (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:-

*[Synod to be advised]”*

- (3) “That Synod give leave for the distribution of the following literature:-

*[Synod to be advised]”*

6. Notices of Questions or 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. Consideration of Reports.  
Reports will be considered in the Open Space, if so approved by Synod.
10. Canons – consideration of general principles, committee stage and passing of Canons:

*Insurance Canon Repeal Canon  
Participation by Persons of Concern  
in Parishes Canon*

*General Manager  
Mrs V Rajanayagam*

11. Motions of which notice has been given.

## **Order of Business – Sunday 30 June 2019**

### Synod in Session at 11.30am

1. Proceedings are opened with prayer.
2. Confirmation of minutes of previous day's sitting.
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 of canons:

<i>Insurance Canon Repeal Canon</i>	<i>General Manager</i>
<i>Participation by Persons of Concern</i>	
<i>in Parishes Canon</i>	<i>Mrs V Rajanayagam</i>
7. Motions of which notice has been given.
8. Motion regarding minutes of this day's sitting (see SO B.2 (5))
9. Synod adjourned *sine die*.

# Information on Election

Diocesan Council has determined that an election for representatives in General Synod take place on Sunday 30 June 2019. Nominations will close at 4pm on Saturday 29 June 2019.

Nominations must be in writing and signed by two members of Synod, the consent of the several Nominees having first been obtained.

The Diocese of Brisbane is entitled to 10 clergy representatives and 10 lay representatives in General Synod. General Synod is scheduled for 31 May to 5 June 2020 and will be held at the Novotel Twin Waters Resort, Maroochydore.

At the date of election:

- A clerical representative must be resident and licensed in the Diocese;
- A lay representative must be a member of Synod.<sup>1</sup>

The poll will be conducted electronically through an application which may be accessed from your own device or devices that will be available in a polling room. Further information on how to vote will be provided at Synod.

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<sup>1</sup> Section 3 General Synod Representatives Canon





# NOTICES OF MOTION





## MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

# Order of the Day

## Friday 28 June

*Immediately following the President's Inaugural Address:*

### **1. Open Space Dialogue**

**The General Manager to move; tba seconding:**

That Synod conduct an Open Space Dialogue session in the manner described in the material circulated to members before Synod, from 9am to 3:15pm on Saturday 29 June 2019 and that:

1. The Rev'd Michael Wood and Mr Brendan McKeague be the facilitators of the Open Space session;
2. The following people be invited to participate in the Open Space session together with members of Synod and those persons attending under section 3 of the Synod Canon:
  - Ms Sally Isles  
*Manager, Chaplaincy Services, Parish & Other Mission Agencies Commission*
  - Ms Belinda Macarthur  
*Administrator, Parish and Other Mission Agencies Commission*
  - Mr Peter Kline  
*Academic Dean, Ministry Education Commission*
  - Mrs Susan Cooke  
*Director of Services, Community Services Commission*
  - Mr David Barrie  
*Chief Financial Officer, Community Services Commission*
  - Ms Vanessa Gamack  
*Mission Education Advisor, Anglican Schools Commission*
  - Mr Robert Nettleton  
*Manager, Systems Compliance, Anglican Schools Commission*
  - Mr Hiro Kawamata  
*Group Manager Property, Finance and Diocesan Services Commission*
  - Mr Patrick Meuleman  
*Group Manager – Digital Innovation, Finance & Diocesan Services Commission*
  - Ms Jen Basham  
*Coordinator, Justice Unit, Secretariat, Social Responsibilities Committee*
  - Mr Ian Eckersley  
*Policy & Advocacy Adviser;*
3. The Reports of the Diocesan Council, the Cathedral Chapter and the Commissions appointed pursuant to the Diocesan Governance Canon be considered in the Open Space session;

## **MOTIONS OF WHICH NOTICE HAS BEEN GIVEN**

4. The President, in consultation with the facilitators, may bring the Open Space session to an end at any time and facilitate Synod continuing with its agenda as published in the business papers;
5. The records of discussions held in the Open Space be collated into a Book of Proceedings and that the Book of Proceedings, in the form signed by the President, become part of the Synod record and be available to view on the Synod website; and
6. So much of Standing Orders be suspended that would prevent the Synod conducting the Open Space Dialogue session in the manner proposed.

# **Part A – Proposed Orders of the Day**

## **Saturday 29 June, 7.30pm**

### ***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 2018 as incorporated in the Report Book, be adopted.”

### ***3. Budget 2020***

**The General Manager to move; Mr David Sneesby seconding:**

“That this Synod approves the Budget for the year ending 31 December 2020 as detailed in the attached summary and in so doing notes that:

- this Budget has been prepared eight months in advance of the year of operation;
- 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
- 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.”

## MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

# Part B – Motions of which Notice has been Given

### ***4. Being Together***

**The Rev'd Gillian Moses to move; tba seconding:**

That this Synod:

1. Acknowledges the document “Being Together – Expectations of Behaviour in our Church Community” is a policy of this Diocese for all church communities.
2. Adopts the policy as the standard of behaviour expected in Synod discussions and debates.
3. Exhorts all members to respect one another's differences, seeking at all times to listen respectfully and to understand beliefs and opinions that differ from our own.

**Link:** [Being Together](#)

### ***5. Domestic & Family Violence***

**The Rev'd Gillian Moses to move; The Rev'd Jan Crombie seconding:**

That this Synod:

1. Recognises the social, emotional and spiritual cost of domestic and family violence among people connected with the Anglican Church;
2. Commends the General Synod Family Violence Working Group/NCLS Family Safety Study and requests that parishes and agencies circulate associated survey links around their networks to ensure broad participation by people connected with the Anglican Church;
3. Affirms this Diocese's commitment to gender equality, understanding that this is the most significant driver of domestic and family violence;
4. Requests the establishment of a Diocesan Family Violence Working Group to oversee the work of policy development, training and education on prevention, intervention and

## **MOTIONS OF WHICH NOTICE HAS BEEN GIVEN**

response. Membership of this group should include clergy and laity, as well as experts from outside the church.

### **Rationale**

In 2017, the General Synod Family Violence Working Group (FVWG) was established to:

- a) investigate a professionally designed, independent research study into the nature and prevalence of family violence within the Australian Anglican Church population,
- b) establish the nature and extent of current Family Violence policies, pastoral care frameworks and training modules across Dioceses,
- c) develop a “best practice” model policy and pastoral care framework for responding well to situations involving family violence within our parishes and organisations
- d) recommend curriculum content and/or guidelines to address unhealthy views about power or the marginalisation of women and other survivors of family violence.

In March 2019, representatives from Australian Dioceses gathered in Sydney to consult with the FVWG. From this conference, a number of recommendations emerged that were designed to encourage a nationally consistent approach to prevention, intervention and response. Among the recommendations were the establishment of Diocesan Working Groups to carry this work forward at Diocesan levels, in developing and implementing policy and training.

The FVWG has also commissioned a national study into Family Safety in partnership with National Church Life Survey. It is hoped that as many people as possible who are connected with the Anglican Church of Australia will participate in scoping surveys to ensure that a representative sample of responses can be collected. This study will cover:

1. The nature of experiences of family violence in connection with Anglican Churches,
2. The attitudes, beliefs and knowledge of clergy and church workers in relation to family violence,
3. The prevalence of experiences of family violence among people who identify as Anglican,

## ***6. Affirming Anglican Unity in Diversity***

**The Rev'd Dr Josephine Inkpin to move; tba seconding:**

That this Synod:

1. Affirms with thanksgiving the Anglican Tradition, its historic formularies, Anglican Method in theology, and the rich and dynamic diversity of expression in Anglican prayer, theology, and ethical living.

## **MOTIONS OF WHICH NOTICE HAS BEEN GIVEN**

2. Notes with profound concern the serious strains within the Anglican Communion and condemns the schismatic forces which are ostracising us, undermining the legitimate autonomy of Anglican provinces, and weakening the authority of the Archbishop and other Instruments of Unity.
3. Recommits this Diocese to living in communion with all provinces of the Anglican Communion, respecting their boundaries and cultural contexts; and encourages closer relationships, especially with provinces in the Global South in their struggles for peace, justice and ecological sustainability.
4. Calls on all Anglicans worldwide to recommit themselves to dialogue, including 'indaba' and other collaborative processes, in order to contribute faithfully and constructively to the 'continually contested conversation' which is historic Anglicanism.
5. Encourages all Diocesan members to engage more deeply with the variety of Anglican identities, and commends the Being Anglican short course, the Praying in Anglican Ways 360 course, Anglican Foundations, and other resources available through St Francis College.
6. Requests Diocesan Council to work with the MEC and PMC in exploration of further means to enable a deeper understanding and commitment to Anglican pluralism within the Diocese.
7. Requests the Archbishop and regional bishops to develop means by which all members of the Diocese can be involved in prayer for, learning about, and contributing to, the work of the Lambeth Conference in 2020.
8. Requests the Archbishop to communicate this resolution to the Archbishop of Canterbury, and to the Primate and all bishops in the Anglican Church of Australia.

### ***7. Affirming Anglican Schools Support of Gender Diverse Students***

**Dr Gemma Dashwood to move; The Rev'd Sue Wilton seconding:**

That this Synod:

1. Affirms that Anglican Schools are to be places where all people, including those who are transgender and gender diverse, are welcomed, loved and supported.
2. Commends Anglican Schools on the work they are doing in:
  - a) Supporting transgender students who have transitioned or are transitioning.
  - b) Developing gender neutral uniform options and other practical support measures.
  - c) Supporting families of transgender students.

## **MOTIONS OF WHICH NOTICE HAS BEEN GIVEN**

- d) Educating staff on the needs and gifts of transgender students.
- 3. Encourages Anglican Schools to recognise the “Australian Standards of Care and Treatment Guidelines for trans and gender diverse children and adolescents” as best practice in enabling transgender people to flourish.

### **8. Integration of Schools**

#### **The Rev’d Chris Tyack to move; The Rev’d Don Parker seconding:**

That the Archbishop convene a working group (including school principals, chaplains, and parish clergy) to consider how schools and churches can collaborate to promote more integrated models of ministry in suitable locations.

### **9. Nicene Creed**

#### **The Rev’d Dr Cathy Laufer to move; The Rev’d Canon Richard Tutin seconding:**

That this Synod set up a committee comprising the Rev’d Dr Cathy Laufer, Canon Dr Jim McPherson and Canon Richard Tutin, with power to co-opt, to investigate the possible cessation of saying the filioque clause in the Nicene Creed in worship in the Diocese, to liaise with the General Synod Ecumenical Relations Committee on this matter, and to report back to Synod 2020.

#### **Rationale**

When the Nicene Creed was agreed at the Council of Constantinople in 381, the clause about the Holy Spirit read (in Greek):

*We believe in the Holy Spirit, the Lord, the giver of life, who proceeds from the Father, who with the Father and Son is worshipped and glorified, who has spoken through the prophets.*

Latin speaking western congregations slowly began adding the words "and the Son" (Latin: filioque) after "proceeds from the Father". The addition slowly became commonplace even though it was never formally agreed to at a Church Council. The Greek speaking east was horrified. The addition of filioque was a major contributor to the schism between east and west in 1054.

Recent discussions have recommended the removal of the filioque clause from the western creed, including Anglican-Orthodox dialogues and Lambeth Conferences.

This motion asks for a committee comprising three theologians familiar with the issues to examine the matter and report back to Synod.



## MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

### ***10. Royal Commission into Institutional Responses to Child Sexual Abuse***

**Mr Julian Glassock to move; Ms Pamela Rae seconding:**

That this Synod:

1. humbly thanks survivors of sexual abuse in institutions of this Diocese who made submissions to the Royal Commission into Institutional Responses to child Sexual Abuse for their courage and perseverance in telling the truth of their experiences;
2. acknowledges the toll these contributions have taken on survivors, their families and loved ones;
3. reiterates its sincere apology to those harmed by sexual abuse in our institutions;
4. expresses the hope that eventually survivors may come to trust our sincerity and that we can be reconciled with them;
5. commits itself to carefully discern the ongoing lessons that the Final Report of the Royal Commission into Institutional Responses to Child Sexual Abuse offers, so that we can respond helpfully and lovingly to all those harmed by sexual abuse and strive to be a beacon of hope and strength to those who carry this unfair and undeserved burden;
6. records its thanks to the Archbishop for his diligent efforts with regard to the Royal Commission into Institutional Responses to Child Sexual Abuse;
7. expresses its gratitude for his leadership of our Diocese in responding to the Royal Commission and in putting protocols and procedures in place which help to safeguard children now and in the future.

#### **Rationale**

In 2017, at the first session of this 79th synod, I objected to a very similar motion moved by the Rev'd Mark Calder. I felt that no matter how well intentioned Rev'd Calder's motion was, at that time it was untimely. At that time, the Royal Commission was still conducting its business and hadn't made its final report. At that session it was decided that the motion not be put. The Royal Commission handed down its report on 15th December of 2017. The Prime Minister, on the 22nd October 2018, offered an apology on behalf of our nation, to all those who had survived sexual abuse. In my opinion it is now timely to consider a motion of thanks with regards to the Royal Commission into Institutional Responses to Sexual Abuse.

## **MOTIONS OF WHICH NOTICE HAS BEEN GIVEN**

### ***11. Australian Board of Missions***

**The Rev'd Jasmine Dow to move; Ms Sarah Gover seconding:**

That this Synod:

1. Gives thanks to God for the ministry of the The Rev'd Ken Spreadborough over 12 years, as a member of the Diocesan ABM Committee, and for his leadership for the past eight years.
2. Gives thanks to God for the ministry of The Rev'd Canon Arthur Fellows over three decades. For his coordination of the collection of stamps contributed by faithful church members and the sale of these stamps to raise tens of thousands of dollars for the ministry of ABM.
3. Commends the people of the Diocese for their support of ABM through the 2018 Archbishop's November Appeal which raised over \$25,000 to help support ministry at Yarrabah including Faithfulness in Service training and training in how to lead liturgy and use resources such as e-pray.
4. Commends the people of the Diocese for their support of ABM, generally, with over \$180,000 being raised for ABM in 2018, amounting to 15% of the total donations from all of the Australian Dioceses.
5. Encourages the people of the Diocese to support the 2019 Archbishop's November Appeal in aid of the ministry of Newton College Theological College in Papua New Guinea.

### ***12. Professional Standards Canon Amendment Canon***

**The Very Rev'd Peter Catt to move; tba seconding:**

This Synod requests that the Legal Committee brings to the next session of Synod a Canon to amend the Professional Standards Canon in such a way that will ensure that amendments to Faithfulness in Service are adopted by this Synod.

#### **Rationale**

At present when amendments to Faithfulness in Service are adopted by the Standing Committee of General Synod they automatically take effect in this Diocese. This means that Synod does not reflect on Faithfulness in Service. This reduces the impact of the code. Requiring our Synod to adopt changes will mean that Synod will be focusing on the document. This will increase awareness and therefore, the effectiveness, of the document.

## MOTIONS OF WHICH NOTICE HAS BEEN GIVEN

### ***13. Conversion Therapy***

**The Right Rev d Jeremy Greaves to move; The Rev d Dr Ann Solari seconding:**

That this Synod:

1. Acknowledges that every person is made in the image of God.
2. Acknowledges the pain and damage conversion therapy and sexual orientation change efforts have caused in people's lives.
3. Will not advocate the practice of conversion therapy or propagate conversion/reparative ideology, which includes the message that LGBT people are broken or that their sexuality or gender expression is a form of brokenness or sickness physical, mental or spiritual.
4. Calls on the Australian government to protect youth and families by banning conversion therapy and asking for stricter regulations for counsellors in this area.

#### **Rationale**

[SOCE Survivor Statement](#)

[Report on LGBT conversion therapy harms](#)

[Reparative therapy](#)

[Media Release: the APS does not support gay conversion therapy](#)

### ***14. Thank you to Jim Eyles***

**Mrs Diane Massurit to move; The Right Rev d Cameron Venables seconding:**

That this Synod recognises the extraordinary contribution of Jim Eyles in support of ministry in Western parishes, serving as auditor over the past 18 years for 16 parishes.

That the President be requested to write to Jim conveying our appreciation.

#### **Rationale**

In 2001, when Jim was in his mid 60s, he responded to a request in *Focus* for an auditor to assist parishes in the Western Region.

Since 2001, up to and including the 16 audits completed for AGMs this year, Jim has completed more than 200 audits. These have included for the parishes of Booval, Chinchilla, St George, Mitchell, Roma and many others across the region.

## **MOTIONS OF WHICH NOTICE HAS BEEN GIVEN**

Jim stated in an email notifying parishes that he could not seek nomination as auditor at the 2019 AGMs, that this opportunity of “gaining a little insight into life in the Western parishes, particularly the importance of the weather, has been a very rewarding experience and I am going to very much miss the annual and other contact which I have enjoyed.”

A gift and card are being prepared for Jim with thanks from those places where he has so generously served.



# CANONS

<b><i>Canon</i></b>	<b><i>Mover</i></b>
Insurance Canon Repeal Canon	General Manager
Participation by Persons of Concern in Parishes Canon	Mrs V Rajanayagam





# CANONS

## a) Insurance Canon Repeal Canon





**INSURANCE CANON REPEAL CANON 2019****A Canon to repeal the Insurance 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 “Insurance Canon Repeal Canon 2019”.

**Repeal**

2. The Insurance Canon 1997 is repealed with effect from the date determined under section 3.
3. The repeal in section 2 will take effect on a date declared by Diocesan Council.
4. Regulation I - Sickness and Accident and Maternity Leave Compensation Scheme (Regulation I) made by the Archbishop-in-Council under the Insurance Canon is repealed with effect from the date that the repeal of the Insurance Canon takes effect.

**Transitional**

5.
  - (1) Expressions defined in the Insurance Canon or in Regulation I - Sickness and Accident and Maternity Leave Compensation Scheme have the same meaning when used in this section.
  - (2) Nothing in this Canon affects the validity of any action taken in reliance on the Insurance Canon or Regulation I before their repeal.
  - (3) Any direction, obligation or requirement given, made or created under the Insurance Canon in respect of a Responsible Person may be preserved or continued by regulation made by Archbishop-in-Council under the Diocesan Governance Canon.
  - (4) The Fund may be continued by regulation made by Archbishop-in-Council under the Diocesan Governance Canon.
  - (5) The Sickness and Accident and Maternity Leave Compensation Scheme may be continued by regulation made by Archbishop-in-Council under the Diocesan Governance Canon and in such case:
    - (a) the rights, benefits and obligations of Enrolled Members and Remunerating Bodies that have been created under Regulation I will be preserved and continue unaffected in the continued scheme despite the repeal of Regulation I; and
    - (b) the exercise of any powers and any decisions or determinations made by the Board of Management under Regulation I remain in full force and effect and will apply to any continuation of the Sickness and Accident and Maternity Leave Compensation Scheme,

unless, in each case, otherwise affected by a regulation made by Archbishop-in-Council under the Diocesan Governance Canon.

**INSURANCE CANON REPEAL CANON 2019****EXPLANATORY MEMORANDUM**

1. This proposed Canon repeals the Insurance Canon and provides for the transition of various matters that need to be preserved to regulations to be made under the Diocesan Governance Canon.
2. The key purpose of the repeal is to disband the Board of Management created by the Insurance Canon and remove duplication of responsibility for insurance services. Under the Diocesan Governance Canon, responsibility for insurance services lies with the Finance & Diocesan Services Commission (FDSC).
3. The Insurance Canon:
  - a. Creates the Insurance Fund into which contributions to premiums and other costs are paid by parishes and agencies in the Diocese;
  - b. Creates the Board of Management (appointed by Archbishop-in-Council) which has a duty to ensure that property is adequately insured and that the Corporation has all other necessary insurance and to distribute the surplus of the Fund in accordance with purposes approved by FDSC;
  - c. Establishes by regulation the Sickness and Accident and Maternity Leave compensation scheme;
  - d. Requires parishes and agencies to make contributions to the Insurance Fund and the Sickness and Accident and Maternity Leave compensation scheme;
  - e. Requires various information and notifications of incidents to be made by parishes and agencies.
4. Under the Diocesan Governance Canon, as amended by regulation in 2017 and by canon of Synod in 2018, the Finance & Diocesan Services Commission (FDSC) has responsibility for strategic direction, leadership and oversight in administrative support areas including, amongst other areas, insurance services.
5. The Board of Management, as a separate canonically created body, duplicates the role of the FDSC. In practice, the Board currently reports to the FDSC and closely consults with the FDSC and provides it with advice about matters such as its membership and the re-tendering of insurance services for the Diocese in 2018.
6. This role could just as easily be managed through FDSC and, if required, a specialist insurance working group at renewal time. Reporting of insurance issues is currently incorporated into quarterly risk reporting and this ensures all of the FDSC Commissioners are aware of claims and emerging issues.
7. As the role of the Board of Management is effectively redundant, then the question of the purpose of the Insurance Canon arises. Save for the creation of the Board of Management, all of the other purposes of the Canon could be achieved under regulations made under the Diocesan Governance Canon.
8. One advantage of this is that those regulations could be reviewed and amended by Diocesan Council when administrative or structural improvements are made to

insurance services from time to time. Synod would still have the final say on such changes as it has a disallowance power. Under section 75 of the Diocesan Governance Canon, all regulations under the Canon must be laid before Synod and may by motion be amended or repealed.

