



YEAR BOOK 2019



YEAR BOOK

of the

Diocese of Brisbane

Province of Queensland

Anglican Church of Australia

2019

VOLUME I

REPORTS TO SYNOD

OF

DIOCESAN COUNCIL

CATHEDRAL CHAPTER

COMMISSIONS & COMMITTEES

DIOCESAN ORGANISATIONS

MISSIONARY AGENCIES

COLLEGES & SCHOOLS

with

STATEMENTS OF ACCOUNTS



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Archbishop Phillip Aspinall meeting members of the Malu Kiai Mura Buway Dancing Corporation, originally from Boigu Island Torres Strait, on Commonwealth Day on 12 March 2019.

Diocesan Council

2018 Report

Overview & Outlook

Diocesan Council's activities are centred on the mission of God in the Diocese: The Mission of the Church is the Mission of Christ – to proclaim the good news of the kingdom of God.

Council meetings commence with worship and prayer as members seek God's blessing on their deliberations and seek to discern God's will for the Anglican Church in Southern Queensland.

Following membership changes after the 2017 Synod elections, 2018 was a year in which new Diocesan Council members settled into their roles and the Council continued to address the challenges facing the Anglican Church in Southern Queensland.

Central to Diocesan Council's governance activities were:

- Ongoing engagement with the Commissions, approving their strategic plans and receiving reports on their implementation.
- Strategic discussions around parish data analysis and actions required to help parishes flourish, including discussions on the parish growth framework, leadership development and linking parish property decisions more closely to mission plans.
- Final implementation of the governance and shared services review undertaken in 2017.
- Approving a revised risk management policy to suit the new structure and continuing to monitor key risk and compliance areas.
- Continuing to address policies for safer ministry and responding to claims relating to child sexual abuse, particularly in the context of the introduction of the National Redress Scheme.

Following implementation of the governance and shared services review, three key operating areas for the Diocese have emerged: Diocesan Operations, Community Services/Anglicare (CSC) and Schools / Early Childhood Services (ASC).

Diocesan Operations refers to the areas of operation most closely aligned to contributing to parish health and flourishing: the Archbishop and Regional Bishops, the General Manager's Office, FDSC, PMC and MEC.

Diocesan Council has engaged with how the activities of Diocesan Operations can be more closely focussed on supporting ministry in parishes and other agencies. This includes consideration of how the other operating areas of the Diocese contribute to this, particularly Schools / Early Childhood Services.

The outlook for Diocesan Council in 2019 has started with consideration of three key focus areas:

- Renewing and reforming culture and traditions
- Parish Health
- Resourcing & Sustainability.

Renewing & Reforming Culture & Traditions – This area focuses on our culture and traditions and how these may be renewed or reformed to help us all share in God’s mission in the Diocese. We are challenged to look to what has been compelling about Anglicanism through history and how that is translated to our current time. It challenges us to be both faithful to God and to our culture and those traditions and effective in how we express them today. This links closely into the key area of focus in parish health (below).

Examples of actions:

- Developing and implementing an 18-30s strategy based on being faithful and effective
- Reviewing and renewing the vision for Anglican Schools
- Justice policy and advocacy

Parish Health – Focuses on developing and implementing a parish growth framework:

- Centred on leadership, strategy and resources
- An agreed approach to measuring parish health
- Discerning actions and strategies for parishes to collaborate with each other
- Providing support for the wellbeing of our leaders.

Other actions include:

- Establishing a leadership development framework for ACSQ for ordained and lay leaders
- Identifying and developing flexibly delivered ministry education offerings for clergy and lay people that empower them to share their faith
- Developing and implementing a whole of Church model to embed safe ministry in our Church culture.

Resourcing & Sustainability – FDSC has developed a detailed strategic plan and road map over 2019–21 centred on resourcing our mission imaginatively and sustainably. Diocesan Council has also stated its intention that the Diocesan budget return to balance in 2021.

Significant investment has been made to develop capabilities and resources to provide the services that can assist parishes to flourish. The key strategic challenge is whether

we can sustainably afford the capabilities and resources that have been developed and if not where are the priorities for future investment?

The members of Diocesan Council look forward to continuing to serve Synod and the Diocese.