9. The regulations would largely replicate what is in the current Insurance Canon (except for the Board of Management) and Regulation I under that Canon which establishes the Sickness and Accident and Maternity Leave compensation scheme.
10. The structure of the draft Canon is as follows:
  - a. Section 2 – repeals the Insurance Canon.
  - b. Section 3 - the draft repeal canon is expressed to come into effect on a date declared by Diocesan Council. Diocesan Council could declare this date as the same date it creates the regulations at its first meeting after Synod.
  - c. Section 4 – repeals Regulation I - Sickness and Accident and Maternity Leave Compensation Scheme at the same time as the Insurance Canon is repealed.
  - d. Section 5 – contains transitional provisions to ensure that the various powers, obligations and rights created under the Insurance Canon and the Sickness and Accident and Maternity Leave Compensation Scheme continue under the new regulations.



# CANONS

## **b) Participation by Persons of Concern in Parishes Canon**





Anglican Church of Australia - Diocese of Brisbane

## **PARTICIPATION BY PERSONS OF CONCERN IN PARISHES CANON**

**A Canon to facilitate the implementation of the standards for safe ministry with a Person of Concern prescribed under the Safe Ministry to Children Canon 2017 of General Synod.**

### **Short Title**

1. This Canon may be cited as the “Participation by Persons of Concern in Parishes Canon”.

### **Interpretation**

2. In this Canon unless the context otherwise requires:
  - (1) “Safe Ministry Canon” means the Safe Ministry to Children Canon 2017 of General Synod and any amendments to that Canon adopted by this Diocese from time to time;
  - (2) “Persons of Concern Policy” means the policy from time to time identified in the Second Schedule to the Safe Ministry Canon;
  - (3) “Churchwarden” has the meaning as in the Parishes Regulation Canon.
  - (4) Words and expressions defined in the Persons of Concern Policy and used in this Canon have the same meaning given to them in the Persons of Concern Policy.
  - (5) “Direction” means a direction made under the Persons of Concern Policy by the Archbishop (or other person authorised by the Persons of Concern Policy in consultation with the Archbishop) that a Person of Concern not participate in the life of the parish.

### **Authority to Exclude Persons of Concern from Church Property**

3. In any application of the Persons of Concern Policy which results in a Direction:
  - (1) The Archbishop or, at the Archbishop’s election, either the Minister or Churchwardens of the Parish may issue a written notice to the Person of Concern containing the Direction.
  - (2) A Direction will be taken as given to a Person of Concern when the written notice is:

- a. delivered in person;
  - b. left at the person's last known residential address;
  - c. sent by pre-paid post to the person's last known postal address;
  - d. emailed to the person's last known email address; or
  - e. sent by text message to the person's last known mobile phone number.
4. Where a Direction is given to a Person of Concern, the Direction:
- (1) has the effect of prohibiting the Person of Concern from entering any property of that parish;
  - (2) will remain in force indefinitely unless and until it is revoked.
5. If a Person of Concern enters any property of the parish whilst a Direction remains in force, the Person of Concern will be deemed to be a trespasser.

#### **Archbishop's Authority to Exclude Persons of Concern**

6. Despite the terms of the Persons of Concern Policy, if at any time the Archbishop decides that a Direction should be given in the interests of protecting people in a Parish from the risk of harm from sexual abuse by a Person of Concern, the Archbishop may give a Direction without complying with the Process of Assessment or any other requirement under the Persons of Concern Policy.

## PARTICIPATION BY PERSONS OF CONCERN IN PARISHES CANON 2019

### EXPLANATORY MEMORANDUM

1. This proposed Canon intends to facilitate the implementation of:
    - the Safe Ministry to Children Canon 2017 (Safe Ministry Canon); and
    - the Policy for Safe Ministry in a parish where there is a risk of sexual abuse by a Person of Concern (Person of Concern Policy), which is a schedule to the Safe Ministry Canon,
- that were passed by the General Synod in 2017 and adopted by the Brisbane Synod later the same year.
2. The purpose of the Safe Ministry Canon and Persons of Concern Policy includes, amongst other things, to help ensure that, where a Person of Concern is currently participating or wishes to participate in the life of a parish, people in the parish are not placed at increased risk of being sexually abused.
  3. The Persons of Concern Policy sets out a process to ensure that a person of concern is subject to an agreed safety regime that is supervised by an accountability group within the parish. In cases where this is not possible or able to be agreed, the policy contemplates that the person should be excluded from participation in the parish.
  4. Consequently, the General Synod and the Brisbane Synod recognised that, in giving effect to the Safe Ministry Canon and Persons of Concern Policy, it might become necessary, either during or as a consequence of the process of assessing and managing Persons of Concern, to direct those individuals not to participate in the life of the parish.
  5. The provisions of this Canon are proposed to be to the following effect:
    - Section 2 contains definitions, including the adoption of the meanings of terms in the [Persons of Concern Policy](#)

Of key relevance is the definition of “Person of Concern” in the Policy:

**Person of Concern** is a person whose presence constitutes a risk of sexual abuse to people in the parish and may include one or more of the following:

- a person who has pleaded guilty to, has been convicted of, or has admitted to having committed, a sexual criminal offence; or
- a person who is currently charged with a sexual criminal offence; or
- a person who has been disciplined or had other action taken against them under a disciplinary or professional standards process of the *Church* because of *Sexual Misconduct*, or who has been refused ordination, employment or appointment in the *Church* because of an adverse risk assessment arising from *Sexual Misconduct*, or

*Draft – Participation by Persons of Concern in Parishes Canon 2019*

- a person against whom allegations of *Sexual Misconduct* are currently being dealt with under a disciplinary or professional standards process of the *Church*; or
  - a person who has been disciplined by an organisation other than the Anglican Church of Australia for *Sexual Misconduct*; or
  - a person who, as a result of *Sexual Misconduct*, has received an adverse risk assessment from a professional with appropriate qualifications and experience in accordance with the requirements of another church or a statutory authority; or
  - a person who has received or is receiving treatment for disordered sexual behaviour.
- Section 3(1) – Authorises the Archbishop or, at the Archbishop’s election, either the Minister or Churchwardens of the parish, to issue a notice to a Person of Concern directing them not to participate in the life of the parish.
- Section 3(2) – Sets out the various methods by which such a notice, which must be a written notice, can be issued to a Person of Concern
- Section 4 – Provides the effect and duration of a written notice once it has been issued in accordance with this proposed Canon. That is a notice, once issued, will:
  - a) have the effect of prohibiting the Person of Concern from entering any property of that parish; and
  - b) remain in effect indefinitely unless/until it is revoked.
- Section 5 deems a Person of Concern entering property of the parish while a Direction is in force to be a trespasser.
- Section 6 – Authorises the Archbishop to issue, at any time, a notice to a Person of Concern directing them not to participate in the life of the parish if the Archbishop considers it is necessary in the interests of protecting people in a Parish from the risk of harm from sexual abuse. That is, this provision seeks to clarify, for the avoidance of doubt, that the Archbishop’s power to issue such a notice is not limited by the process (or to specific stages of the process) set out in the Persons of Concern Policy for assessing and managing Persons of Concern.



## REPORTS & EXTRA DOCUMENTATION



## **PROTECTION OF THE ENVIRONMENT CANON 2007**

### **REPORT TO BRISBANE SYNOD 2019**

At the 2018 Brisbane Diocesan Synod a request was made for a progress report covering the implementation of the requirements of the *Protection of the Environment Canon 2007*. Specifically Synod requested:

1. Individual parishioners, every Diocesan organisation, and the Diocese as a whole, to commit to putting in the necessary time and energy to take seriously our care for the environment, including the commitments agreed to in the above-mentioned Canon,
2. Diocesan Council, in consultation with the Social Responsibilities Committee and Angligreen, to develop a process whereby we are able to examine our successes, our failures, and ways in which we can better respond to the undertakings we made in 2009, and
3. Requests that progress on this task be the subject of a 2019 Report to this Synod. This report would mark the tenth anniversary of the commitment made in 2009.

#### **BACKGROUND**

The General Synod's *Protection of the Environment Canon 2007*, was adopted at the 2009 Brisbane Diocesan Synod.

The *Protection of the Environment Canon 2007* requires the following actions:

*“Every Diocese which adopts this Canon undertakes to reduce its environmental footprint by increasing the water and energy efficiency of its current facilities and operations and by ensuring that environmental sustainability is an essential consideration in the development of any new facilities and operations, with a view to ensuring that the Diocese minimises its contribution to the mean global surface temperature rise.”*

#### **WORK CURRENTLY UNDERWAY**

The following steps have been taken in the Anglican Church in Southern Queensland that go to implementing the obligations in the *Protection of the Environment Canon 2007*:

##### ***Diocesan Operations***

- The car fleet of the Diocese and Anglicare are being gradually transferred over to hybrid vehicles.
- Angligreen continues to prepare a column every edition in the ‘Wednesday Weekly’ newsletter distributed to all Parishes and Diocesan staff. These newsletter columns are designed to continue the process of cultural change across the Diocese.
- Angligreen produce a monthly newsletter that is circulated to subscribers.
- Each Parish has been requested to provide the Diocese with details of its carbon footprint and water usage, including information in relation to any actions taken to reduce these measures through the Parish Annual Return. These questions will be asked annually to analyse the movement in Parish environmental impacts.

- 59 Parishes have reported that they either have solar panels or are investigating the installation of solar panels at their churches.
- 35 Parishes have reported the use of water tanks at their Parish.
- The Diocese has an ethical investment policy, which endeavours to ensure environmentally sustainable investments, including not investing in companies whose major business activity is the extraction of fossil fuels.

### ***Schools and Early Education & Child Care Services***

Examples of environmental sustainability activities in schools are set out below. All Anglican schools have a focus on environmental sustainability.

- St Paul's Anglican School, Bald Hills, in conjunction with local environmental groups and with funding from Brisbane City Council has implemented the development of a koala corridor at St Paul's School.
- St Andrew's Anglican College, Peregian Springs, have implemented a policy of 'Keep Cups' for all staff and parents, have removed plastic water bottles from the campus, ensured all available food is sold in either cardboard or recyclable packaging, food scraps are composted on site, produce from the St Andrew's garden is used in the school canteen and packaging is recycled where possible.
- Fraser Coast Anglican College has developed a water collection system that is used to maintain gardens and ovals across the campus, implanted power saving initiatives across all facilities, commenced a plastic and can recycling scheme and started a move to using solar power. The school has also built relationships with local environmental groups such as Hervey Bay Micro Bats to develop and sustain habitats for native animals on campus and the students are engaged in environment activities through the Edge program such as maintaining native bee hives, bee hotels, bird boxes and through gardening projects.
- St Hilda's School, Gold Coast, has approximately 90% of campus grounds watering achieved through a combination of onsite water storage and bore water. A new pool filtration and water treatment plant is saving approximately one million litres of water per annum. Implementation of solar panels on existing roof structures produces 286kw of power, equivalent to approximately 23% of the school's power consumption.
- Anglican Church Grammar School has performed the following:
  - Integrated sustainability into teaching, learning and professional development through:
    - Integrating sustainability themes into the school; and
    - Developing sustainability into curricula, co-curricular and professional development activities.
  - Reduced its environmental footprint and contributed to improving the environment through:
    - Monitoring and reducing energy use;
    - Investing in energy efficient technology;
    - Minimising waste through recycling and efficient use of resources; and



- Monitoring and reducing water use.
- Planned and developed sustainable buildings and infrastructure through:
  - Including sustainable requirements in School Built Master Plan;
  - Designing infrastructure that is flexible to accommodate change; and
  - Undertaking sustainable refurbishments and fit-outs of existing buildings.
- Integrated financial sustainability into developing and implementing responsible sustainable behaviour through:
  - Developing long-term goals and identifying resources required to achieve them;
  - Controlling costs without threatening the teaching environment for students and staff;
  - Prioritising funds to shift away from poor practices and aging infrastructure towards best practice performance.
- Paper and cardboard recycling, soft plastics recycling, a can and bottle collection scheme, a habitat rejuvenation scheme for the Bridgewater Creek, offcuts from the design technology area used to make toys for children in developing countries, the gardens at St Benedict's and St Paul's Churches East Brisbane maintained by students and Norman Creek is cleaned of rubbish at least twice a term by different houses of the school.
- As a function of being an approved provider of childcare services, ACSQ's 19 early learning and child care services are required to have Quality Improvement Plans. In 2019, these plans have a focus around sustainability, broken into four overarching components:
  - Staff training, which consists of training around sustainability practices;
  - Eco efficiency audits of water usage, electricity usage, waste and toxic substances being performed at the Sunnybank Early Learning Centre and Rainbow Town Early Learning Centre;
  - Data collection around environmental impacts/factors, including electricity and water usage; and
  - Online community interactions through regular group reflections across the participating Centres.

### ***Anglicare Southern Queensland***

- Anglicare facilities in general have implemented the following to reduce overall environmental impacts:
  - Separation of recycling waste;
  - Sharing of desk bins where possible and appropriate;
  - Use of bio-degradable bin liners;
  - LED lighting being installed in fit-outs;
  - Replacement of existing bulbs with LED bulbs where possible;

- Low emission paint being used in fit-outs to reduce both environmental impacts and client respiratory effects;
- Water and energy efficient washing machines being installed at residential aged care facilities;
- Boilers being fitted with on/off timing systems; and
- Power efficient air conditioning systems being installed across all sites.

## **FUTURE ACTIVITIES**

The following activities are underway or in planning to reduce ACSQ's environmental impacts into the future:

- The Anglican Church Southern Queensland Property Team are preparing guidelines on incorporating Ecologically Sustainable Development (ESD) initiatives into applicable capital projects. These initiatives include:
  - Requiring specifications based on sustainable selections (natural finishes, zero volatile organic compounds emissions, durable but also biodegradable options, sustainably sourced materials which can be replaced easily etc);
  - Design briefs which focus on correct orientation, working with the site topography, correct fenestration to maximise breezes and natural daylight while minimising heat gain; and
  - Minimising energy consumption through minimising unnecessary heating/cooling/lighting. The incorporation of renewable energy sources is an important element but must be suited to location with a reasonable payback period.

Another key element of the Property Team's future direction, which is often undervalued but makes a significant difference, is the use of flexible space configurations which accommodates changing functional needs. Since every building component and every step of building assembly/construction generates embodied energy, minimising the need to demolish and construct new facilities is the most sustainable option. This requires building facilities that have flexible space, and/or be engineered to allow future changes without costly amendments as this approach creates a far smaller carbon footprint in the long term.

- Anglicare is introducing at Symes Grove Residential Aged Care Centre (Taigum) a scheme where food waste is to be pulped and turned into fertilizer at a JJ Richard and Sons facility.

*Tim Reid,  
General Manager,  
24 May 2019*

## MEMORANDUM

<b>TO:</b>	Synod Members
<b>FROM:</b>	Tim Reid General Manager / Registrar
<b>RE:</b>	<b>Diocesan Governance Canon Regulation 1 (Records and Archives)</b>
<b>DATE:</b>	22 May 2019 <span style="float: right;">YH</span>

The attached Regulation was made by Diocesan Council on 28 February 2019.

The Regulation is made under section 73 of the Diocesan Governance Canon, which allows Diocesan Council from time to time to make, amend or repeal Regulations under the Canon. Under section 75 of the Canon, a copy of the 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 75).

The principal purposes of the Regulation are:

- To confirm records of the Church are the property of the Corporation and must be dealt with in accordance with the Regulation and policy made under it;
- To require records to be managed by the Commission, Parish, School or Agency which generate them in accordance with FDSC / Diocesan Council policy;
- Records not in use are disposed of in accordance with FDSC or Diocesan Council policies;
- Persons holding records must deliver them on demand to the General Manager.

These obligations and powers were contained in the Records and Archives Canon which was repealed in 2013 when Records and Archives came under the scope of the then Diocesan Services Commission (now FDSC) under the Diocesan Governance Canon. The intention at that time was for these powers and obligations in the Records and Archives Canon to be preserved in a Regulation.

The Records and Archives Committee has become a committee of the FDSC. The Diocesan Archivist and the Committee have made significant progress on a number of projects but most importantly have prepared a General Administrative Disposal and Retention Schedule after extensive consultations across the Diocese.

Regards



**Tim Reid**  
General Manager / Registrar

Anglican Church of Australia - Diocese of Brisbane

**Regulation under the Diocesan Governance Canon**

**REGULATION I  
RECORDS AND ARCHIVES**

made by the Archbishop-in-Council on 28 February 2019.

1. Under section 73 of the Canon, the Archbishop-in-Council prescribes, for the purposes of section 24(a) of the Canon that the Finance & Diocesan Services Commission is to administer the records and the Diocesan Archives in accordance with this Regulation.

**Interpretation**

2. In this Regulation, except as set out below, expressions defined in the Diocesan Governance Canon have the same meaning as set out in the Canon and:

"Archives" means those records which are the subject of Retention and Preservation.

"Disposal" (in relation to records) means the donation, transfer, sale, archiving, destruction, or otherwise deletion of records. Disposed shall have a corresponding meaning.

"Manage" (in relation to records and the Archives) means the acquisition, storage, provision of access to, Retention, Disposal and other management, preservation and conservation of records. Managed and Management shall have a corresponding meaning.

"Policies" mean policies or procedures relating to records or the Archives established by the FDSC and the Diocesan Council.

"Retention" (in relation to records) mean the identification of such records as are deemed essential to the corporate memory of the Church and necessary for permanent preservation in a useable form for the benefit of present and future generations.

"School" means an Anglican School as defined in paragraph 2(a) and (d) of the Diocesan Governance Canon.

**Ownership and Management of Records**

3.
  - (1) The records of the Church are and shall be the property of the Corporation.
  - (2) All records of the Church must be dealt with in accordance with the provisions of this Regulation and any Policies made under this Regulation.

**Delivery of records**

4. (1) Subject to any requirements under applicable laws, all records of the Church must be Managed by the Commission, parish, School, or Agency which generates them in accordance with the Policies.
- (2) All records of the Church which are not in regular use for entry of events or for frequent reference by those with authority to make such entries or references shall be Disposed in accordance with agreed Policies.
- (3) A person who has the custody of or possesses any records of the Church must (on demand from the General Manager or appointed delegate) deliver them up in accordance with such demand. On delivery of such records, the person is discharged from any responsibility for those records.

## DISABILITY ACCESS & ACTION PLAN WORKING GROUP REPORT 2019

At Synod 2018, Synod requested that Diocesan Council set up a Working Group to progress a Disability Access and Action Plan, in partnership with people with disability and their families, and in consultation with Anglicare and other expert non-governmental organisations.

Diocesan Council asked the FDSC to take carriage of this request. A working group was established over the latter part of 2018 comprising:

- Patrick Meuleman (Chair)
- Ann Edwards
- Michael Kucera
- Linda McWilliam
- Cenk Yuksel

The group has had two meetings, in January and May 2019 and has resolved to schedule monthly meetings for the remainder of 2019, utilising video conferencing for each meeting to facilitate remote attendance.

The group affirmed Synod's intention that there should be wide consultation, especially with people with disabilities, and that such consultation is critical to the success of the Action Plan. It was also noted that:

1. A great number of organisations have published Disability Action Plans which are freely available on the Internet. These should be reviewed and used as input into the Diocesan Action Plan.
2. Parishes, especially those who have parishioners with disabilities, should be invited to participate.
3. Input from parishioners with disabilities should be sought to determine how they would like to participate.

It is expected that development of the Plan will be undertaken in two phases as outlined below:

### Phase 1

- Develop a consultative group to be involved in solutions
- Education:
  - article(s) for *anglican focus*
  - WHS visits
  - Property team visits
  - Parish support visits
  - Inclusion stories
- Research:
  - Existing plans
  - Case studies
- Audit of existing resources in parishes

### Phase 2

- Surveying (property targeted)
- Project map
- Audit tool that can be used by anyone visiting a site (online services)
- Incorporated into education programs
- Online church services

The group has commenced working through the above and will be adapting it based on input from participants.



# DRAFT BUDGET 2020







# The Corporation of the Synod of the Diocese of Brisbane

## 2020 Budget

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## 2020 Budget Commentary

### Basis of Preparation

The 2020 budget sets out the expected income and planned expenditure for the Diocese, covering the following operational streams:

- Anglican Schools Office (Anglican Schools Commission)
- Ministry Education (Ministry Education Commission)
- Parish Services (Parishes and Other Mission Agencies Commission)
- The Episcopate and Leadership Team
- General Managers Office (including Professional Standards)
- Claim Settlements
- Finance and Diocesan Services (Finance and Diocesan Services Commission)
- The Mission Alive Fund
- Insurance Funds
- Anglican Financial Services (ANFIN)
- Special Reserves
- Going for Growth Fund
- General Trust Funds

As in previous years, the budget does not include the income or expenditure for Anglicare Southern Queensland (ASQ) other than showing the Belonging Fee and service fees received from ASQ. Similarly, the budget includes Parish Contributions and School Levies, but not the detailed income and expenses of those parishes and schools.

The budget includes activities whose net surpluses are “restricted” and cannot be used to offset other Diocesan operating costs. These include ANFIN retained profits after dividend distribution, trusts, insurance funds and parish property accounts.

### 2019 REFRESH BUDGET

As the 2019 Synod approved Budget was prepared six months in advance of the year of operation, the budget was revised by approval of the Diocesan Council for identified changes in revenues, costs, changed circumstances and operational initiatives.

One of the significant changes required was a result of the Diocese becoming a participant in the National Redress Scheme (NRS) that was formed following the Royal Commission into Institutional Responses to Child Sexual Abuse. It was decided to close down the existing Mutual Self Insurance Fund (MSIF), which was previously established to fund the settlement of uninsured child abuse claims. The MSIF was closed on 31 December 2018. The Diocesan Interim Redress Scheme was also closed with the majority of any new redress abuse claims expected to be processed through the NRS. A new Diocesan Redress Scheme has been established, with similar terms to the NRS to address the small number of other redress claims that are ineligible for the NRS.

The MSIF was treated as a separate restricted insurance fund. Schools made contributions to the fund and a small levy of \$80k was collected from Parishes via their ISR insurance premium. The costs of running the MSIF including claims paid, external legal costs, the claims management team and a percentage of the General Manager’s Office were funded through the MSIF.

From 1 January 2019, no further MSIF contributions from schools or parish levies are being collected, we have budgeted for Schools to fully fund the cost of any abuse claims and associated external administration, legal and counselling costs, in the same manner as Anglicare does currently. In practical terms how this will operate is still open for discussion with the capacity of the business unit to pay, reputational damage and other factors needing to be considered which may result in some wider Diocesan resources being used for school claims. Claims related to Parishes continue to be covered by equity from Diocesan resources. Internal administration expenses related to claims management for all claims will be also funded by the Diocesan Operations budget.

The financial impact on the 2019 Refresh Budget from the closure of the MSIF is a reduction in income totalling \$760k being the removal of the net school contributions and parish levies.

Estimated Parish claim costs for 2019 and Diocesan internal administration costs totalling \$1,565k have been transferred from restricted funds to unrestricted funds as they now form part of the operating activities of the Diocese with no net impact on the total 2019 Budget.

## Draft Budget 2020

In addition to the budget change in MSIF, there has been an allowance for increased expenditure in a number of parish growth strategies, including a targeted leadership training framework and increased curacy support. While most of these costs have been funded by additional income, the net cost increase to the 2019 Refresh Budget is \$130k.

The net result of the above changes is an increased budgeted deficit as shown in the Table 1

*Table 1 – Financial Impact of closing MSIF*

	Unrestricted	Restricted	Total
<b>2019 Synod Budget (Deficit)/Surplus</b>	<b>(\$499k)</b>	<b>(\$342k)</b>	<b>(\$841k)</b>
Reduction in MSIF contributions and levies		(\$760k)	(\$760k)
Move Diocese claim costs and claim management costs from Unrestricted to Restricted Funds	(\$1,565k)	+\$1,565k	0
Parish Growth Initiatives	(\$137k)	+\$7k	(\$130k)
<b>2019 Refresh Budget (Deficit)/Surplus</b>	<b>(\$2,201k)</b>	<b>\$470k</b>	<b>(\$1,731k)</b>

Diocesan Council endorsed the 2019 Refresh Budget with the expectation placed on the Diocesan Leadership Team to return the Diocese to surplus by 2021.

### Budget 2020 Development

As noted above the Diocese is going through a period of transition with the desired outcome being long term sustainability and growth. This period of transition started in 2017 with the governance and shared services review. The following table summarises the expected pathway through this period of transition.

Year	Stage	Focus
<b>2017</b>	Identified the need for change	<ul style="list-style-type: none"> <li>Disbanded DSC &amp; FSC and created FDSC</li> <li>Agreement to separate Anglicare and Diocesan Operations to enable refocusing</li> <li>Invested in a transformative leadership group aligned to a sustainability and growth strategy</li> </ul>
<b>2018</b>	Implementation Phase 1	<ul style="list-style-type: none"> <li>Establish the new structures and invest in transformative capability</li> <li>Discover and realign service and stewardship needs</li> <li>Address the legacy from our past through robust claims and redress processes</li> </ul>
<b>2019</b>	Implementation Phase 2	<ul style="list-style-type: none"> <li>Focus on Growth in Mission</li> <li>Connectivity – improve connectivity and communications across the Diocese</li> <li>Sustainability – to ensure resources are available to support growth in Mission</li> </ul>
<b>2020</b>	Reflect and Measure	<ul style="list-style-type: none"> <li>Expectations to start to reap the benefit of strategic initiatives</li> <li>Reduce operational expenditure</li> <li>Further focus on growing vibrant sustainable parishes via Resource Churches Strategy</li> </ul>

In order to bring the Diocese back to surplus by 2021, changes are required in 2020, it cannot all be left until 2021.

Modelling concluded that a reduction of operating expenditure in the order of 10% against 2019 budget levels are required to facilitate a return to surplus by 2021, taking into account new revenue measures. This equates to total expenditure savings of \$1.4m over the 2 years assuming no inflation or salary increases.

For the purposes of the 2020 budget model it is assumed that the cost savings of \$1.4m will be phased over two years - \$700k in 2020 and \$700k in 2021. This assumes no cost escalations, where cost escalations are proposed/required further savings are required.

The Diocesan Leadership Team were tasked with identifying the savings for 2020 whilst ensuring the Diocese continued to focus on the strategic objective of having vibrant, healthy parishes. The proposed savings were then considered by the Diocesan Leadership Team and then presented to the individual Commissions for endorsement. The required \$700k savings were identified and agreed.

## 2020 Budget Result

### Key Assumptions

- Reduction in net operating expenditure of \$700,000
- Staff costs have been escalated by 2.2% for both Lay staff and Clergy offset by further operating expenditure savings
- Share portfolio and investment net income yield of approximately 4.6% (includes franking credits, and is net of management fees)

The 2020 Budget continues to recognise the Diocese is still in transition in relation to the costs of operation, but does make provision for investment in future sustainability and growth. As a result the 2020 unrestricted budget is a deficit of \$1.1m compared to the 2019 Refresh unrestricted budget deficit of \$2.2m.

The 2020 restricted budget is a surplus of \$472k resulting in a total 2020 Budget deficit of \$643k compared to the total 2019 Refresh Budget deficit of \$1.7m, an improvement of \$1.1m.

See Table 2 for a comparison of the 2019 Refresh Budget and the 2020 Budget.

Table 2 – 2020 Budget compared to 2019 Refresh Budget

	Refresh Budget 2019	Budget 2020	Refresh Budget 2019 vs Budget 2020
	\$	\$	\$
<b>Income</b>			
Interest/Investment Income	12,239,988	13,251,988	1,012,000
Business Operations Income	2,771,321	2,329,572	-441,750
Service Fees	6,179,794	6,299,122	119,327
Claim Settlement Contributions	2,320,000	2,320,000	0
Anglicare Belonging Fee	2,058,996	2,058,996	0
Commonwealth School Funding	92,140,849	96,391,865	4,251,016
School Levies	1,647,009	1,928,244	281,235
Parish Contributions	1,440,000	1,440,000	0
Donations & Fundraising	170,000	170,000	0
<b>Total Income</b>	<b>120,967,958</b>	<b>126,189,786</b>	<b>5,221,829</b>
<b>Expenses</b>			
Employee Expenses	12,595,405	12,411,662	183,743
Business Operations Expenses	11,479,673	11,304,754	174,919
Claim Settlements	2,900,000	2,900,000	0
Distribution of Commonwealth School Funding	90,773,078	95,266,206	-4,493,128
Interest Expense	4,882,380	4,882,380	0
Depreciation	68,151	68,151	0
<b>Total Expenses</b>	<b>122,698,687</b>	<b>126,833,153</b>	<b>-4,134,467</b>
<b>Surplus/(Deficit)</b>	<b>-1,730,729</b>	<b>-643,367</b>	<b>1,087,362</b>
Unrestricted	-2,200,661	-1,115,561	1,085,099
Restricted	469,932	472,194	2,263
<b>Surplus/(Deficit)</b>	<b>-1,730,729</b>	<b>-643,367</b>	<b>1,087,362</b>

## Draft Budget 2020

Considering each item separately the following explains the major movements:

### **Income**

#### *Interest/Investment Income*

Interest/Investment income is generated from:

- Interest earned by ANFIN on its lending portfolio
- Interest income on term deposits
- Distributions from investments in managed funds

Interest income in ANFIN is expected to increase in 2020 due to a higher level of assets under management compared to 2019. An additional tranche of funds is due to be invested in managed funds by 2020 as well as an increase in cash holdings from property sales and debt recoveries. The distribution to the Mission Alive Fund from ANFIN is budgeted to increase by \$820k from the 2019 Refresh Budget, (totalling \$5.4m).

The distribution from managed funds is assumed to be 4.6% in 2020, similar to what is expected to be achieved in 2019.

#### *Business Operations Income*

Business operations income in 2020 is budgeted to be \$442k below the 2019 Refresh Budget. Table 3 details the items included in Business Operations income.

The major reduction relates to the profit on sale of the redevelopment of the Beaconsfield Road site that is part of the South Brisbane Parish of \$702k included in the Refresh Budget 2019. No development project is currently being undertaken to replace this profit in 2020.

The increase in conference and training income is related to the Biennial School Conference and the Biennial Music Camp being held in 2020.

*Table 3 – Business Operations Income*

	Refresh Budget 2019	Budget 2020	Change
	\$k	\$k	\$k
Property Development Profit	702	0	-702
Property Income - General	190	190	0
Rental Income	996	1,021	25
Property expense recovery	30	30	0
Conference, Training	552	782	230
Synod	61	61	0
External Chaplaincy Income	114	114	0
Sundry income	126	131	5
	2,771	2,330	-442

*Service Fees*

Table 4 details the items included in Service Fee income.

*Table 4 – Service Fees*

	<b>Refresh Budget 2019</b>	<b>Budget 2020</b>	<b>Change</b>
	\$k	\$k	\$k
School belonging fees	229	229	0
Anglicare SQ fee for service	603	603	0
Insurance premium recoupment	4,383	4,480	97
Schools contribution to Chaplaincy costs	965	987	23
	<u>6,180</u>	<u>6,299</u>	<u>119</u>

*Commonwealth Grant Funding of Schools/School Levies*

Commonwealth grants in 2020 are budgeted to increase by approximately 4.6%. Final funding will be dependent on the results of the 2019 Census.

The method by which the ASC distributes the pool of funds is by assuming each school is funded as if it is a stand-alone school not part of the system. This method provides some surplus funds to assist in funding the ASC Office. The surplus reduces each year and in 2020 is budgeted at \$919k, a reduction of 20% from 2019. Any reduction will be met by increased school levies.

*Expenses*

In preparation of the 2020 Budget operational cost savings have been identified, and with allowance for inflationary cost escalations, there has been a net reduction in operational expenditure by \$700k.

*Employee Expenses*

The increase in employee expenses is due to an assumed 2.2% increase in salaries and stipends offset by a reduction in staff within FDSC and the General Managers Office.

*Business Operations Expense*

Table 5 details the items included in Business Operations Expenses.

The decrease in Business Operations expense is due to:

- reduced professional services and consultants
- reduced property and grant distributions
- reduced occupancy and repair and maintenance costs
- reduced training costs and education costs (excluding the increase cost in the Biennial School Conference and the Biennial Music Camp being held in 2020)

## Draft Budget 2020

Table 5 – Business Operations Expense

	Refresh Budget 2019	Budget 2020	Change
Insurance Premiums & Claims	4,237	4,334	97
Grants & Income Distributions	883	789	-94
Occupancy expenses & repairs	1,451	1,393	-57
Consultants, Contractors, IT costs	2,928	2,746	-182
Training, Conference & Education Expenses	810	938	128
Motor Vehicle, Travel expenses	573	559	-15
Other Expenses	598	546	-52
	<u>11,480</u>	<u>11,305</u>	<u>-175</u>

**Going for Growth Fund**

The investment returns in the Going for Growth Fund for 2020 are budgeted at \$710k, at a similar level to 2019.

**Mission Alive Fund**

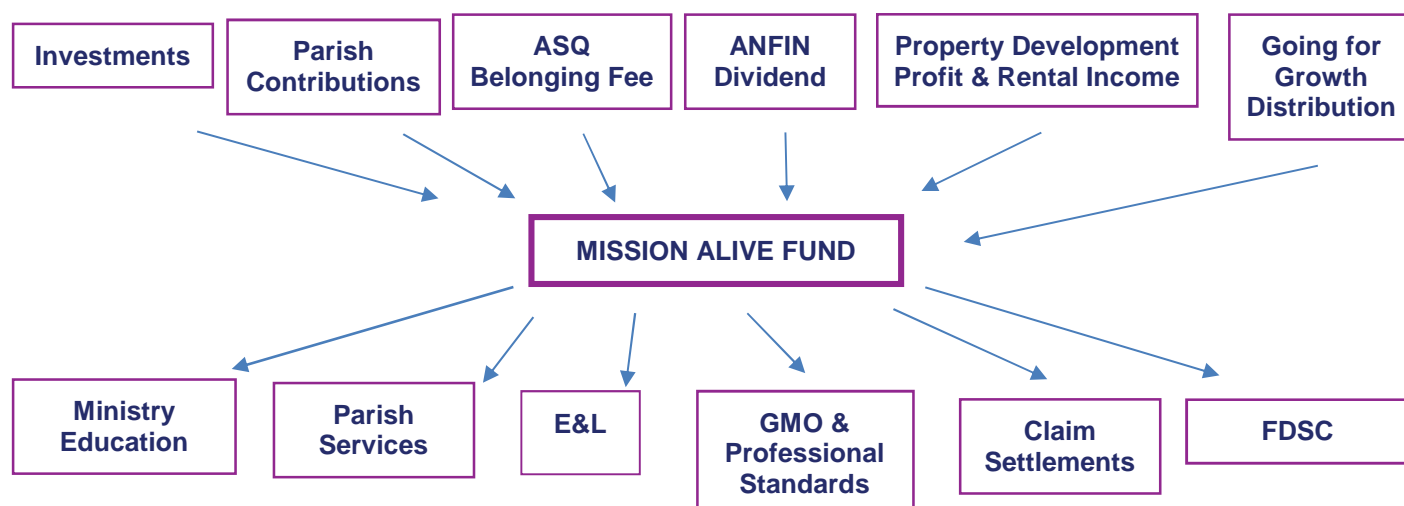
The activities related to Parish Services and Ministry Education, two key Diocesan Commissions with responsibility to grow and support the Church's mission activities, are funded in part through the Mission Alive Fund (Mission Alive). In addition, Mission Alive provides support to the administration (FDSC and GMO) and the Episcopate of the Diocese (E&L). Income to Mission Alive in 2020 has been increased by \$308k through an additional distribution from ANFIN (\$820k), increased investment returns (\$165k) offset by the removal of profit on property development activities (\$702k). See Table 6.

Table 6 - Income Sources for Mission Alive

<b>MISSION ALIVE FUNDING SOURCES</b>	Refresh Budget 2019	Budget 2020	Change
	\$k	\$k	\$k
-			
Investment Income (Interest & Dividends)	1,155	1,320	165
Rental Income	242	267	25
Property Development Profit	702	0	-702
ANFIN Dividend	4,550	5,370	820
Parish Contributions	1,440	1,440	0
Anglicare Belonging Fee	2,059	2,059	0
School Belonging Fee	229	229	0
Going for Growth	710	710	0
	<u>11,087</u>	<u>11,395</u>	<u>308</u>
Expenses	1,006	1,040	-34
Available for Distribution	<u>10,080</u>	<u>10,355</u>	<u>274</u>

## Draft Budget 2020

The diagram below illustrates the flow of funding into and out of the Mission Alive Fund.



The distribution of the net income in the Mission Alive Fund is included as Table 7.

Table 7 – Distribution from Mission Alive

	Income	Expense	Surplus/ (Deficit)
	\$k	\$k	\$k
Anglican Schools' Office*	3,382	3,372	10
Ministry Education	577	1,973	(1,396)
Parish Services	170	1,377	(1,207)
E&L	757	2,206	(1,449)
GMO incl Prof Stds	204	3,606	(3,402)
Claims Settlements	2,320	2,900	(580)
FDSC	1,379	4,825	(3,446)
<b>Total Commission Results</b>	<b>8,788</b>	<b>20,259</b>	<b>(11,470)</b>
Mission Alive Fund contribution			10,355
Unrestricted Deficit			(1,116)
Restricted Surplus			472
<b>2020 Budget Deficit</b>			<b>(643)</b>

\* ASC values exclude value of Grants distributed to schools

## Budget 2021 Projection

The Budget deficit for 2020 is \$643k. This is an improvement from the 2019 Refresh Budget deficit of \$1,087k. This is a result of reduced operational expenditure and increased interest and investment income.

Extrapolating expected income increases for 2021 and net further operational expenditure savings, the Diocese is projected to achieve its goal of a surplus of \$172k in 2021.

Budget 2021 Projection	\$k
Budget Result 2020	-643
Increased income 2021	115
Net reduction in operating expenditure	700
<b>Budget 2021 Projection</b>	<b>172</b>



## Strategic Investment - Parish Growth Strategy – Resource Churches Pilot

At Diocesan Council and at the Diocesan Leadership Team there has been a focus on determining the strategic priorities of the Diocese.

The outcome has been the identification of three key focus areas:

- Renewing and reforming culture and traditions
- Parish health
- Resourcing and sustainability

Returning the Diocesan budget to surplus by 2021 clearly speaks to the third item. PMC has been focussing on the second item through the development and implementation of the Parish Growth Framework. The 2019 budget included some initial funding to further inform the approach to take to achieve this.

The PMC has now concluded that a key project for the development of healthy thriving parishes as part of implementing the Parish Growth Framework is to establish a pilot of Resource Churches within the Diocese. PMC and Diocesan Council have endorsed the project plan.

The concept of Resource Churches originated in the Church of England (CofE) where there has been growing experience over the past 20 years of developing churches that are purposed to be a resource for a city or region. While some elements of this pilot has been based on the CofE's approach to establishing Resource Churches, the overall strategy and implementation plan has been contextualised to suit the Anglican Church Southern Queensland context.

The funding proposal includes the employment of four to five ministry specialists to work with a limited number (8-10) of Resource Churches and potential Resource Churches over an initial 2 year period. The specialists will focus on building parish capacity in five key areas that are linked to church growth:

- Mission planning and implementation
- Lay ministry and leadership development
- Youth and children's ministry
- Faith formation and discipleship
- Community engagement (mission and evangelism)

The specialist roles will be more than advisory and they may work intensely with a parish for a period to develop the parish's capacity.

### Background

#### *What is a Resource Church?*

A Resource Church is a particular *category* of parish who, in partnership with their regional bishop, seek to resource mission within a region. These parishes typically have an outlook 'beyond themselves', seeking (where appropriate and invited) to share programs (e.g., developed materials, systems, and processes), expertise (e.g., mentoring of other ministers), events (e.g., coordinating or hosting regional events), and facilities (e.g., training rooms). As has been a key focus in the CofE, these parishes are also selected as part of a strategy to evangelise a particular area and transform society. They are also selected for their potential to be involved in church planting (or revitalisation) and the training of missionally-minded future leaders (i.e., developing a pipeline of leaders for further planting). Resource Churches are, in effect, to act as a catalyst and enabler of growth for the region.