Functions of Diocesan Council

Section 12 of the Diocesan Council Canon provides for Diocesan Council to undertake the following functions:

- Provide advice to the Archbishop, as required between sessions of Synod, for the good governance of the Church.
- Oversee and direct the broad directions and priorities of the Church in this Diocese and oversee, monitor and control the directions, policies and operations of the Commissions formed under the Diocesan Governance Canon, so as to achieve the mission and fundamental objectives of the Church in this Diocese.
- Prepare the business for each session of the Synod to ensure the effective governance and management of the Church in this Diocese.
- Listen to, debate and formulate responses to issues confronting this Diocese, the Anglican Church of Australia and the world-wide Anglican Communion in order to fully participate in the Anglican Communion.
- Discharge its responsibilities under the Constitutions and Canons in force in the Diocese.

Diocesan Council Membership & Meetings

The Diocesan Council met on nine occasions during the year with the Archbishop presiding at all meetings except for two, which were presided over by Bishop Cameron Venables. Membership during 2018 was as follows:

		No. of meetings attended	No. of meetings while a member
The Most Rev'd Dr PJ Aspinall		7	9
The Right Rev'd JD Greaves		7	9
The Right Rev'd AJ Roundhill	Bishop for the Southern Region from 14/4/18	7	7
The Right Rev'd AM Taylor	Leave of absence from 31/12/17. Ceased as Bishop for the Southern Region from 14/4/18.	0	2
The Right Rev'd CD Venables		6	9
The Right Rev'd G Fryar	Attended as Locum Bishop for the Southern Region from 22/2/18	1	2
The Ven J Worrall		7	9
The Rev'd Canon GF Harch		8	9
The Rev'd G Hoyte		8	9
The Rev'd A Lowe		6	9
The Rev'd G Moses		9	9
Dr G Dashwood		9	9
Mrs J Dyke		6	9
Dr R S Kerr		7	9
The Hon Justice D Mullins (Chancellor)		7	9
Mr D Sneesby		9	9
Mr D O'Connor		8	9

Council was assisted in its deliberations by a number of advisers, including:

- Deputy Chancellor
- Chairs and Executive Directors of Commissions
- Archbishop's Chaplain

The Right Rev'd Alison Taylor

In 2017, Bishop Alison Taylor announced her retirement as Bishop for the Southern Region. Bishop Taylor remained a member of Diocesan Council until the consecration of the new Bishop for the Southern Region on 14 April 2018, but was on leave of absence from 31 December 2017.

The Right Rev'd John Roundhill

Bishop John Roundhill was consecrated as Bishop for the Southern Region on 14 April 2018.

Archbishop's Matters

Royal Commission Recommendations

The Archbishop informed Council:

- The National Council of Churches in Australia was having an assembly in March 2018 to look at recommendations on how churches might approach professional supervision of clergy.
- The Standing Committee of General Synod called a special meeting on 24 March 2018 to give an update on the National Redress Scheme and to receive a report on the work planned at a national level to address Royal Commission recommendations.
- The PMC working committee looking at professional supervision had met before Christmas 2017 and work is underway on that recommendation.

Elections & Appointments

The Archbishop reported:

- Mrs Cathy Grant resigned as member and chair of CSC effective 31 May 2019. The Archbishop has appointed Dr Kim Forrester to succeed Mrs Grant as Chair from 1 June 2019.
- The Rev'd Canon Murray Harvey had been elected Bishop of the Diocese of Grafton.
- The Very Rev'd Dr Keith Joseph had been elected Bishop of the Diocese of North Queensland.
- The Rev'd Dr Mark Short had been elected Bishop of the Diocese of Canberra and Goulburn.

- The Archbishop had appointed Mr John Peden QC to the St John's (UQ) College Council and the College Council intends to appoint Mr Peden as Chair to succeed Mr Douglas Porter, who has served for 31 years on the Council.
- The Archbishop had appointed Mrs Cathy Grant as Chair of the PMC effective 1 June 2019.
- The Archbishop had appointed the Right Rev'd J Greaves as Chair of the ASC.

Provincial Co-operation

Council noted that the Provincial Bishops have sought to re-invigorate efforts to increase cooperation between the Dioceses of the Province. A provincial working group was formed led by the Executive Director, FDSC with all recognising opportunities to work together and share resources. The group intends to meet twice per year.

At the request of the Bishops of the Province, the General Manager has been developing a common professional standards legislative scheme for the Province. The Brisbane Legal Committee has been invited to work on the proposal.