#### *Function of a Resource Church*

In simple terms, Resource Churches typically fulfil three core functions (two essential, one for future consideration by ACSQ). All functions are underpinned by the intention to support their regional bishop for achieving missional outcomes, especially the strengthening of other local parishes.

## 1. RESOURCING OTHERS

## 2. DEVELOPING LEADERS

## 3. CHURCH PLANTING (OPT)

### STRONG RELATIONSHIP WITH REGIONAL BISHOP

#### 1. Resourcing Others

- **Programs:** sharing **materials** (e.g., Sunday school curriculum, training resources, study guides), **systems** (e.g., pastoral care, children's check-in and tracking, church databases), and **processes** (e.g., newcomer integration, WH&S practices) relating to parish ministry and mission.
- **Expertise:** sharing people with specialist skills, especially in mentoring and/or training roles.
- **Events:** coordinating or hosting events of benefit to other churches in the region (e.g., training days, events in partnership with their bishop).
- **Facilities:** sharing plant and property for training, meetings, and other types of gatherings.

#### 2. Developing Leaders

- Developing and providing leadership training initiatives (e.g., internships) and programs to accelerate the development of character and leadership competence and raise up leaders to help resource and equip the region and Diocese.
- Potential to be key placements for people in ministry training (particularly with regards to the potential for church planting).

#### 3. Church Planting and Revitalisation

As per the approach in the CofE, the ACSQ could potentially utilise Resource Churches for the intentional planting of new worshipping communities and the revitalisation of existing parishes. Such an approach could include:

- Strategically placing (and potentially funding) appropriate curates with the view of these curates to be deployed as church planters in the future.
- Planting new worshipping communities out of the Resource Church. (Note that these worshipping communities could take a variety of shapes, as discerned as appropriate missionally for the region.)
- Revitalising existing parishes with sending teams (and intentionally trained curates).

#### *Characteristics of a Resource Church*

Resource Churches that have developed healthily tend to have the following core values:

- **Generosity:** a willingness to give away what the church has been given (resources, people, etc).
- **Collegiality:** a willingness to work with others to have a wider reach (deanery, other churches, diocesan bishop, diocesan teams).
- **Audacity:** a desire to help transform structures and communities, with a vision big enough to capture the imagination of an entire region or city.
- **Humility:** a focus of serving beyond itself (playing a part, listening and serving the region and its churches).

Other *common* (but not necessarily essential) characteristics include:

- Larger in size (as larger churches will generally have more capacity, including a staff team in specialist areas)
- From any tradition
- Located in a strategic place (e.g., a town centre)
- Iconic building
- High quality worship (often contemporary in nature)
- A vibrant and flourishing children's/youth ministry
- A focus on reaching new people with the Christian faith
- A commitment to developing disciples through training/small groups
- A vision to see a wide impact around their region and the practical abilities to make that happen

## Draft Budget 2020

- Potential to multiply or send teams
- An entrepreneurial leader

Drawing from these characteristics, along with key considerations in relation to church growth, an agreed selection criteria for Resource Churches has been established and approved by the PMC.

### *Implementation Strategy*

Given that Resource Churches form an integral part of the PMC “strategic framework to enable parish growth”, it is recommended that ACSQ commits to initial funding for a pilot project over four years (set up first year (2019) + three-year pilot (2020–2022)). The proposed funding model continues until mid-2021. Funding review would be required at this point to determine continuation of funds to support the completion of the pilot.

The pilot project will entail the following steps:

1. **Identify** parishes that may meet the selection criteria and also publically invite any parish to submit expressions of interest in becoming a Resource Church.
2. **Assess** identified parishes (and those who have expressed interest), and assess if they meet the criteria or have the potential to meet the criteria with assistance.
3. **Invite** capable parishes (those that currently meet the criteria) and those who have the potential with support to meet the criteria (up to ten) to participate in a three-year pilot program as a Resource Church.
4. **Support** the Resource Churches through:
  - a. the establishment of a Resource Church Learning Group.
  - b. a suitable coach for the leader of each Resource Church.
  - c. the employment of 4–5 specialists with skills in the following areas key to church growth:
    1. Mission planning and implementation
    2. Lay ministry and leadership development
    3. Youth and children’s ministry
    4. Faith formation and discipleship
    5. Community engagement (mission and evangelism)
 \*(plus any other areas as identified and required e.g. liturgy, communication, administration, processes)
 

Each specialist will work across all the Resource Churches in his or her particular area of expertise. The specialist’s role would be more than advisory and they may work intensely in a potential Resource Church for a period to develop its capacity.
5. **Review** the Resource Churches on an annual basis in relation to functions and growth, with pilot project review at the end of 2023. Review the funding for support in June 2021 with a view to continuing the funding if the project is showing signs of effectiveness.
6. **Ascertain** (optional) if there is opportunity for any of the Resource Churches to be involved in church planting and/or other forms of revitalisation.

### **Financial Impact**

The impact on the 2020 Budget is a net cost in of \$590k including allowance for administration and employment of specialists. This has been included in the 2020 budget. The financial impact of this pilot on the 2020 budget is outlined in Table 8.

Table 8 - 2020 Budget incorporating Resource Church Pilot

	Budget 2020	Resource Churches Strategy	Budget 2020 with Resource Churches
	\$	\$	\$
<b>Income</b>			
Interest/Investment Income	13,251,988	0	13,251,988
Business Operations Income	2,329,572	0	2,329,572
Service Fees	6,299,122	0	6,299,122
Claim Settlements Contributions	2,320,000	0	2,320,000
Anglicare Belonging Fee	2,058,996	0	2,058,996
Commonwealth School Funding	96,391,865	0	96,391,865
School Levies	1,928,244	0	1,928,244
Parish Contributions	1,440,000	0	1,440,000
Donations & Fundraising	170,000	0	170,000
<b>Total Income</b>	<b>126,189,786</b>	<b>0</b>	<b>126,189,786</b>
<b>Expenses</b>			
Employee Expenses	12,411,662	500,000	12,911,662
Business Operations Expenses	11,304,754	90,000	11,394,754
Claim Settlements	2,900,000	0	2,900,000
Distribution of Commonwealth School Funding	95,266,206	0	95,266,206
Interest Expense	4,882,380	0	4,882,380
Depreciation	68,151	0	68,151
<b>Total Expenses</b>	<b>126,833,153</b>	<b>590,000</b>	<b>127,423,153</b>
<b>Surplus/(Deficit)</b>	<b>-643,367</b>	<b>-590,000</b>	<b>-1,233,367</b>
Unrestricted	-1,115,561	-590,000	-1,705,561
Restricted	472,194	0	472,194
<b>Surplus/(Deficit)</b>	<b>-643,367</b>	<b>-590,000</b>	<b>-1,233,367</b>

## Conclusion

The 2020 budget recognises the current period of transition and the need to invest in capability to address concerns and facilitate growth. Prior to the incorporation of the Resource Churches Pilot, current projections for 2021 show a surplus budget position can be achieved through further operational cost reductions. Inclusion of the Resources Churches Pilot into 2021 projections will result in a deficit in 2021, deferring the move to a surplus until 2022 unless further savings can be found.

Diocesan Council recommends the adoption of this budget incorporating the Resource Churches Pilot as detailed in Attachment 1 acknowledging that deficit budgets are not sustainable in the medium to long term.

## Resolution

That Synod approves the Budget for the year ending 31 December 2020 as detailed in the attached summary and in so doing notes:

- this Budget has been prepared eight months in advance of the year of operation.
- that 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.
- that, 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 be honoured where possible.

Prepared by: Finance and Diocesan Services Commission

# The Corporation of the Synod of the Diocese of Brisbane

## Budget Summary 2020

	Anglican Schools' Office	Ministry Education	Parish Services	E&L	General Managers Office incl Prof Stds	Claim Settlements	FDSC	Mission Alive Fund	Total Unrestricted
Interest/Investment Income	20,000	13,252	0	507,472	0	0	0	6,689,544	7,230,268
Business Operating Income	308,300	549,000	169,624	149,400	61,079	0	269,174	267,443	1,774,019
Service Fees	0	0	0	0	42,780	0	560,619	228,750	832,149
Claim Settlement Contributions	0	0	0	0	0	2,320,000	0	0	2,320,000
Inter Entity Service Income	0	0	0	100,000	100,000	0	548,769	0	748,769
Anglicare Belonging Fee	0	0	0	0	0	0	0	2,058,996	2,058,996
Federal School Grant Funding	96,391,865	0	0	0	0	0	0	0	96,391,865
Schools - Levies	1,928,244	0	0	0	0	0	0	0	1,928,244
Parish Contributions	0	0	0	0	0	0	0	1,440,000	1,440,000
Donations & Fundraising	0	15,000	0	0	0	0	0	0	15,000
Going for Growth Distribution	0	0	0	0	0	0	0	710,000	710,000
<b>Total Income</b>	<b>98,648,409</b>	<b>577,252</b>	<b>169,624</b>	<b>756,872</b>	<b>203,859</b>	<b>2,320,000</b>	<b>1,378,562</b>	<b>11,394,733</b>	<b>115,449,311</b>
<b>Expenses from Ordinary Activities</b>									
Employee Expenses	1,707,141	1,291,956	1,365,951	1,192,608	2,269,100	0	3,671,881	0	11,498,637
Business Operation Expenses	1,198,617	673,450	600,861	1,003,750	1,336,469	0	1,102,887	354,126	6,270,160
Claim Settlements	0	0	0	0	0	2,900,000	0	0	2,900,000
Inter Entity Service Expense	466,500	0	0	0	0	0	0	0	466,500
Dist of Federal School Grants	95,266,206	0	0	0	0	0	0	0	95,266,206
Interest Expense	0	0	0	0	0	0	0	685,928	685,928
Depreciation	0	7,458	0	9,619	480	0	49,885	0	67,442
<b>Total Expenses</b>	<b>98,638,463</b>	<b>1,972,865</b>	<b>1,966,811</b>	<b>2,205,977</b>	<b>3,606,049</b>	<b>2,900,000</b>	<b>4,824,653</b>	<b>1,040,054</b>	<b>117,154,873</b>
<b>Surplus/(Deficit)</b>	<b>9,946</b>	<b>(1,395,613)</b>	<b>(1,797,187)</b>	<b>(1,449,105)</b>	<b>(3,402,190)</b>	<b>(580,000)</b>	<b>(3,446,091)</b>	<b>10,354,679</b>	<b>(1,705,561)</b>
<b>Funded By</b>									
Mission Alive Contribution	0	1,395,613	1,797,187	1,449,105	3,402,190	580,000	3,446,091	(12,070,187)	0
<b>Net Surplus/(Deficit)</b>	<b>9,946</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(1,715,507)</b>	<b>(1,705,561)</b>

# The Corporation of the Synod of the Diocese of Brisbane

## Budget Summary 2020

	Insurance Funds	ANFIN	Special Reserves	Going for Growth	Trusts & Other Funds	Total Restricted	Total Unrestricted & Restricted	Inter Entity Adjustments	Budget 2020
Interest/Investment Income	67,102	11,270,000	2,000	711,750	268,495	12,319,347	19,549,615	(6,297,627)	13,251,988
Business Operating Income	0	0	448,652	85,000	21,900	555,552	2,329,571	0	2,329,572
Service Fees	4,583,200	0	0	0	987,447	5,570,647	6,402,797	(103,675)	6,299,122
Claim Settlement Contributions	0	0	0	0	0	0	2,320,000	0	2,320,000
Inter Entity Service Income	0	0	0	0	0	0	748,769	(748,769)	0
Anglicare Belonging Fee	0	0	0	0	0	0	2,058,996	0	2,058,996
Federal School Grant Funding	0	0	0	0	0	0	96,391,865	0	96,391,865
Schools - Levies	0	0	0	0	0	0	1,928,244	0	1,928,244
Parish Contributions	0	0	0	0	0	0	1,440,000	0	1,440,000
Donations & Fundraising	0	0	170,000	50,000	0	220,000	235,000	(65,000)	170,000
Going for Growth Distribution	0	0	0	0	0	0	710,000	(710,000)	0
<b>Total Income</b>	<b>4,650,302</b>	<b>11,270,000</b>	<b>620,652</b>	<b>846,750</b>	<b>1,277,842</b>	<b>18,665,546</b>	<b>134,114,858</b>	<b>(7,925,071)</b>	<b>126,189,786</b>
<b>Expenses from Ordinary Activities</b>									
Employee Expenses	0	366,527	0	0	1,046,498	1,413,025	12,911,662	0	12,911,662
Business Operation Expenses	4,334,049	5,860,055	335,745	710,000	133,420	11,373,269	17,643,429	(6,248,675)	11,394,754
Claim Settlements	0	0	0	0	0	0	2,900,000	0	2,900,000
Inter Entity Service Expense	282,269	0	0	0	0	282,269	748,769	(748,769)	0
Dist of Federal School Grants	0	0	0	0	0	0	95,266,206	0	95,266,206
Interest Expense	0	5,000,000	108,000	0	16,080	5,124,080	5,810,008	(927,627)	4,882,380
Depreciation	0	0	0	0	709	709	68,151	0	68,151
<b>Total Expenses</b>	<b>4,616,318</b>	<b>11,226,582</b>	<b>443,745</b>	<b>710,000</b>	<b>1,196,707</b>	<b>18,193,352</b>	<b>135,348,225</b>	<b>(7,925,071)</b>	<b>127,423,153</b>
<b>Surplus/(Deficit)</b>	<b>33,984</b>	<b>43,418</b>	<b>176,907</b>	<b>136,750</b>	<b>81,136</b>	<b>472,194</b>	<b>(1,233,367)</b>	<b>0</b>	<b>(1,233,367)</b>
<b>Funded By</b>									
Mission Alive Contribution	0	0	0	0	0	0	0	0	0
<b>Net Surplus(Deficit)</b>	<b>33,984</b>	<b>43,418</b>	<b>176,907</b>	<b>136,750</b>	<b>81,136</b>	<b>472,194</b>	<b>(1,233,367)</b>	<b>0</b>	<b>(1,233,367)</b>







# SYNOD ROLL & STATISTICS



President: The Most Reverend Dr Phillip J Aspinall, BSc, Grad Dip RE., BD  
(Hons), PhD, MBA  
Archbishop of Brisbane and Metropolitan of Queensland

The Right Reverend Jeremy D Greaves, KSJ, BTh  
Assistant Bishop of the Diocese of Brisbane (Northern Region)

The Right Reverend Andrew (John) Roundhill, MA (Hons),  
BTh (Hons).  
Assistant Bishop of the Diocese of Brisbane (Southern Region)

The Right Reverend Cameron D Venables BA (Hons); BTh.  
Assistant Bishop of the Diocese of Brisbane (Western Region)

**ACTIVE LICENSED CLERGY**

<b>Name</b>	<b>Appointment</b>
The Rev'd Karen Allen	Assistant Priest, Parish of Bundaberg
The Ven Olaf Anderson	Rector, Parish of New Farm
The Rev'd Frances Andrews	Priest-in-Charge, Parish of Pittsworth
The Rev'd Simon Arok	Honorary Assistant Priest, Parish of St Paul's, Ipswich
The Rev'd Gerard Bahre	Honorary Deacon, Parish of Mitchell
The Rev'd Ian Bailey	Priest-in-Charge, Parish of Brisbane Valley
The Rev'd Graheme Baldock	Rector, Parish of Redcliffe & Area Dean of the Redcliffe Deanery
The Rev'd Jeffery Balnaves	Rector, Parish of Mundubbera-Eidsvold-Monto
The Rev'd Susan Barker	Honorary Assistant Curate, Parish of Fortitude Valley
The Rev'd Christopher Bate	Priest-in-Charge, Parish of Booval
The Rev'd Daniel Berris	Priest-in-Charge, The Lakes Anglican Church
The Rev'd Deborah Bird	Assistant Priest, Parish of St James' Toowoomba
The Ven Canon Bruce Boase	Priest-in-Charge, Parish of Green Hills Anglican Community; Honorary Canon, St John's Cathedral Area Dean, Deanery of Brisbane North West
The Rev'd Timothy Booth	Mission Chaplain and Honorary Deacon, Parish of New Farm
The Ven Kevin Bourke	Rector, Parish of Stafford and Archdeacon of Lilley
The Rev'd John Bretz	Honorary Deacon, Parish of Waterloo Bay
The Rev'd Stephen Briggs	Priest-in-Charge, Parish of Banyo
The Rev'd Jonathan Bright	Priest-in-Charge, Parish of Alexandra Hills
The Rev'd Jonathan Brook	Associate Priest, Parish of Surfer's Paradise
The Rev'd David Browne	Priest-in-Charge, Parish of Dalby
The Rev'd Zoe Browne	Honorary Assistant Priest, Parish of St Bartholomew's, Toowoomba and Chaplain Toowoomba Anglican College
The Rev'd Ingrid Busk	Assistant Priest, Parish of Gympie
The Rev'd Helen Button	Priest in Charge, Parish of Zillmere
The Rev'd Mark Calder	Rector, Parish of Noosa Area Dean, Sunshine Coast Deanery

**SYNOD ROLL – ACTIVE LICENSED CLERGY 2019**

<b>Name</b>	<b>Appointment</b>
The Rev'd Donald Campbell, (Bro Donald Campbell SSF) The Ven Mark Carlyon	Priest-in-Charge, Parish of Annerley and Priest-in-Charge, Parish of East Brisbane Rector, Parish of Toowoomba, St James'; Archdeacon of the Downs
The Very Rev'd Dr Peter Catt The Rev'd Jilleen Chambers The Rev'd Ian Chevis The Rev'd Elizabeth Chol	Dean of St John's Cathedral Priest-in-Charge, Parish of Kilcoy Honorary Deacon, Parish of Logan Honorary Assistant Priest, Parish of S Paul's Ipswich
The Rev'd Danielle Clark The Rev'd Raymond Clifton	Assistant Curate, St John's Cathedral Mission Chaplain, Spiritual & Pastoral Care Manager
The Rev'd Jennifer Colbrahams	Priest-in-Charge, Parish of Gatton – Ma Ma Creek
The Rev'd Bill Colbrahams	Associate Priest, Parish of Gatton – Ma M Creek
The Rev'd John Coleman The Rev'd Canon Nicole Colledge	Priest-in-Charge, Parish of Centenary Suburbs Priest-in-Charge, Parish of Clayfield Honorary Canon, St John's Cathedral
The Rev'd Julie Craig-Leaves The Rev'd Jan Crombie The Rev'd Susan Crothers-Robertson, The Rev'd Brenda Davis	Chaplain, West Moreton Anglican College Rector, Parish of Kenmore-Brookfield Chaplain, St John's Anglican College Deacon & Chaplaincy Support Officer, West Moreton Anglican College
The Ven Keith Dean-Jones	Rector, Parish of Bundaberg & Archdeacon of Burnett
The Rev'd Heather Dearden The Rev'd David Deng The Rev'd Michael Donaldson	Assistant Priest, Parish of Warwick Honorary Assistant Priest Parish of Caboolture Priest-in-Charge, Parish of Sandgate-Northpoint
The Rev'd John Dougherty The Rev'd Jasmine Dow The Rev'd Samuel Dow The Rev'd Patrick Duckworth The Rev'd Tania Eichler The Rev'd Moira Evers The Rev'd Mark Fairhurst The Rev'd Michael Faragher	Priest-in-Charge, Parish of Gold Coast North Mission Chaplain, St Francis' College Honorary Assistant Priest, St Francis' College Chaplain, St Hilda's Anglican School Rector, Parish of Maroochydore Priest in Charge, Parish of Buderim General Secretary, CMS Qld & Nth NSW Rector, Parish of St Lucia & Archdeacon of Oxley
The Ven Denise Ferguson	Rector Parish of Cleveland; Archdeacon of Moreton, Priest-in-Charge, Provisional Parish of Stradbroke Island
The Rev'd Canon Dr Marian Free The Rev'd Terence Frewin	Rector, Parish of Hamilton Priest in Charge, Leichhardt Chinchilla Anglican Mission District
The Rev'd Ian Furby The Rev'd Bryan Gadd	Chaplain, St Luke's Anglican School Senior Chaplain, Anglican Church Grammar School
The Rev'd Elizabeth Gaitskell The Rev'd Rosemary Gardiner The Rev'd Lee Gauld The Rev'd Jeremy Gehrman The Ven Richard Gowty	Chaplain, Matthew Flinders Anglican College Assistant Priest (p/t), Parish of Hamilton Honorary Assistant Priest, Parish of Stafford Rector, Parish Of Coorparoo Archdeacon Emeritus – Priest-in-Charge, Parish of Palmwoods

<b>Name</b>	<b>Appointment</b>
The Rev'd Avriel Green	Priest-Rector, Parish of Caboolture Area Dean, Deanery of Redcliffe
The Rev'd Peter Grevett	Deacon, Parish of Logan
The Rev'd Richard Gummow	Assistant Curate, Maranoa Warrego Anglican Mission District
The Rev'd Scott Gunthorpe	Rector, Parish of Waterloo Bay
The Rev'd Kenneth Hansen	Honorary Deacon, Parish of Dalby;
The Rev'd Canon Gary Harch	Priest-in-Charge, Parish of Kangaroo Point, Residentiary Canon St John's Cathedral
The Rev'd Phillip Hardie	Priest-in-Charge, Parish of Gold Coast South
The Rev'd Pauline Harley	Priest-in-Charge, Parish of Toowoomba West
The Rev'd Kay Hart	Rector, Parish of Goondiwindi Area Dean, Deanery of the Southern Downs
The Ven Valerie Hoare	Priest-in-Charge, Parish of Tamborine Mountain & Archdeacon of the Gold Coast
The Rev'd Daniel Hobbs	Priest-in-Charge, Parish of Manly
The Rt Rev'd Jonathan Holland	Mission Chaplain – Executive Director MEC and Principal St Francis' College
The Rev'd Stephen Hooper	Priest-in-Charge, Parish of Sunnybank
The Rev'd Martyn Hope	Priest-in-Charge, Parish of Morningside
The Rev'd Kenneth Hopper	Rector, Parish of The Gap (Co-Ord Chaplain, Greenslopes Private Hospital)
The Rev'd Geoffrey Hoyte	Rector, Parish of Logan & Area Dean Logan Deanery
The Rev'd Jacqueline Hurren	Mission Chaplain, Kokoda Barracks, Canungra (Tamborine Mountain Parish)
The Rev'd Dr Josephine Inkpin	Lecturer, St Francis College
The Rev'd Christopher Ivey	Principal, St Andrew's Anglican College
The Rev'd Jeanette Jamieson	Priest-in-Charge, Parish of Maleny Area Dean, Sunshine Coast Deanery
The Rev'd Beverley Jane	Assistant Priest, Parish of Coorooka
The Rev'd Jeffrey Jarvis	Chaplain, Fraser Coast Anglican College
The Rev'd Daniel Paulraj Jayaraj	Priest-in-Charge, Parish of Chermside
The Rev'd Peter Jeffery	Assistant Priest, Parish of Sunnybank
The Rev'd Christopher Johnson	Associate Priest, Parish of Gold Coast North
The Rev'd Lynda Johnson	Associate Priest, Parish of Gold Coast North
The Rev'd Penelope Jones	Priest-in-Charge, Parish of Auchenflower- Milton & Director of Formation, St Francis' College
The Rev'd Shaji Joseph	Priest-in-Charge, Parish of Gympie
The Rev'd Peter Judge-Mears	Rector, Parish of Wishart
The Rev'd Rebecca King	Priest-in-Charge, Parish of Yeronga
The Rev'd Sandra Kjellgren	Rector, Parish of Lutwyche & Area Dean, Brisbane North East
The Rev'd Michele Knight	Honorary Assist Curate, Parish of Ipswich
The Rev'd Charles Lacey	Priest in Charge, Provisional Parish of Springfield
The Rev'd Stephen Lake	Honorary Deacon Parish of Clayfield
The Rev'd Max Lambourne	Priest –in-Charge, Parish of Wilston
The Rev'd Dr Catherine Laufer	Priest-in-Charge, Parish of Coolum
The Rev'd Mark Leam	Chaplain St Paul's School
The Rev'd Canon Sarah Leisemann	Chaplain, Cannon Hill Anglican College, Residentiary Canon, St John's Cathedral
The Rev'd Gregory Loumeau	Priest-in-Charge, Parish of Hervey Bay

**SYNOD ROLL – ACTIVE LICENSED CLERGY 2019**

<b>Name</b>	<b>Appointment</b>
The Rev'd Adam Lowe	Rector, Parish of St Bartholomew, Toowoomba
The Rev'd Canon Richard Martin	Rector, Parish of All Saints', Brisbane
The Rev'd Peter Mayen	Assistant Priest, Parish of Toowoomba, St Luke's
The Rev'd Gary McClellan	Community Chaplain, St Andrew's College
The Rev'd Ian McGrath	Associate Priest, Parish of South Brisbane
The Rev'd Ann McGuinness	Chaplain, All Saints Anglican School
The Rev'd Stephen McMahon	Rector, Parish of Ipswich
The Rev'd Canon Linda McWilliam	Director of Mission & Social Justice, Anglicare, Honorary Canon, St John's Cathedral
The Rev'd Claye Middleton	Assistant Priest, Parish of Bundaberg
The Rev'd Jane Mitchell	Rector, Parish of Algester
The Rev'd Paul Mitchell	Priest-in-Charge, Parish of St Luke's Toowoomba
The Rev'd Sharon Mitchell	Area Dean, Toowoomba Deanery
The Rev'd Stephen Monsieigneur	Chaplain, The Glennie School
The Rev'd Alan Moore	Assistant Priest, Parish of Ipswich
The Rev'd Iain Moore	Rector, Parish of South Brisbane, Area Dean, Brisbane South East Deanery
The Rev'd Gillian Moses	Rector, Parish of Hendra-Clayfield
The Rev'd Dr Howard Munro	Chaplain, St Aidan's Anglican Girl's School
The Rev'd Dr Timothy Nicholson	Mission Chaplain - Archbishop's Chaplain
The Rt Rev'd Robert Nolan	Assistant Priest, Parish of Caloundra
The Rev'd Gay Nye	Priest-in-Charge, Parish of Moggill-Mt Crosby
The Rev'd Miriam Nyrene	Honorary Deacon, Parish of Chermiside
The Rev'd Louise Orpe	Honorary Deacon, Parish of Boonah-Harrisville
The Rev'd Dr Jonathan Osborne	Priest-in-Charge, Parish of Rosewood
The Rev'd Canon James Oulds	Honorary Associate Priest, Parish of Sandgate-Northpoint & Honorary Assistant Chaplain Prince Charles Hospital
The Rev'd Helen Paget	Rector, Parish of Nundah
The Rev'd Robert Paget	Priest-in-Charge, Parish of Boonah-Harrisville & Area Dean, West Moreton Deanery
The Rev'd Bronwyn Pagram	Priest-in-Charge, Parish of Samford
The Rev'd Carol Palmer	Assistant Priest, St John's Cathedral
The Rev'd Peter Palmer	Priest-in-Charge, Parish of Inala
The Rev'd Donald Parker	Rector, Parish of Beenleigh
The Rev'd Ronald Paschke	Rector, Parish of Southport
The Rev'd Lorna Pattison	Priest-in-Charge, Parish of Woolloongabba
The Rev'd Allan Paulsen	Honorary Deacon, Parish of Caboolture
The Rev'd Eron Perry	Priest-in-Charge, Parish of Holland Park
The Rev'd Stewart Perry	Priest-in-Charge, Parish of Burleigh Heads
The Rev'd Dr Andrew Peters	Rector, Parish of Robina-Mermaid Beach
The Rev'd Donna Petersen	Area Dean, The Deanery of the Gold Coast
The Rev'd Michelle Philp	Rector, Parish of Everton Park
The Rev'd Desmond Potter	Rector, Parish of Wynnum
The Rev'd Fang Ling Quested	Deacon, Parish of Wishart
	Priest-in-Charge, Parish of Strathpine
	Mission Chaplain, Ecumenical Co-Ordinator QUT
The Rev'd Morris Rangiwai	Honorary Assistant Priest, Parish of Algester

<b>Name</b>	<b>Appointment</b>
The Ven Laurel Raymond	Priest-in-Charge Parish of Allora-Clifton, Archdeacon of Cunningham
The Rev'd Harold Reuss	Priest-in-Charge – Parish of Nerang and Priest-in-Charge, Parish of Mudgeeraba (part time)
The Rev'd David Rogers-Smith The Rev'd Dr Daniel Rouhead	Mission Chaplain (Bush Church Aid) Assistant Priest, Parish of St Bartholomew, Toowoomba
The Rev'd Mary-Anne Rulfs	Honorary Assistant Priest, Parish of Gold Coast North & Chaplain, Coomera Anglican College
The Rev'd Michael Saminathan The Rev'd Andrew Schmidt	Honorary Assistant Priest, Parish of Annerley Rector, Parish of Bundaberg West, Area Dean Burnett Deanery
The Rev'd Steven Schwarzrock The Rev'd Cheryl Selvage	Rector, Parish of Bribie Island Honorary Assistant Priest, Parish of Mt Gravatt, Diocesan Hospital Ministry Co-ordinator; Residentiary Canon, St John's Cathedral
The Rev'd Peter Shayler-Webb The Rev'd Ann Shepperson The Rev'd Jennifer Simson The Rev'd Daniel Sitaram The Rev'd Trevor Sketcher The Rev'd Canon Gary Smith The Rev'd Howard Smith The Rev'd Dr Ann Solari	Rector, Parish of Sherwood Honorary Assistant Priest, Parish of Maleny Rector, Parish of Grovely Priest-in-Charge Parish of Stanthorpe Assistant Priest, Parish of Surfer's Paradise Associate Priest, Parish of Mt Gravatt Rector, Parish of Bramble Bay Honorary Deacon, St John's Cathedral, Brisbane
The Rev'd Michael Stalley	Rector, Parish of Chelmer-Graceville; Area Dean Brisbane South West Deanery
The Rt Rev'd Dr Douglas Stevens	Rector, Parish of Mt Gravatt & Area Dean Moreton Deanery
The Rev'd Rosanne Stower	Honorary Deacon, Parish of Biggera Waters- Coomera Valley (known as Parish of Gold Coast North)
The Rev'd George Stuart The Rev'd Thomas Sullivan	Priest-in-Charge, Parish of Rochedale Rector, Parish of Toowong, Area Dean, Brisbane West Deanery
The Rev'd Anthony Swansson The Rev'd Daniel Talbot The Rev'd Dr Debra Tedman	Rector, Parish of Beaudesert Rector, Parish of Jimboomba; Police Chaplain Honorary Assistant Curate, Parish of Surfers Paradise
The Rev'd Dr Mervyn Thomas The Rev'd Beverley Thorogood	Assistant Priest, Parish of Indooroopilly Honorary Assist Priest, Parish of Toowoomba, St James
The Rev'd Geoffrey Traill The Rev'd Canon Richard Tutin The Rev'd Christopher Tyack The Rev'd Michael Uptin	Mission Chaplain, Enoggera Barracks Canon, St John's Cathedral Priest-in-Charge, Parish of Eastern Hills Rector, Parish of Surfer's Paradise & Area Dean Gold Coast Deanery
The Rev'd Canon Julia Van Den Bos The Rev'd Mark Vincent	Canon Pastor – St John's Cathedral Honorary Assistant Priest, Parish of East Brisbane
The Rev'd Margaret Wesley	Assistant Priest, Parish of East Redland

**SYNOD ROLL – ACTIVE LICENSED CLERGY 2019**

<b>Name</b>	<b>Appointment</b>
The Rev'd Jonathan Whereat	Chaplain, The Southport School
The Rev'd Nicholas Whereat	Rector, Parish of Aspley-Albany Creek
The Rev'd Erika Williams	Assistant Curate (p/t) Parish of Springfield and Chaplain (p/t) Springfield Anglican College
The Rev'd Susan Wilson	Rector, Parish of Maryborough
The Rev'd Suzanne Wilton	Priest-in-Charge, Parish of Indooroopilly Area Dean, Deanery of Brisbane West
The Rev'd Scott Windred	Assistant Curate, Parish of Mt Gravatt
The Rev'd Steven Wockner	Priest-in-Charge, Parish of Kawana Waters
The Rev'd Rodney Wood	Honorary Assistant Priest, Parish of Alexandra Hills
The Ven Julie Worrall	Rector, Parish of Caloundra with Glasshouse Country, Archdeacon, Sunshine Coast
The Rev'd Ceridwen Wynne	Tutor-Chaplain, St John's College, St Lucia



## **SYNOD ROLL – CLERGY WITH PERMISSION TO OFFICIATE IN THE DIOCESE**

The Rev'd Trevor Adams  
 The Rev'd Hugh Begbie  
 The Rev'd John Bell  
 The Rev'd Paul Bland  
 The Rev'd Gary Blundell  
 The Rev'd Thomas Bower  
 The Rev'd Canon Ralph Bowles  
 The Rev'd Jamee-Lee Callard  
 The Ven Michael Chiplin  
 The Rev'd Roslyn Clifton  
 The Rev'd James Edward Cosgrove  
 The Rev'd Marilyn Cullen  
 The Rev'd David Curry  
 The Rev'd Sujit Solomon David  
 The Rev'd Lorraine Dawson  
 The Rev'd Stephanie Frances  
 The Right Rev'd Godfrey Fryar  
 The Rev'd Denis Galloway  
 The Rev'd Dr Richard Gibson  
 The Rev'd James Hall  
 The Rev'd Katherine Hammer  
 The Rev'd Robert Hay  
 The Rev'd Dr Carol Hebron,  
 The Rev'd Dr George Henry  
 The Rev'd Alfred Leong  
 The Rev'd Lindsay Howie  
 The Ven David Lunniss  
 The Rev'd Gregory March  
 The Rev'd Ian Marshall  
 The Rev'd Greg McGrory  
 The Rev'd John Milburn  
 The Rev'd Lynette Neil  
 The Rev'd Michael O'Brien  
 The Rev'd John Pattison  
 The Rev'd Carolyn Payne  
 The Rt Rev'd William Ray  
 The Rev'd Stephen Redhead  
 The Rev'd William Redman  
 The Rev'd Timothy Rogers  
 The Rev'd John Searle  
 The Rev'd Garth Shaw  
 The Rev'd Judith Shepherd  
 The Rev'd Bruce Sligo  
 The Rev'd David Snape  
 The Rev'd James Kenneth Suddick  
 The Rev'd Jane Trigg  
 The Rev'd Peter Uther  
 The Rev'd Shan Vierow  
 The Rev'd Christopher Whittall OAM  
 The Ven Rodney Winterton  
 The Rev'd Professor Rodney Wolff

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

The Ven Frederick Ailwood	The Rev'd Lynette Dunn
The Rev'd John Arnold	The Rt Rev'd Leonard Eacott, OAM
The Rev'd Asirwatham Balasingh,	The Rev'd Edwin Edgerton
The Rev'd Dr Raymond Barraclough	The Rev'd Canon Dr Donald Edwards, Canon Emeritus
The Rev'd Derek Barrett	The Rev'd Kelvin Elm
The Rev'd Kenneth Beer	The Rev'd Canon Arthur Fellows
The Rev'd Beverley Bell	The Rev'd Canon Mary Florence
The Rev'd Malcolm Bell	The Rev'd Keith Foote
The Rev'd Michael Bennett	The Rev'd Doug Frith
The Rev'd Dianne Black	The Rev'd Graham Frizzell
The Rev'd Robert Blackburn,	The Rev'd Gillian Gardiner (Sister Gillian, SSA)
The Rev'd Terrence Booth	The Rev'd Alan Gate
The Rev'd Anne Bottomley	The Rev'd Alex Gater
The Rev'd Christopher Boyce	The Rev'd Alfred Gerlach
The Rev'd Geoffrey Bransgrove	The Rev'd Andrew Gilbert
The Ven Robert Braun,	The Rev'd Godfrey Gilmour
The Rev'd Lima Bray	The Rev'd Dr Graeme Goldsworthy
The Rev'd Keith Briggs	The Rev'd Clarence Gomersall
The Rev'd Thomas Brown	The Rev'd Allan Goodwin
The Rev'd Canon Emeritus Ron Bundy	The Rev'd Val Graydon
The Rev'd Dr Christopher Bunker	The Rev'd Gerald Greaves
The Rev'd Alfred Burgess	The Rev'd Colleen Guttormsen
The Rev'd Canon Ross Burnett	The Rev'd William Guttormsen
The Rev'd Trevor Butler	The Rev'd Tom Hall
The Rev'd Robyn Cairns	The Rev'd Anthony Hallin
The Rev'd Ross Cameron	The Rev'd Anthony Halstead
The Ven Donald Campbell	The Rev'd John Hammer
The Rev'd Marjorie Charrington	The Rev'd Ian Harris
The Rev'd Robert Chippendale	The Rev'd Deborah Hay
The Rev'd Elsie Clack	The Rev'd Alwyn Hayes
The Rt Rev'd Bruce Clark	The Rev'd Canon Bruce Henzell, Canon Emeritus
The Rev'd Canon Keith Colbert	The Rev'd David Heussler
The Rev'd Maurice Collins	The Rev'd Pamela Hill
The Rev'd Clive Cooper	The Ven Bruce Horton
The Rev'd Alan Colyer	The Rev'd Brian Hughes
The Rev'd John Corner	The Rev'd Warwick Humphries
The Rev'd John Cornish	The Rev'd Martin Hunnybun
The Rev'd David Cox	The Rev'd Pamela Hynd
The Rev'd Jillian Crawford	The Rev'd Roderick Irvine
The Rev'd Canon Elisabeth Crossman	The Rev'd David Johnstone
The Rev'd William Crossman	The Rev'd John Keyt
The Rev'd John Cuffe	The Rev'd Canon Neville Knott
The Rev'd Alan Dale	The Rev'd David Lamont
The Rev'd Dorothy Daniels	The Rev'd Dr Cecile Lander
The Rev'd Brian Darbyshire	The Rev'd Dr Mervyn Lander
The Rev'd Robert Davidson	The Rev'd Dianne Leitch
The Rev'd David Dean	The Rev'd Terrence Leonard
The Rev'd Robert Dean	The Rev'd Kevin Lewis
The Rev'd Barbara Diery	The Rev'd Peter Lockyer
The Rev'd Bill Doak	The Rev'd Robert Long
The Rev'd Bruce Dorman	
The Rev'd Graham Dorman	
The Rev'd Patrick Doulin	

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

The Rev'd Alexander Macqueen	The Rev'd James Prosser
The Rev'd John Magee	The Rev'd John Pryce-Davies
The Rev'd Eleanor Mancini	The Rev'd Canon Josephine Pyecroft
The Rev'd George Markotsis	The Rev'd Geoffrey Reeder
The Rev'd Rex Marre	The Rev'd George Roberts
The Rev'd Alexander Marshall OAM	The Rev'd Mary Roberts
The Rev'd Michael Martin	The Rev'd Ronald Robins
The Rev'd Andrea Maslin	The Rev'd Philip Robinson
The Rev'd Kevin Masters	The Rev'd Sidney Rogers
The Rev'd Daniel Matthews	The Rev'd Cleone Rolfe-Reardon,
(Brother Daniel SSF)	The Rev'd Bill Ross
The Rev'd Canon Bruce Maughan OAM	The Rev'd Leisha Rule
Canon Emeritus	The Rev'd Geoffory Sampson
The Rev'd Ian McGilvray	The Rev'd Arthur Savage
The Rev'd Robert McKennay	The Rev'd Tony Sheehan
The Rev'd John McNamee	The Rev'd Allan Shephard
The Rev'd Canon Dr Jim McPherson	The Rev'd Julie Simpson
The Rev'd Ian McWilliam	The Rev'd Cameron Smith
The Rev'd Elroy Mee	The Rev'd 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 Peter Moore	The Rev'd Graham Stephens
The Rev'd Canon Prof John Morgan	The Rev'd Michael Stephenson
The Rev'd Canon Dr Montague Morris	The Rev'd Dr Donald Stewart
The Rev'd Peter Moss	The Rev'd Philip Stewart
The Rev'd Ian Mundy	The Rev'd James Stonier
The Rev'd Dianne Murphy	The Rev'd Owen Strong
The Rev'd Canon Leonard Nairn,	The Rev'd Theodor Svensen
Canon Emeritus	The Rev'd John Swift
The Rev'd Canon Allen Neil	The Very Rev'd David Thomas
The Rev'd Eric Neeve	The Rev'd Bernard Thomas
The Rev'd Dr Colin Nicholson	The Rev'd L Jennifer Thompson
The Rev'd Beryl Nielsen	The Ven Heather Toon
The Rev'd Masanja Ngweso	The Rev'd Ian Turnbull
The Rev'd Dr Michael Nixon	The Rev'd Malcolm Twine
The Ven Jim Nolan	The Rev'd John Tyler
The Rev'd Graham Oates	The Rev'd Michael Vercoe
The Rev'd Peter Paine	The Rev'd Norman Wagstaff
The Rev'd Thomas Pamflett	The Rev'd Diana Ware
The Rev'd Ronald Paschke	The Rev'd Herbert Watson
The Rev'd William Pearson	The Rev'd Stuart Weatherley
The Rev'd Lionel Peiris (Br Lionel)	The Rev'd Clarence White
The Rev'd Aubrey Pedwell	The Rev'd Joy White
The Rev'd Richard Penny	The Rt Rev'd Ronald Williams
The Rev'd Robert Perry	The Rev'd Robert Wisken
The Rev'd Rosemary Peterson	The Rev'd Allan Wood
The Rev'd Frank Phillips	The Rt Rev'd Clyde Wood
The Rev'd Wilfred Pinson	The Rev'd Theodore Woods
The Rev'd Kay Pitman	The Rev'd Christine Woolner
The Rev'd Jocelyn Pitt,	The Rev'd Bob Woolner
The Rev'd David Pope	The Rev'd Bruce Worthington
The Rev'd Anne-Marie Priestly	
The Rev'd Desmond Pritchard	