General Manager's Annual Review

An annual review of the General Manager's position is underway. Two members of the Diocesan Council, Regional Bishops and Executive Directors were invited to provide feedback based on a detailed questionnaire. The Archbishop has met with the General Manager and agreed that a report will be provided to a members' only Diocesan Council meeting in early 2019.

Diocesan Council Matters

National Redress Scheme

Council resolved that the Diocese of Brisbane become a participating institution under the National Redress Scheme by way of the Anglican participating group and the Anglican representative entity, Anglican Representative (National Redress Scheme) Limited and that the General Manager be authorised to make the necessary application to give effect to this resolution.

The Diocese joined the scheme with effect from 4 December 2018.

Child Sex Abuse Claims Funding

Council noted a report from the Executive Director FDSC that ACSQ is in a position to fund anticipated child sex abuse claims. Based on the analysis, ACSQ has time to be imaginative and creative in working out effective funding strategies and exploring best use of property assets, and does not need to undertake immediate sales.

Diocesan Leadership Team (DLT) Charter

Following discussions on the governance and shared services review in 2017, Diocesan Council adopted a DLT Charter to better define the DLT's purpose as a forum for the senior leaders of Diocesan Operations and Commissions (Archbishop, Bishops, General Manager and Commission Executive Directors) to meet together to:

- Consider strategic issues raised by DC, Commissions and DLT members;
- Develop and facilitate a cohesive approach to the execution of Diocesan strategy as reflected in the Mission Action Plan;
- Provide a formal means of communicating issues relevant to multiple areas of Diocesan leadership, management and administration;
- Discuss actions required arising from DC business and provide input to the Archbishop and General Manager on the DC agenda;
- Provide mutual support and accountability in carrying out the members' respective leadership roles and foster a team approach to Diocesan leadership.

The DLT is a working group to facilitate implementation, accountability and support. The agenda for DLT aims to provide a balance between strategic matters, operational matters and opportunities for spiritual formation and theological reflection on Diocesan strategy and operations.

DARC Charter

Diocesan Council approved changes to the DARC Charter to refine its membership:

- the section of the DARC Charter headed Membership of the committee be amended to read:

Membership of the Committee

- ▶ Membership, including the Chair, are appointed by the Archbishop-in-Council.
- ▶ Membership of the committee will consist of a minimum of five and a maximum of seven members.
- ▶ A minimum of two members will be drawn from Diocesan Council, one of whom shall be the Chair of DARC. At least two thirds of the committee must be practicing Anglicans.
- ▶ At least one member will have 'financial expertise'.
- ▶ At least one member will have relevant industry expertise.
- ▶ At least one member each from CSC, FDSC and ASC.
- ▶ The term of appointment is for three years and can be extended for a further term subject to the composition and skill requirements of the committee. The maximum term is six years from the commencement of this Charter on 1 January 2013.
- ▶ Members are appointed on the basis of personal qualities and skills.

- Editorial changes to the DARC Charter to incorporate paragraph numbering.

DARC Membership

Diocesan Council reappointed Mr David Sneesby as the Chair of DARC for a further six years.

Diocesan Council appointed to DARC:

- the Rev'd Gillian Moses for three years from 1 January 2019 until 31 December 2021
- Dr Judy Smeed (ASC member) for a term ending 31 December 2020
- Dr Ruth Kerr (FDSC member) for a term ending 31 December 2020

Legal Committee – Appointments

Diocesan Council appointed to the Legal Committee:

- Mr Dan O'Connor (Chair)
- Professor Reid Mortensen
- Ms Angela Rae
- Ms Vaishi Rajanayagam
-

Report of the Professional Standards Committee (2015 to 2017)

Director of Professional Standards presented a report for the period noting the following:

- In 2016, 30% of files opened were from the St Paul's School Royal Commission case study period. The publicity generated increased contact from people.
- Workload for the Professional Standards Committee (PSC) increased significantly in 2017. Matters considered by the PSC were mostly related to child sexual abuse allegations and process failures.
- The typical length of time for resolving matters ranges from three to six months. Timeframes for addressing fitness for office matters can be unpredictable.
- The Office of Professional Standards manages staff wellbeing with a check in at monthly meetings. Every six months, a qualified psychologist facilitates training on vicarious trauma and strategies to minimise the impact of vicarious trauma and how to sustain resilience. Counselling is available to the Professional Standards Committee members and staff.

The Director was asked to develop an indicative timeframe for the investigation process to assist the Diocese with responding to questions from parishes and community members about timing.