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

The Rev'd Derek Allton	The Rt Rev'd Bevan Meredith
The Rev'd Trevor Austin	The Rev'd Leslie Monaghan
The Rev'd Kenneth Baker	The Rev'd Craig Moody
The Rev'd Gregory Blaxland	The Rev'd Canon Gavin Ott
The Rev'd Dr Richard William Bowie	The Rev'd Judith Phillips
The Rev'd Dr Richard John Bowie	The Rev'd Colin Roberts
The Rev'd Maurice Chant	The Rev'd Graham Ross
The Rev'd John Clarkson	The Rev'd Alan Sandaver
The Rev'd Colin Cussen	The Rev'd Dr George Shaw
The Rev'd Peter Daugaard	The Rev'd Dr Barry G Shield
The Rev'd Jim Edson	The Rev'd John Simpson
The Rev'd Graham Farrell	The Rev'd Tom Smith
The Rev'd Welburn Finlay	The Rev'd Gordon Steele
The Rev'd Ronald Grigg	The Rev'd Dr John Strugnell
The Very Rev'd Arthur Grimshaw	The Rev'd Jamieson Tait
The Reverend Brian Hanley	The Ven John Thompson
The Rev'd Ronald Herbert	The Rev'd Robert Walsh
The Rev'd Violet Hill	The Rt Rev'd Cecil Warren
The Rev'd Arthur Johnson	
The Rev'd Drew Jorgensen	
The Rev'd John Keeley	
The Rev'd Jacqueline Lake	
The Rev'd Douglas Lloyd	
The Rev'd Alatheia Livingstone	
The Rev'd Illyd Loveluck	

## SYNOD ROLL LAY MEMBERS 2019

NAME	PARISH
Mrs Gail Abbott	CARINDALE
Mr James Adol	TOOWOOMBA, ST JAMES'
Mr Dave Allen	ROCHEDALE
Mrs Narrelle Allen	NERANG
Ms Alexandra Amankwah	STAFFORD
Mrs Donna Anderson	CANTERBURY COLLEGE
Ms Pixie Annat	LUTWYCHE
Mr Paul Ashley	BARDON
Mr Daniel Aspinall	HAMILTON
Mrs Rebecca Axelson	GROVELY
Mr Daniel Axelson	GROVELY
Ms Leonie Barnes	BUDERIM
Mrs Annette Barnes	NUNDAH
Mr Anthony Barrow	BUNDABERG
Mr Joshua Beausang	MORNINGSIDE
Mrs Sandra Beck	CHERMSIDE
Mrs Judy Bennett	SURFERS PARADISE
Mr Graham Biggs	TOOWOOMBA, ST JAMES'
Mr Wayne Bird	BOONAH-HARRISVILLE
Mrs Jann Bishop	KINGAROY
Mrs Narelle Blunt	SUNNYBANK
Mr Chris Bovey	LOGAN
Ms Anne Braithwaite	MAROOCHYDORE
Mrs Susan Brandis	ST HILDA'S SCHOOL
Mrs Lesley Briggs	IPSWICH NORTH
Mrs Barbara Briggs	BANYO
Mrs Helyn Brockman	GOODNA
Mrs Christine Bromwich	EKIBIN
Ms Wendy Brown	ZILLMERE
Dr Paul Browning	ST PAUL'S SCHOOL
Mr Leigh Buchanan	FORTITUDE VALLEY
Mrs Susan Buchanan	IPSWICH
Mr John Butterworth	NOOSA
Mrs Jane Butterworth	BUDERIM
Mr Peter Buttery	SUNNYBANK
Mrs Joycelyn Cameron	BRISBANE VALLEY
Dr Alan Campbell	ANGLICAN CHURCH GRAMMAR SCHOOL
Mrs Beryl Carroll	GOONANEMAN
Mrs Robyn Casey	EASTERN HILLS ANGLICANS
Mrs Rosalyn Cheales	ST ANDREW'S ANGLICAN COLLEGE
Mr Geoff Clarke	INALA
Mrs Pamela Clements	ZILLMERE
Ms Kaye Clouston	FRESHWATER
Mr Timothy Coates	INDOOROOPILLY
Mr Donald Cock	EVERTON PARK
Mrs Kim Cohen	THE GLENNIE SCHOOL

## SYNOD ROLL LAY MEMBERS 2019

NAME	PARISH
Ms Margaret Compton	TOOWOOMBA, ST LUKE'S
Mrs Hermina Conradie	ST LUKE'S ANGLICAN SCHOOL
Ms Mary Couche	NOOSA
Mrs Jennifer Crocker	MARANOVA-WARREGO ANG MISSION AREA
Ms Rebecca Crockett	COOLUM
Miss Leanne Cronk	TOOWONG
Ms Karen Crouch	CSC
Ms Denise Cruikshank	THE GAP
Mrs Cheryl Cumming	GAYNDAH
Ms Roslyn Curtis	ST MARGARET'S SCHOOL
Mrs Katrina Dale	BOOVAL
Dr Gemma Dashwood	Section 5, Synod Canon
Dr Ann Dashwood	TOOWOOMBA, ST LUKE'S
Mrs Suzanne Davis	BUNDABERG
Ms Claire Dean	GOLD COAST SOUTH
Mr Reg Dean	BUNDABERG WEST
Mr Michael Dennison	TOOWOOMBA, ST BARTHOLOMEW'S
Mr Mac Drysdale	TOOWOOMBA ANGLICAN SCHOOL
Mr Mark Dungey	SPRINGFIELD, ST ANDREW'S PARISH
Ms Sue Dunne	ROSEWOOD
Mrs Nadine Dwyer	EAST BRISBANE
Mrs Charmaine Dyer	ALEXANDRA HILLS
Mrs Janet Dyke	KAWANA WATERS
Ms Cheryl Dymock	SHERWOOD
Mr Barnaby Eaton	FRASER COAST ANGLICAN COLLEGE
Dr Neville Eckersley	KENMORE-BROOKFIELD
Ms Sue Ellis	BOOVAL
Ms Rose Elu	TORRES STRAIT ISLANDER
Mr Frank Estevao	ROBINA-MERMAID BEACH
Mr Jeffrey Eustace	BRIBIE ISLAND
Mrs Marie Flegler	MAROOCHYDORE
Dr Kim Forrester	CSC
Mr John Fradgley	ALL SAINTS' ANGLICAN SCHOOL
Mrs Gail Frankcom	NEW FARM
Mrs Sylvia Free	DRAYTON
Mr Denis Freeman	CENTENARY SUBURBS
Mr Jeremy Freyburg	TOOWOOMBA, ST BARTHOLOMEW'S
Mrs Gail Fulton	ALLORA-CLIFTON
Mr Alan Gallimore	CATHEDRAL
Miss Petrina Gardiner	AUCHENFLOWER-MILTON
Mr Christopher Gehrman	YERONGA
Mr Evan Gilbert	MATTHEW FLINDERS ANGLICAN COLLEGE
Mrs Elizabeth Gillam	THE GLENNIE SCHOOL
Mr Julian Glassock	WILSTON
Dr Christopher Gourlay	CATHEDRAL
Ms Sarah Gover	NORTH PINE

## SYNOD ROLL LAY MEMBERS 2019

NAME	PARISH
Mr Alan Gray	TOOWOOMBA WEST
Ms Allison Gray	REDCLIFFE
Mrs Sharyn Gray	TOOWOOMBA WEST
Mrs Karen Green	CHELMER-GRACEVILLE
Mr Tony Green	CABOOLTURE
Mrs Desley Green	THE GAP
Mrs Marilyn Greensill	HERVEY BAY
Mr David Hale	ANNERLEY
Mr Bushra Hamid	YERONGA
Mr David Hampson	WISHART
Mr Patrick Hanly	ROMA
Mrs Beverly Hargreaves	STRATHPINE
Mr Kenneth Hargreaves	STRATHPINE
Ms Margaret Harrington	NEW FARM
Mr Martin Hawkins	ROCHEDALE
Dr Sylvia Haworth	CHERMSIDE
Mrs Leah Hayward	BRISBANE VALLEY
Mrs Cheryl Heidrich	MUNDUBBERA-EIDSVOLD-MONTO
Mr Fred Heidrich	MUNDUBBERA-EIDSVOLD-MONTO
Mr Neil Henzell	WYNNUM
Mr Stephen Hilditch	COOROORA
Mr Ross Hodson	WYNNUM
Mrs Rosemary Hogan	BURLEIGH HEADS
Mr Glynn Holland-Leam	MEC - ANGLICAN YOUTH MINISTRIES (Southern Region)
Ms Emma Hull	THE LAKES ANGLICAN CHURCH
Mr Des Hunt	IPSWICH
Mrs Janet Hurman	OAKEY
Mr Fredrick Hurman	OAKEY
Mrs Helen Irwin	SPRINGFIELD, ST ANDREW'S PARISH
The Rev'd Chris Ivey	ST ANDREW'S ANGLICAN COLLEGE
Mrs Lesleigh Jackson	GOLD COAST SOUTH
Mrs Judy Jaeger	TAMBORINE MOUNTAIN
Mrs Julie James	BEENLEIGH
Dr Nicki Jenkins	INDOOROOPIILLY
Mrs Marjorie Johansen	GATTON-MA MA CREEK
Mr Lawrie Johansen	GATTON-MA MA CREEK
Mrs Judith John	MT GRAVATT
Ms Debora Yar John	MEC - ANGLICAN YOUTH MINISTRIES (Western Region)
Mr Richard Johnson	KAWANA WATERS
Mr Ian Jones	GYMPIE
Mr Gerri Jordan	ALL SAINTS, BRISBANE
Mr Grantley Kemble	GOLD COAST NORTH
Ms Debbie Kemish	ASPLEY - ALBANY CREEK
Mr Rodney Kennedy	SANDGATE NORTHPOINT
Dr Ruth Kerr OAM	ST LUCIA

## SYNOD ROLL LAY MEMBERS 2019

NAME	PARISH	
Mr	Robert Kersnovske	SAMFORD
Mr	David Keyt	KANGAROO POINT
Ms	Tammlynn Kimpton	DALBY
Ms	Anna-Britt Kjellgren	LUTWYCHE
Mrs	Prudence Klaer	WOOLLOONGABBA
Ms	Carmen Kleindienst	GREEN HILLS
Mr	Stephen Knott	COOMERA ANGLICAN COLLEGE
Mrs	Karen Kronk	PITTSWORTH
Mr	Arthur Kunde	KILCOY
Mrs	Ann Lacey	WOOLLOONGABBA
Ms	Kay Lauchland	SURFERS PARADISE
Mrs	Honor Lawler	EKIBIN
Mr	David Lawler	NANANGO
Ms	Suzanne Lazarevski	LAIDLEY
Mr	Simon Lees	TOOWOOMBA ANGLICAN SCHOOL
Mrs	Penelope Leimeister	JIMBOOMBA
Mr	Tony Levick	COORPAROO
Ms	Julie Lewis	EASTERN HILLS ANGLICANS
Mr	David Lewis	SANDGATE NORTHPOINT
Mrs	Karen Llewellyn	BRIBIE ISLAND
Mrs	Teresa Lloyd	HAMILTON
Mr	Hugh LuckHurst Smith	HENDRA-CLAYFIELD
Mr	Ian Lupton	WEST MORETON ANGLICAN COLLEGE
Mr	David Lupton	COOLUM
Mr	Stuart MacKenzie	NORTH PINE
Mrs	Ann MacRonald	KENMORE-BROOKFIELD
Mr	Scott Malcolmson	ITHACA - RED HILL
Dr	Russell Manfield	SOUTHPORT
Mr	Pradeep Manickam	MEC - ANGLICAN YOUTH MINISTRIES (Southern Region)
Mr	Earl Marken	WISHART
Mr	Richard Mason	ST LUCIA
Mrs	Diane Massurit	ST GEORGE
Mrs	Irene May	BEAUDESERT
Mrs	Annabelle McDonald	ALL SAINTS, BRISBANE
Mr	Michael McDonnell	BEENLEIGH
Mr	York McFadzean	ST GEORGE
Mrs	Pamela McHardy	MARYBOROUGH
Mr	Alan McHardy	MARYBOROUGH
Mrs	Maria McIvor	St John's Anglican College
Mr	Geoff McLay	WEST MORETON ANGLICAN COLLEGE
Mr	Peter McMurturie	GOONDIWINDI
Mrs	Coral McVean	NAMBOUR
Mr	Stuart Meade	MATTHEW FLINDERS ANGLICAN COLLEGE
Mrs	Gisela Meehl	TAMBORINE MOUNTAIN
Mr	Craig Merritt	ST LUKE'S ANGLICAN SCHOOL
Mr	Barry Miller	CROWS NEST



## SYNOD ROLL LAY MEMBERS 2019

NAME	PARISH	
Ms	Marilyn Moore	SHERWOOD
The Hon Justice	Debra Mullins	Chancellor
Mr	David Murray	STAFFORD
Mrs	Susan Myring	MALENY
Ms	Hope Nakagawa-Morrison	ROBINA-MERMAID BEACH
Mrs	Rhonda Nelson	ALGESTER
Mr	Ian Nelson	ALGESTER
Mrs	Gwendolyne Neuendorf	CENTENARY SUBURBS
Ms	Wynona Newby-Clark	MEC - ANGLICAN YOUTH MINISTRIES (Northern Region)
Mr	Geoff Newton	HILLBROOK ANGLICAN SCHOOL
Mr	Derrick Newton	KANGAROO POINT
Mr	Darren Nicholls	HERVEY BAY
Dr	Gavin Nicholson	CANNON HILL ANGLICAN COLLEGE
Ms	Jeni Nix	AUCHENFLOWER-MILTON
Miss	Amy Norman	MEC - ANGLICAN YOUTH MINISTRIES (Western Region)
Ms	Donna Normoyle	FORTITUDE VALLEY
Ms	Elizabeth Nunn	BANYO
Ms	Kaye Oakley	BARDON
Mr	Gary O'Brian	CANNON HILL ANGLICAN COLLEGE
Mr	Daniel O'Connor	ANGLICAN CHURCH GRAMMAR SCHOOL
Dr	Diane Payton	ALEXANDRA HILLS
Mrs	Eveline Pengilley	GOODNA
Mr	Fraser Perrin	THE SOUTHPORT SCHOOL
Mr	Grant Peters	BRAMBLE BAY
Ms	Sarah Phillips	CHELMER-GRACEVILLE
Mr	Darren Pitt	The Springfield Anglican College
Mr	Alan Postle	LEICHHARDT
Mr	Rodney Powell	MORNINGSIDE
Mrs	Dorothy Prasser	IPSWICH NORTH
Mr	Thomas Pressler	BOONAH-HARRISVILLE
Mrs	Alison Quinn	ST MARGARET'S SCHOOL
Miss	Vaishi Rajanayagam	MT GRAVATT
Mrs	Pamela Ray	WILSTON
Mrs	Pamela Ray	WILSTON
Mrs	Gillian Rees	LEICHHARDT
Ms	Alison Reid	CLAYFIELD, ST MARK'S
Mrs	Kay Rhodes	GOONDIWINDI
Mr	Garry Richter	MALENY
Ms	Toni Riordan	ST AIDAN'S SCHOOL
Mr	Mark Robinson	ROSEWOOD
Mr	Jeffery Rogers	WARWICK
Mrs	Isobel Rohde	MANLY-TINGALPA
Mr	Christopher Rohde	MANLY-TINGALPA
Mrs	Joanne Rose	CARINDALE

## SYNOD ROLL LAY MEMBERS 2019

NAME	PARISH
Mr Ian Russell	THE LAKES ANGLICAN CHURCH
Mr Joseph Samson	TOOWONG
Ms Rona Sandilands	KINGAROY
Mrs Patricia Schmidt	GOLD COAST NORTH
Mr Steve Scott	St John's Anglican College
Mr Bart Seaton-Said	EAST BRISBANE
Mr Robert Seljak	HILLBROOK ANGLICAN SCHOOL
Mrs Susan Sharpe	ROMA
Mrs Carolyn Siemsen	NUNDAH
Mr Paul Sime	EAST REDLAND
Ms Aileen Sinclair	MUDGEERABA
Mrs Angela Slack	GAYNDAH
Dr Mark Sly	COOMERA ANGLICAN COLLEGE
Mr Victor Smith	EVERTON PARK
Mr Donald Smith	BULIMBA
Mr David Sneesby	ITHACA - ASHGROVE
Mr David South	NAMBOUR
Mr Grant Sparks	ITHACA - ASHGROVE
Ms Ruth Sparks	MEC - ANGLICAN YOUTH MINISTRIES (Northern Region)
Mr Robert Standish-White	CLAYFIELD, ST MARK'S
Mrs Aline Stinton	WATERLOO BAY
Mrs Joan Suosaari	ASPLEY - ALBANY CREEK
Mrs Kathryn Swansson	BEAUDESERT
Mr Robert Sweeney	WATERLOO BAY
Mrs Gail Symons	BRAMBLE BAY
Mrs Vivien Taylor	INALA
Mr Jeff Thomas	CANTERBURY COLLEGE
The Hon Justice David Thomas	Deputy Chancellor
Mr Allan Thomson	BULIMBA
Deaconess Margaret Thornton	BURLEIGH HEADS
Dr Samantha Towers	MOGGILL-MT CROSBY
Dr Philip Towers	MOGGILL-MT CROSBY
Mr Peter Tranter	HENDRA-CLAYFIELD
Mrs Gayle Tuckwood	EAST REDLAND
Mrs Sally Turnbull	CHINCHILLA
Mrs Kay Turner	CALOUNDRA WITH GLASSHOUSE COUNTRY
Mr John Turner	CALOUNDRA WITH GLASSHOUSE COUNTRY
Ms Loretta Tyler-Moss	LOGAN
Mr Duncan Unwin	ITHACA - RED HILL
Mr Lewis von Stieglitz	WARWICK
Mrs Susan Waddell	DALBY
Mr Greg Wain	THE SOUTHPORT SCHOOL
Ms Cecile Wake	ST AIDAN'S SCHOOL
Mr Milton Walit	LAIDLEY
Ms Heather Walker	HOLLAND PARK

## SYNOD ROLL LAY MEMBERS 2019

NAME	PARISH
Ms Suzanne Walker	GREEN HILLS
Mr Patrick Wallas	ALL SAINTS' ANGLICAN SCHOOL
Ms Linda Wallis	SAMFORD
Mrs Margaret Warren	STANTHORPE
Mr Brough Warren	STANTHORPE
Mrs Jenny Wedemeyer	BUNDABERG WEST
Mrs Lorraine West	PITTSWORTH
Mr Raymond White	REDCLIFFE
Mr Koda Whitney	JIMBOOMBA
Mrs Glenys Willocks	KILCOY
Mr Bruce Wilson	SOUTH BRISBANE
Dr Julie Wilson-Reynolds	ST HILDA'S SCHOOL
Mr Gregory Windsor	FRESHWATER
Mrs Tina Woodall	DRAYTON
Mr Peter Wornham	SOUTH BRISBANE
Mr Joe Wright	FRASER COAST ANGLICAN COLLEGE
Dr Jack Wright	GYMPIE
Mr Mark Young	ANNERLEY
Mr Warren Young	COORPAROO
Mr Graham Young	HOLLAND PARK
Mr Jason Zagami	SOUTHPORT

## **PERMISSION TO ATTEND SYNOD**

### **Attendance at Synod – under Section 3**

Ms Karen Crouch	Executive Director, Community Services Commission
Ms Sherril Molloy	Executive Director, Anglican Schools Commission
Ms Sandra Long	Executive Director, Finance and Diocesan Services Commission
Mr Douglas Porter	Chair, Finance and Diocesan Services Commission
Dr Stephen Harrison	Executive Director, Parishes and Other Mission Agencies Commission
Mrs Cathy Grant	Chair, Parishes and Other Mission Agencies Commission
Mr Jonathan Sargeant	Director Lay Education, Ministry Education Commission
Ms Fiona Hammond	Lay Education Project Officer, Ministry Education Commission
Mr Jonathan Kemp	Director Youth, Children and Families Ministry, Ministry Education Commission
Ms Christine Ellis	RAP Co-ordinator

### **Clergy in Locum-Tenens Situations or Permission to Officiate requests – under Section 3**

The Rev'd William Pearson  
 The Rev'd Jamee-Lee Callard  
 The Rev'd Owen Strong  
 The Rev'd Marjorie Charrington (locum – Crows Nest)  
 The Rev'd Peter Moore  
 The Rev'd William Redman  
 The Rev'd Professor Rodney Wolff  
 The Rev'd Malcolm Bell  
 The Rev'd Canon Emeritus Bruce Maughan  
 The Rev'd Canon Dr James McPherson  
 The Rev'd David Snape  
 The Rev'd Bruce Sligo

## DIOCESAN STATISTICS

**SYNOD – 1 September 2018 – 1 June 2019**

### DEATHS

The Rev'd James Ajak  
 The Rev'd John Leslie Drayton  
 The Rev'd Betty Handley OAM  
 The Rev'd Ian James Walter McAlister  
 The Rev'd Joan Pascoe  
 The Rev'd Thomas Smith

### ORDINATIONS

#### PRIESTS

<p>The Rev'd Deborah Bird          The Rev'd Zoe Browne          The Rev'd Rosemary Gardiner          The Rev'd Peter Jeffery</p>	<p>The Rev'd Stephen Monsiegnur          The Rev'd Dr Timothy Nicholson          The Rev'd Bronwyn Pagram</p>
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#### DEACONS

<p>The Rev'd Susan Barker          The Rev'd Danielle Clark          The Rev'd Richard Gummow</p>	<p>The Rev'd Beryl Nielsen          The Rev'd Erika Williams          The Rev'd Scott Windred</p>
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### NEW LICENCES

<p>BROWN, The Rev'd Thomas William Griffith          COLEMAN, The Rev'd John Anthony          DAVID, The Rev'd Sujit Solomon          DOW, The Rev'd Samuel George          LAMBOURNE, The Rev'd Max          ORPE, The Rev'd Robyn Louise (Louise)          RAY, The Rt Rev'd William James          TRIGG, The Rev'd Jane Elizabeth          WESLEY, The Rev'd Margaret Louise</p>	<p>Permission to Officiate, Parish of Fortitude Valley          Priest in Charge, Parish of Centenary Suburbs          Permission to Officiate, Parish of Eastern Hills          Honorary Assistant Priest, St Francis' College          Priest in Charge, Parish of Wilston          Priest in Charge, Parish of Rosewood          Permission to Officiate, St John's Cathedral          Permission to Officiate, Parish of Gympie          Assistant Priest, Parish of East Redland</p>
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### OTHER

<p>BAILEY, The Rev'd Ian Clive          BATE, The Rev'd Christopher John          BOASE, The Rev'd Canon Bruce Wayne          BOURKE, The Ven Kevin George          BROWNE, The Rev'd David Christopher          COLLEDGE, The Rev'd Canon Nicole          DONALDSON, The Rev'd Michael Philip          GEHRMANN, The Rev'd Jeremy          GREEN, The Rev'd Avriel Rhonda          HARLEY, The Rev'd Pauline Sondra          HART, The Rev'd Kay Gillian          HOBBS, The Rev'd Daniel Wayne          JAYARAJ, The Rev'd Daniel Paulraj          JOHNSON, The Rev'd Christopher Delpratt          JOHNSON, The Rev'd Lynda Beth          JOSEPH, The Rev'd Shaji          KING, The Rev'd Rebecca Charles          PAGET, The Rev'd Robert John          PERRY, The Rev'd Stewart Robert</p>	<p>Priest-in-Charge, Parish of Brisbane Valley          Priest-in-Charge, Parish of Booval          Area Dean, Deanery of Brisbane North West          Archdeacon of Lilley          Priest-in-Charge, Parish of Dalby          Priest-in-Charge, Parish of Clayfield          Priest-in-Charge, Parish of Sandgate-Northpoint          Rector, Parish of Coorparoo          Area Dean, Deanery of Redcliffe          Priest-in-Charge, Parish of Toowoomba West          Area Dean, Deanery of Southern Downs          Priest-in-Charge, Parish of Manly          Priest-in-Charge, Parish of Chermide          Associate Priest, Parish of Gold Coast North          Associate Priest, Parish of Gold Coast North          Priest-in-Charge, Parish of Gympie          Priest-in-Charge, Parish of Yeronga          Priest-in-Charge, Parish of Samford          Area Dean, Deanery of the Gold Coast</p>
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## DIOCESAN STATISTICS

RAYMOND, The Ven Laurel Anne  
REUSS, The Rev'd Harold Leslie

SCHMIDT, The Rev'd Andrew Norman  
SMITH, The Rev'd Canon Gary Leonard Douglas  
TEDMAN, The Rev'd Dr Debra Kay  
VAN DEN BOS, The Rev'd Canon Julia Rosalind  
VIEROW, The Rev'd Shan  
WILTON, The Rev'd Suzanne Louise

WINTERTON, The Ven Rodney Douglas

Archdeacon of Cunningham  
Priest-in-Charge, Parish of Nerang  
Priest-in-Charge, Parish of Mudgeeraba (part time)  
Rector, Parish of Bundaberg West  
Associate Priest, Parish of Mt Gravatt (for six months)  
Honorary Assistant Curate, Parish of Surfers Paradise  
Canon Pastor, St John's Cathedral  
Area Dean, Deanery of Moreton  
Priest-in-Charge, Parish of Indooroopilly  
Area Dean, Deanery of Brisbane West  
Archdeacon Emeritus

## PERMISSION TO OFFICIATE

ADAMS, The Rev'd Trevor Bruce  
BELL, The Rev'd John Charles  
BOTTOMLEY, The Rev'd Anne Patricia  
BOWER, The Rev'd Thomas Graham  
CALLARD, The Rev'd Jamee-Lee  
COLBERT, The Rev'd Canon Keith Stanley William  
DARBYSHIRE, The Rev'd Brian  
DUNN, The Rev'd Lynette Dorothy  
KNOTT, The Rev'd Canon Neville James  
LEONG, The Rev'd Alfred George Boonkong  
MARKOTSIS, The Rev'd George William  
MARSHALL OAM, The Rev'd Canon Alexander Neil  
MARSHALL, The Rev'd Ian James

NICHOLSON, The Rev'd Dr Colin Lionel  
OATES, The Rev'd Graham Mitford  
O'BRIEN, The Rev'd Michael Aidan  
PEIRIS, The Rev'd Lionel James Harold (Br Lionel)  
REEDER, The Rev'd Geoffrey Edward

SEARLE, The Rev'd John Alexander  
SNAPE, The Rev'd David Roy  
SWIFT, The Rev'd John Edward

TWINE, The Rev'd Malcolm George

UTHER, The Rev'd Peter Francis  
WINTERTON, The Ven Rodney Douglas  
WOLFF, The Rev'd Professor Rodney Carl

Permission to Officiate, Parish of Springfield  
Honorary Deacon PTO, Parish of Ipswich  
Retired Permission to Officiate, Parish of Redcliffe  
Permission to Officiate, Parish of Allora-Clifton  
Permission to Officiate, Parish of Wynnum  
Retired Permission to Officiate, Parish of Bulimba  
Retired Permission to Officiate, Parish of Rochedale  
Retired Permission to Officiate, Parish of Gold Coast North  
Retired Permission to Officiate, Parish of East Redland  
Permission to Officiate, Parish of Annerley  
Retired Permission to Officiate, Parish of St John's Cathedral  
Retired Permission to Officiate, Parish of Kangaroo Point  
Permission to Officiate, Parish Caloundra with Glasshouse  
Country  
Permission to Officiate, Parish of Kenmore-Brookfield  
Retired Permission to Officiate, Parish of Centenary Suburbs  
Permission to Officiate, Parish of Redcliffe  
Retired Permission to Officiate, Parish of Annerley  
Retired Permission to Officiate, Parish of Kenmore-Brookfield  
Missioner to Communities, Parish of Quilpie  
Permission to Officiate, Parish of Annerley  
Permission to Officiate, Parish of St James' Toowoomba  
Retired Permission to Officiate, Parish of Aspley-Albany  
Creek  
Retired Permission to Officiate, Parish of St Luke's  
Toowoomba  
Permission to Officiate, Parish of Burleigh Heads  
Permission to Officiate, Parish of Allora-Clifton  
Permission to Officiate, Parish of Ekibin

## RESIGNATIONS

BISHOP, The Rev'd Marian Janet  
CALDER, The Rev'd Mark Norman  
GABI, The Rev'd Ibrahim  
JOHNSON, The Ven Christopher Delpratt  
OGDEN, The Rev'd Steven Geoffrey  
O'LOUGHLIN, The Rev'd Dr Imelda Mary  
PERRY, The Rev'd Stewart Robert

WARREN, The Rev'd Dr Graham John  
WOOD, The Rev'd Rodney Kenneth

From Priest in Charge, Parish of Cooroora  
From Honorary Assistant Priest, Parish of Yeronga  
From Rector of Parish of North Pine and Archdeacon of Lilley

From Honorary Assistant Priest, Parish of Roma  
From position as Priest in Charge Parish of Mudgeeraba  
Continuing as Rector of Parish of Mermaid-Robina  
From Priest in Charge, Parish of Roma  
From Chaplain to Queensland Police Service, Sth Bne District  
(remaining Honorary Assistant Priest, Alexandra Hills)

## ARCHBISHOP'S CERTIFICATE OF OFFICIATE ON SPECIAL OCCASIONS

MOODY, The Rev'd Craig William Joseph Allan  
MONAGHAN, The Rev'd Leslie Frank

Archbishop's Certificate  
Archbishop's Certificate



# HANDBOOK FOR SYNOD





# 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.
- (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.

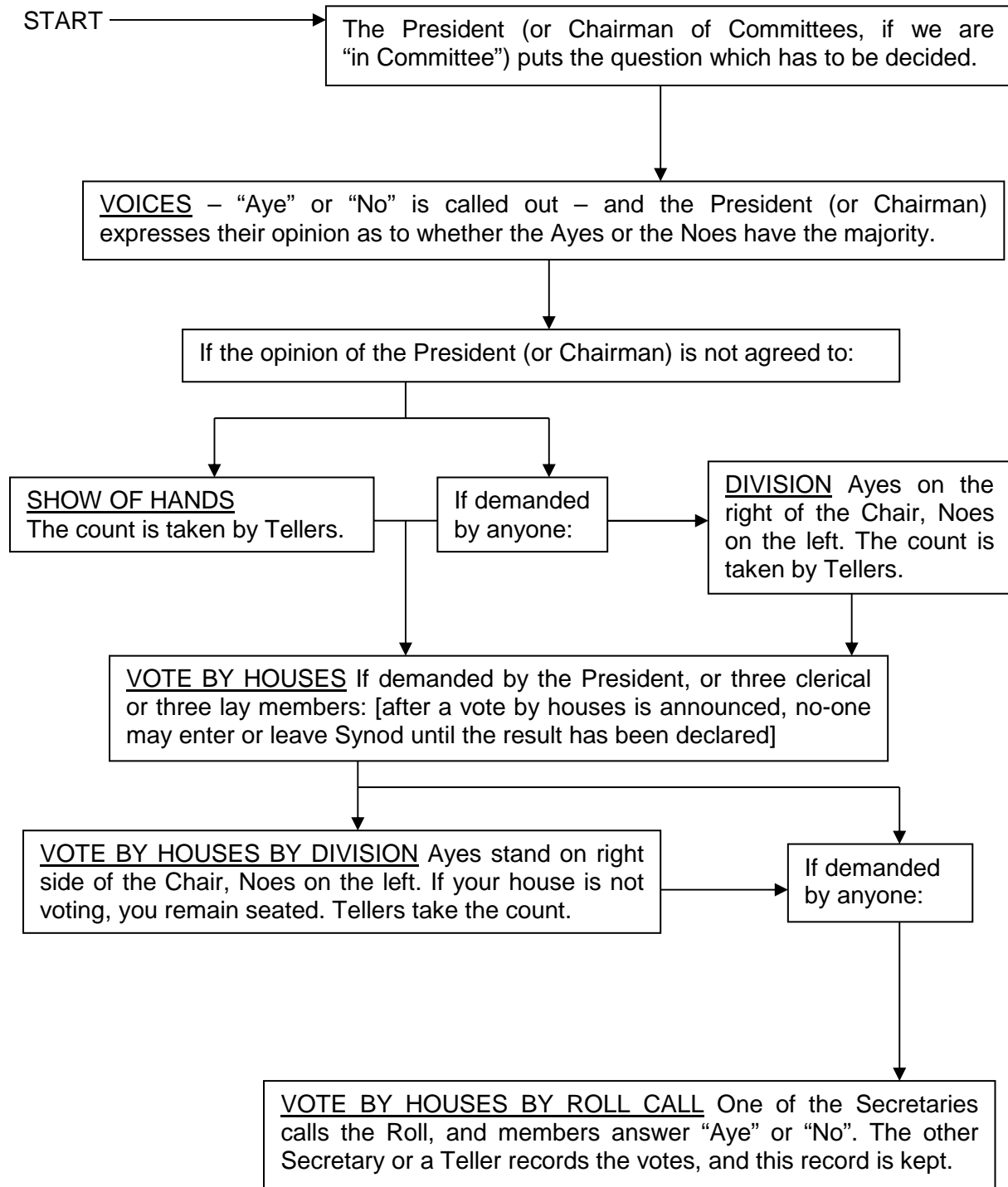
## The Public

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

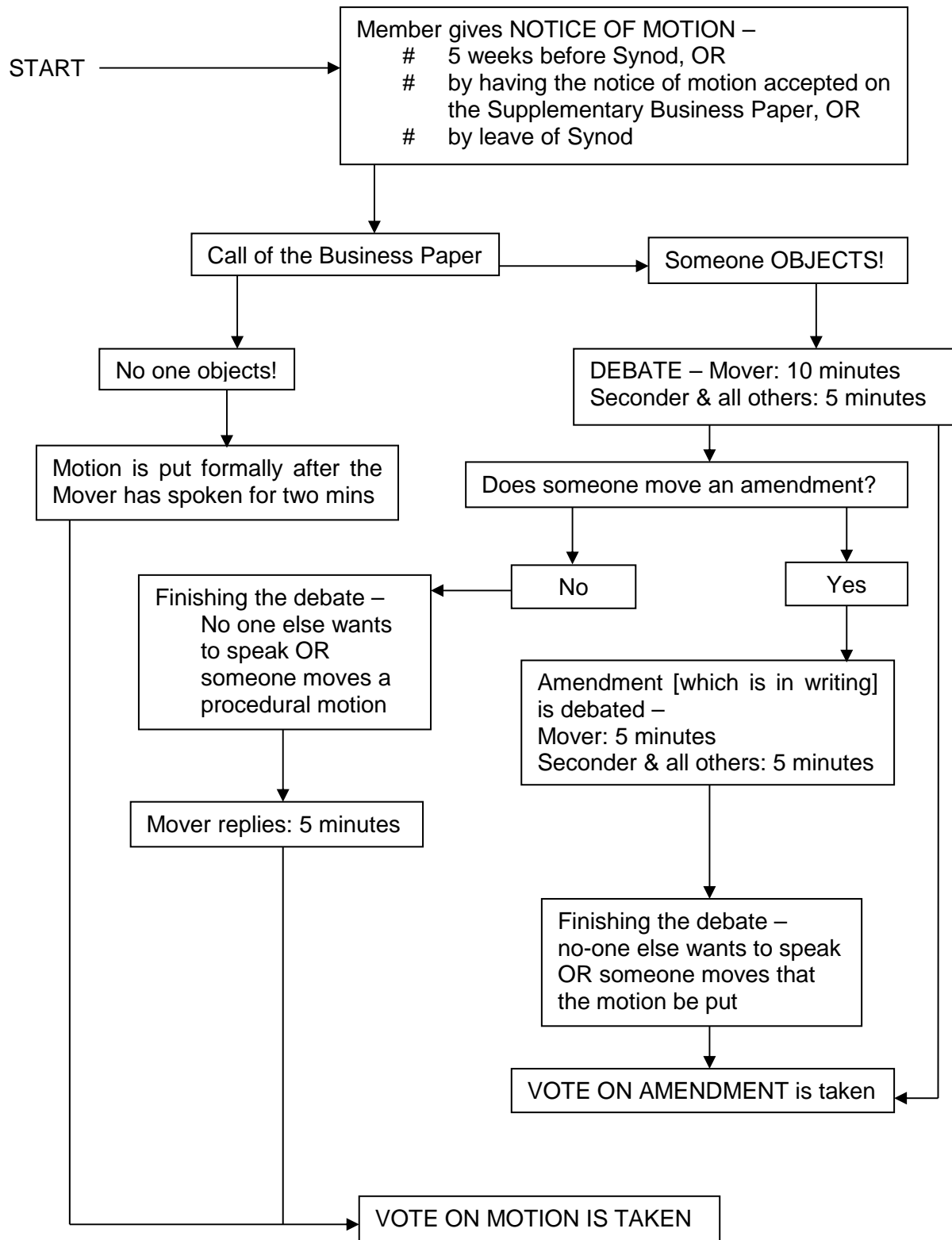
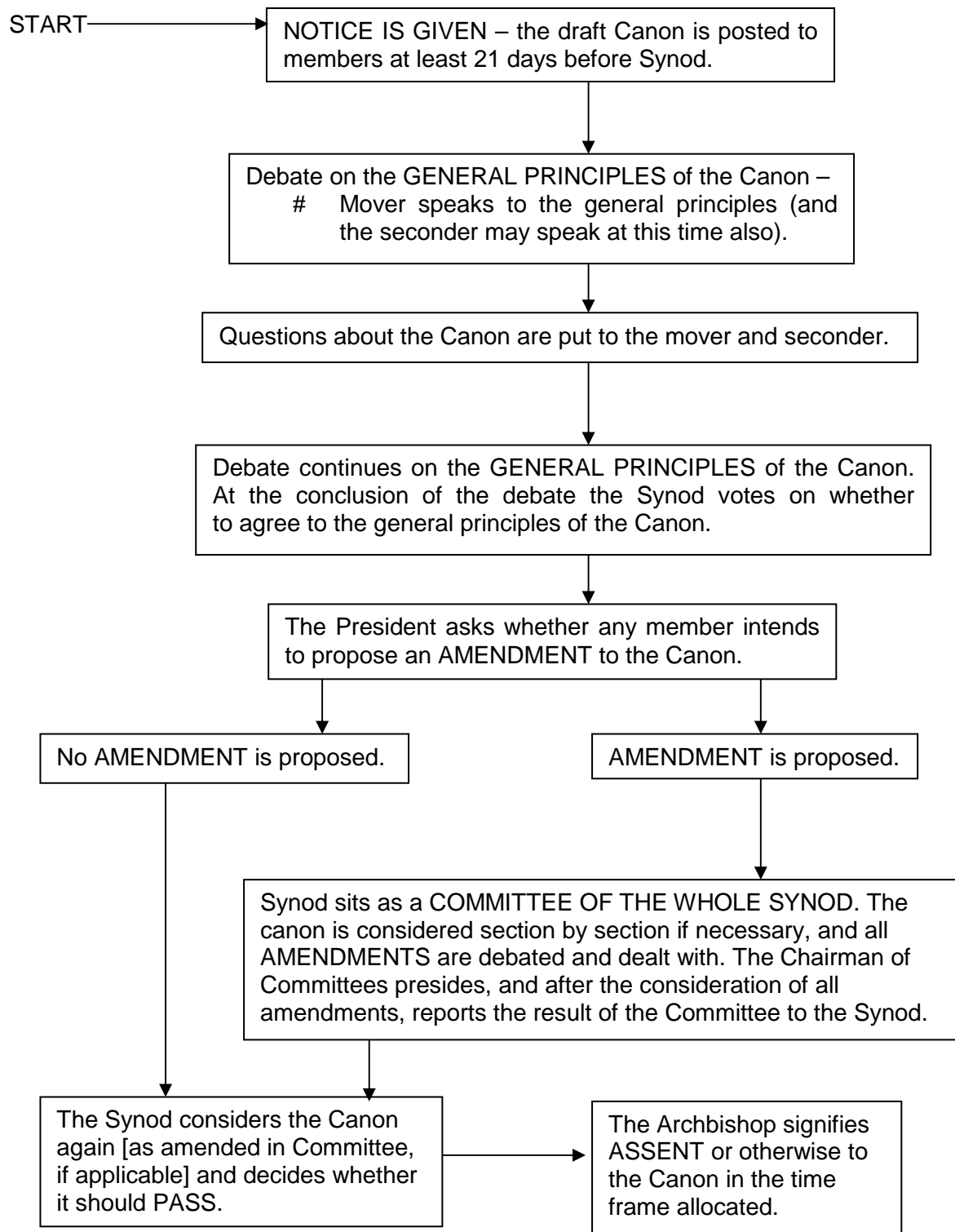


Figure 2

## Passing a Canon



**Figure 3**



# NOTICES







**BUILDINGS**

- 1 THE ANNEX
- 2 ARNOTT
- 3 BRENNAN PAVILION
- 4 THE CAMPBELL CENTRE
- 5 DARNELL
- 6 FISHER
- 7 HAYWARD MIDSON
- 8 JACKSON
- 9 JENSEN
- 10 LANSKEY
- 11 MAGNUS
- 12 MORRIS HALL
- 13 OLD BOYS PAVILION
- 14 THE CENTENARY LIBRARY
- 15 SCHOOL HOUSE
- 16 SIR JOHN PIDGEON SPORTS COMPLEX
- 17 STANLEY & MARY SMITH SCIENCE CENTRE
- 18 WALSH

**FACILITIES**

- 17
- C5
- G1
- K6
- F7
- C6
- G9
- F6
- E8
- E6
- E6
- E7
- F2
- H7
- J7
- F5
- F9
- F8
- 19 Administration Prep School
- 11 Administration Senior
- 20 Barry McCarr t Aquatic Centre
- 21 Chapel
- 26 Churchie Shop
- 23 David Turbayne Tennis Centre
- 24 Gerald House
- 25 Goodwin House
- 22 Health Centre
- 10 Lanskey Auditorium
- 15 Library
- 8 Main Reception
- 17 Nichols Theatre
- 27 Oaklands Child Care & Kindergarten
- 28 Prep School
- 29 Property & Works Office
- 30 Viking Café

- Public Entry Gate
- Information Map
- Visitor & Student Toilets

Caretaker Contact: 0411 749 008

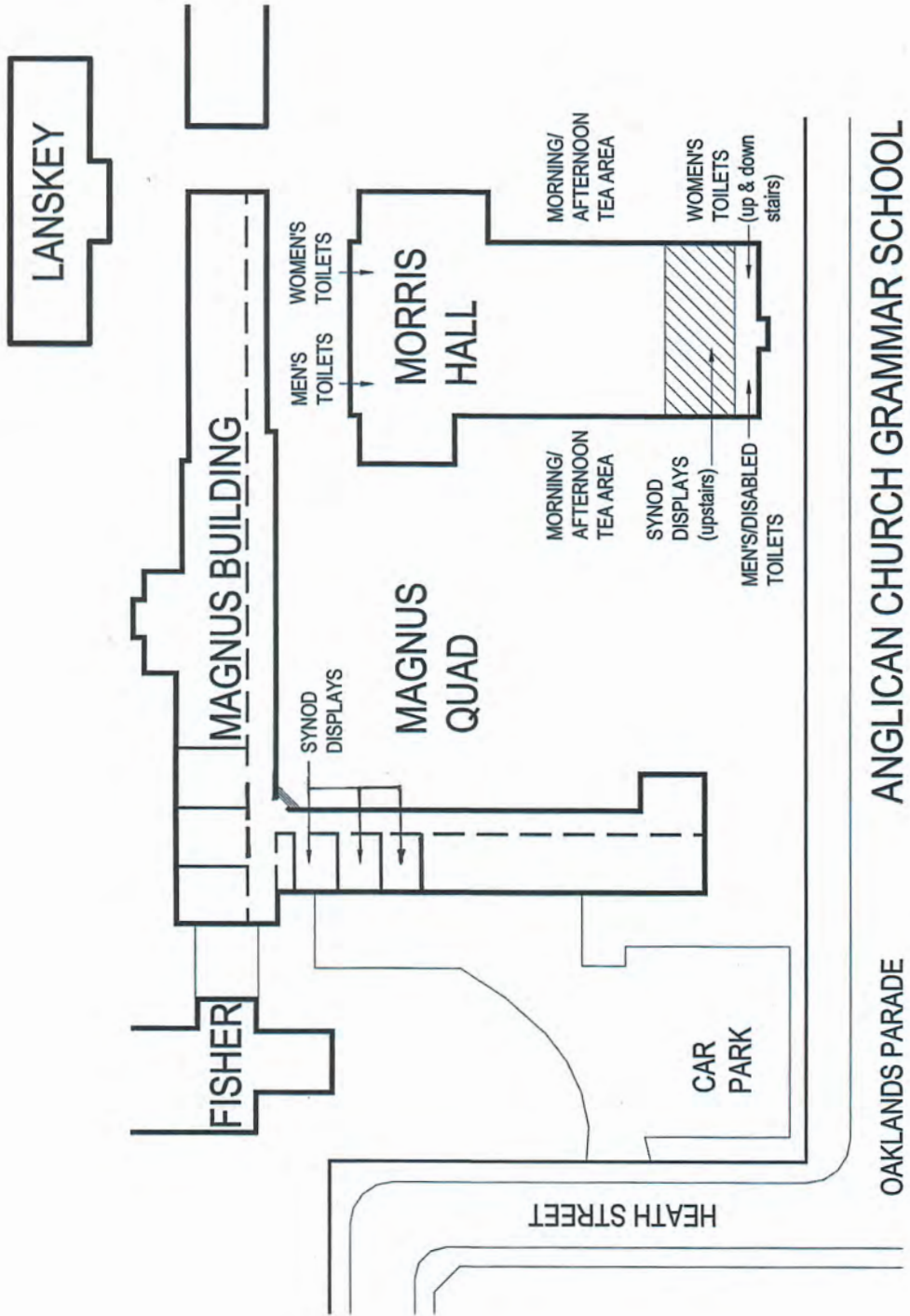
**SITE MAP**



**MAP 1 - CAMPUS**

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Map 2 - School Buildings  
Back to Contents page

# Parking Notice

## ALL SYNOD REPRESENTATIVES

### IMPORTANT NOTICE REGARDING SYNOD PARKING ON FRIDAY

#### Cathedral Square – Parking Arrangement Protocol

**On Friday 28 June** to be able to park in the car park across the road from St John's Cathedral you must **pre-book ONLINE** in order to secure a car park. If you pre-book the cost will be \$8.00.

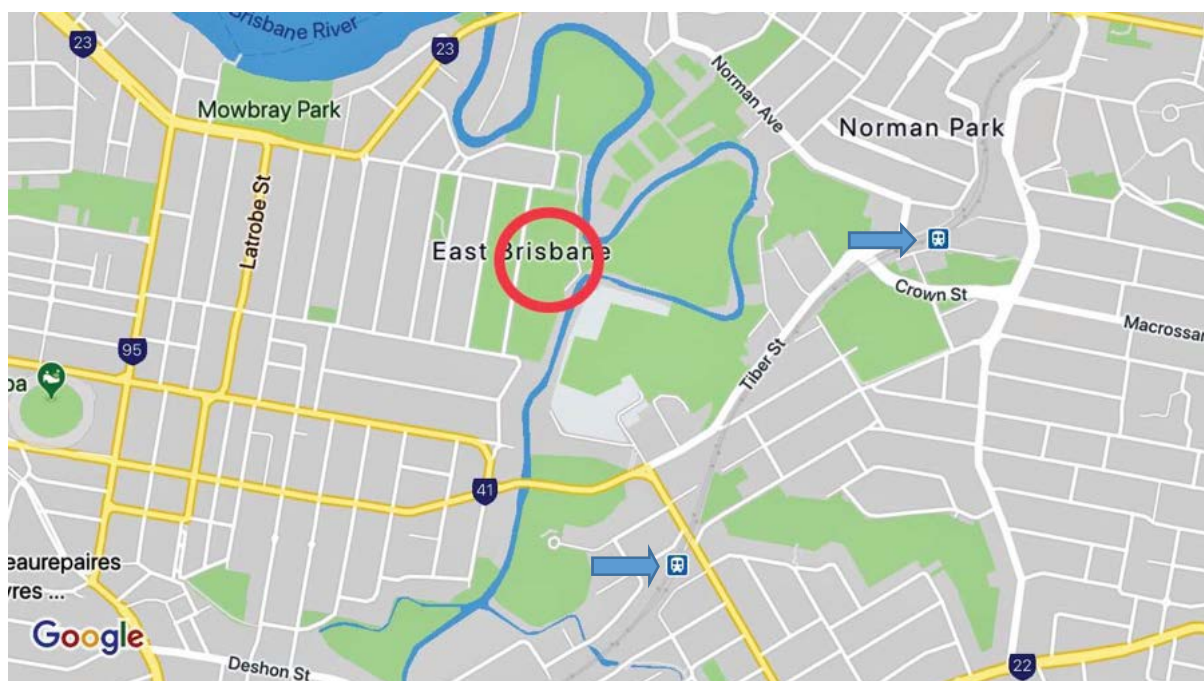
If you do not pre-book the cost will be \$11.00 and there is no guarantee of a car park being available.

[Click here to visit the website](#)

# 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 click [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.

# 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."

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## Telephone

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

**0407 034 266**

Please see the events co-ordinator should a landline be required.

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## Synod Meals

Before the Synod Eucharist, you are invited to enjoy a light meal in the Cathedral from 5.30pm on **Friday 28 June**.

The Anglican Church Grammar School will cater for lunch and dinner at the School on Saturday, and lunch on Sunday.

Breakfast will be provided on Saturday and Sunday for those staying in the boarding house.

Saturday dinner will be served (fork/plate style) in the Brenan Pavilion area/Barry McCart Aquatic Centre Courtyard (see refs 3 and 21 on the map). This is an outside area – gas heaters will be provided together with some seating. This is an ideal opportunity to mingle with other Synod attendees. Alcoholic and non-alcoholic beverages will be served.

*Bring a warm jacket.*

---

**Please remember to bring and wear your name tags.**





# PRAYERS & READINGS





## Saturday Evening

Grace to you and peace

**from God our Father and the Lord Jesus Christ.**

(Ephesians 1.2)

Glory to God; Father, Son and Holy Spirit:

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

*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.

(Psalm 23)

*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)

*The Psalms as appointed.*

**Psalm 147**

- 1 O praise the Lord, for it is good to sing praises to our God:  
and to praise him is joyful and right.
- 2 The Lord is rebuilding Jerusalem:  
he is gathering together the scattered outcasts of Israel.**
- 3 He heals the broken in spirit:  
and binds up their wounds.
- 4 He counts the number of the stars:  
and calls them all by name.**
- 5 Great is our Lord, and great is his power:  
there is no measuring his understanding.
- 6 The Lord restores the humble:  
but he brings down the wicked to the dust.**
- 7 O sing to the Lord a song of thanksgiving:  
sing praises to our God upon the harp.
- 8 He covers the heavens with cloud, and prepares rain for the earth:  
and makes the grass to sprout upon the mountains.**
- 9 He gives the cattle their food:  
and feeds the young ravens that call to him.
- 10 He takes no pleasure in the strength of a horse:  
nor does he delight in anyone's legs,**
- 11 But the Lord's delight is in those that fear him:  
who wait in hope for his mercy.
- 12 Praise the Lord, O Jerusalem:  
sing praises to your God, O Zion.**
- 13 For he has strengthened the bars of your gates:  
and blessed your children within you.
- 14 He makes peace within your borders:  
and satisfies you with the finest wheat.**
- 15 He sends his command to the earth:  
and his word runs very swiftly.
- 16 He gives snow like wool:  
and scatters the hoar-frost like ashes.**
- 17 He sprinkles his ice like morsels of bread:  
and the waters harden at his frost.
- 18 He sends out his word and melts them:  
he blows with his wind and the waters flow.**
- 19 He made his word known to Jacob:  
his statutes and judgements to Israel.
- 20 He has not dealt so with any other nation:  
nor have they knowledge of his laws. Praise the Lord.**

*At the end there may follow*

Lord Christ, eternal Word and Light of the Father's glory: send your light and your truth that we may 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.**

*One or two Readings from the Bible as appointed.*

**Reading**  
**James 5**

Come now, you rich people, weep and wail for the miseries that are coming to you. <sup>2</sup>Your riches have rotted, and your clothes are moth-eaten. <sup>3</sup>Your gold and silver have rusted, and their rust will be evidence against you, and it will eat your flesh like fire. You have laid up treasure for the last days. <sup>4</sup>Listen! The wages of the labourers who mowed your fields, which you kept back by fraud, cry out, and the cries of the harvesters have reached the ears of the Lord of hosts. <sup>5</sup>You have lived on the earth in luxury and in pleasure; you have fattened your hearts in a day of slaughter. <sup>6</sup>You have condemned and murdered the righteous one, who does not resist you.

<sup>7</sup>Be patient, therefore, beloved, until the coming of the Lord. The farmer waits for the precious crop from the earth, being patient with it until it receives the early and the late rains. <sup>8</sup>You also must be patient. Strengthen your hearts, for the coming of the Lord is near. <sup>9</sup>Beloved, do not grumble against one another, so that you may not be judged. See, the Judge is standing at the doors! <sup>10</sup>As an example of suffering and patience, beloved, take the prophets who spoke in the name of the Lord. <sup>11</sup>Indeed we call blessed those who showed endurance. You have heard of the endurance of Job, and you have seen the purpose of the Lord, how the Lord is compassionate and merciful.

<sup>12</sup>Above all, my beloved, do not swear, either by heaven or by earth or by any other oath, but let your "Yes" be yes and your "No" be no, so that you may not fall under condemnation.

<sup>13</sup>Are any among you suffering? They should pray. Are any cheerful? They should sing songs of praise. <sup>14</sup>Are any among you sick? They should call for the elders of the church and have them pray over them, anointing them with oil in the name of the Lord. <sup>15</sup>The prayer of faith will save the sick, and the Lord will raise them up; and anyone who has committed sins will be forgiven. <sup>16</sup>Therefore confess your sins to one another, and pray for one another, so that you may be healed. The prayer of the righteous is powerful and effective. <sup>17</sup>Elijah was a human being like us, and he prayed fervently that it might not rain, and for three years and six months it did not rain on the earth. <sup>18</sup>Then he prayed again, and the heaven gave rain and the earth yielded its harvest.

<sup>19</sup>My brothers and sisters, if anyone among you wanders from the truth and is brought back by another, <sup>20</sup>you should know that whoever brings back a sinner from wandering will save the sinner's soul from death and will cover a multitude of sins.

*The reading 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)

The Canticle, the Easter Anthems  
 Christ our Passover has been sacrificed for us:  
     so let us celebrate the feast,  
 Not with the old leaven of corruption and wickedness:  
     but with the unleavened bread of sincerity and truth.  
 Christ once raised from the dead dies no more:  
     death has no more dominion over him.  
 In dying, he died to sin once for all:  
     in living, he lives to God.  
 See yourselves, therefore, as dead to sin:  
     and alive to God in Jesus Christ our Lord.  
 Christ has been raised from the dead:  
     the first fruits of those who sleep.  
 For since by one man came death:  
     by another has come also the resurrection of the dead,  
 For as in Adam all die:  
     even so in Christ shall all be made alive.

*The Prayers*

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

*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.**

*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.

*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.**

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.** (Revelation 22.13)

## TIS 699 A New Commandment I Give Unto You



A new commandment I gave unto you  
 that you love one another as I have loved you,  
 that you love one another as I have loved you.

By this will others know that you  
 are my disciples if you have love one for another;  
 by this will others know that you are my disciples  
 if you have love for one another.

*Source unknown*

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# Sunday Morning

## Preparation

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

My heart tells of your word, 'Seek my face.'  
**Your face, Lord, will I seek.** (*Psalm 27.10*)

We praise you, O God,  
 we acclaim you as the Lord;  
 all creation worships you,  
 the Father everlasting.  
 To you all angels, all the powers of heaven,  
 the cherubim and seraphim, sing in endless praise:  
 Holy, holy, holy Lord, God of power and might,  
 heaven and earth are full of your glory.  
 (*from Te Deum Laudamus*)

## Praise

(Sit)

### Psalm 19

- 1 The heavens declare the glory of God:  
 and the firmament proclaims his handiwork;
- 2 One day tells it to another:  
 and night to night communicates knowledge.**
- 3 There is no speech or language:  
 nor are their voices heard;
- 4 Yet their sound has gone out through all the world:  
 and their words to the ends of the earth.**
- 5 There he has pitched a tent for the sun:  
 which comes out as a bridegroom from his chamber,  
 and rejoices like a strong man to run his course.
- 6 Its rising is at one end of the heavens,  
 and its circuit to their farthest bound:  
 and nothing is hidden from its heat.**
- 7 The law of the Lord is perfect, reviving the soul:  
 the command of the Lord is true,  
 and makes wise the simple.
- 8 The precepts of the Lord are right,  
 and rejoice the heart:  
 the commandment of the Lord is pure,  
 and gives light to the eyes.**
- 9 The fear of the Lord is clean, and endures for ever:  
 the judgements of the Lord are unchanging,  
 and righteous every one.
- 10 More to be desired are they than gold,  
 even much fine gold:  
 sweeter also than honey,  
 than the honey that drips from the comb.**
- 11 Moreover, by them is your servant taught:  
 and in keeping them there is great reward.

## The Word of God

### Psalmody

**12 Who can know their own unwitting sins?:****O cleanse me from my secret faults.**

13 Keep your servant also from presumptuous sins,  
lest they get the mastery over me:  
so I shall be clean, and innocent of great offence.

**14 May the words of my mouth and the meditation  
of my heart be acceptable in your sight:****O Lord, my strength and my redeemer.**

Christ the sun of righteousness,  
rise in our hearts this day,  
enfold us in the brightness of your love  
and bear us at the last to heaven's horizon;  
for your love's sake. **Amen**

**Short reading**

Wisdom says, 'I was beside him, like a master worker; and I was daily his delight, rejoicing before him always, rejoicing in his inhabited world and delighting in the human race'.  
(Proverbs 8.30,31)

**Response**

Jesus said, I am the living bread that came down from heaven.  
**Whoever eats of this bread will live for ever.** (John 6.51a)

**Prayers**

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.**

*The Collect of the day or the following prayer is said*

Christ be with me, Christ within me,  
Christ behind me, Christ before me,  
Christ beside me, Christ to win me,  
Christ to comfort and restore me.  
Christ beneath me, Christ above me,  
Christ in quiet, Christ in danger,  
Christ in hearts of all that love me,  
Christ in mouth of friend and stranger.  
**Amen.** (from St Patrick's Breastplate)

*The Lord's Prayer is said.*

**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.**

**The Conclusion**

May God who made both heaven and earth bless us. **Amen.**



(Stand)

TIS 607 **Make me a channel of your peace**

Make me a channel of your peace.  
 Where there is hatred let me bring your love;  
 where there is injury, your pardon,  
 Lord; and where there's doubt, true faith in you.

*Master, grant that I may never seek  
 so much to be consoled as to console,  
 to be understood as too understand,  
 to be loved, as to love with all my soul.*

Make me a channel of your peace.  
 Where there's despair in life, let me bring hope;  
 where there is darkness, let me bring your light;  
 and where there's sadness, ever joy.

*Master, grant that I may never seek  
 so much to be consoled as to console,  
 to be understood as too understand,  
 to be loved, as to love with all my soul.*

Make me a channel of your peace.  
 It is in pardoning that we are pardoned,  
 in giving of ourselves we receive,  
 and in dying that we're born to eternal life.

*Based on an anonymous prayer (French) c. 1900  
 This version by Johann Sebastian Templehoff ('Sebastian Temple') 1928-1997*

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