Diocesan Council acknowledged the difficult work that the Office of Professional Standards staff undertake, and in particular, the dedication over a number of years of Ben Oberhardt.

Professional Standards Committee & Board Appointments

Diocesan Council appointed Ms Kathryn Volk to the Professional Standards Committee and made appointments to the Professional Standards Board panel:

- Mr Douglas Murphy QC
- The Rev'd Canon Nicole Colledge
- The Rev'd Paul Mitchell
- Dr Stephen Lee

Social Responsibilities Committee – Charter & Membership

The Social Responsibilities Committee (SRC) has been established as a Diocesan body. Diocesan Council adopted an SRC Charter to reflect the current purpose and work of the SRC and made the following appointments to the SRC for a term of three years:

- The Rev'd Tania Eichler
- Ms Eve James
- Dr Ruth Kerr
- The Rev'd Bronwyn Pagram
- The Rev'd Peter Moore
- The Rev'd Professor Rodney Wolff.

St John's College UQ MOU & Reporting Guidelines

Diocesan Council approved a Memorandum of Understanding between St John's College within the University of Queensland and the Corporation of the Synod of the Diocese of Brisbane under which the College and the Diocese have agreed their mutual accountabilities, including regular operational and risk reporting and exchange of information.

Diocesan Council approved the "St John's College UQ Reporting" guidelines for use by St John's College UQ and authorised DARC to review St Johns' College UQ reports on behalf of Diocesan Council in the first instance.

Resources on Human Sexuality & Marriage

Diocesan Council appointed a working group of the Rev'd G Moses (Convenor), Dr G Dashwood, the Venerable J Worrall, the Rev'd G Hoyte, the Rev'd A Lowe and the Rev'd Dr J Inkipin to develop for the February 2019 Council meeting, a detailed proposal for addressing the production of a resource taking into account the resolution of Synod in 2016 and which incorporates consideration of the planned Doctrine Commission publication due for release in 2019.

Seventeenth Session of General Synod 2017

Council received a report on resolutions of General Synod 2017 which require or invite action by the Diocese and resolved to refer the subject matter to the appropriate bodies and Commissions for further action:

- Development of domestic and family violence policies and good practice guidelines, including consulting with local Aboriginal and Torres Strait Islander communities (DLT);
- Action regarding the Diocese's response to the Paris Climate Accord (General Manager / FDSC);
- Implementation of professional supervision for clergy (PMC);
- Development of mission action plans and leadership development for Bishops (DLT).

Eighteenth Session of General Synod 2020

Council determined that the election of representatives to General Synod in 2020 take place at the 2019 session of Synod.

National Aboriginal & Torres Strait Islander Anglican Council (NATSIAC)

Diocesan Council noted the Diocese's \$2,000 payment to NATSIAC for 2018 in accordance with the commitment made to the General Synod Standing Committee.

Appellate Tribunal Matter

A copy of the Appellate Tribunal opinion relating to the Primate's Reference on the Affiliated Churches Ordinance (Sydney) was received by Diocesan Council members on 28 November 2018. Newcastle, Sydney and Brisbane Dioceses made submissions in the matter. The Appellate Tribunal found that none of the grounds for challenge were established.

Social Responsibilities Committee – Submission to The Modern Slavery Act (MSA) Consultation

Diocesan Council noted the SRC submission to *The Modern Slavery Act* Consultation.

Confirmation of Synod Minutes – Sunday 7 October 2018

Diocesan Council confirmed the minutes of Sunday's sitting of Synod on 7 October 2018.

2019 Synod

Diocesan Council respectfully recommended that the Archbishop call Synod 2019 from Friday 28 June to Sunday 30 June 2019.

Diocesan Council requested the Synod Arrangements Committee to provide it with a report on ideas for assisting Synod members to fulfil their governance role and allow them to better utilise within Synod their knowledge and skills for the mission of the Church.

Strategic Issues

Work Health & Safety

Council continued to receive quarterly reports on WH&S incidents, trends and updates across each of the Commissions.

Diocesan Governance & Management Review

The Executive Director FDSC reported completion of the reorganisation and relocations arising from the review and that work to bed down all changes is well underway.

2017 Parish Annual Return Data Analysis Presentation

The Rev'd A Lowe presented findings from the analysis of the 2017 Parish Annual Return data.

Key findings were that average Sunday attendance has consistently declined, with very small and small churches being particularly vulnerable. Growing parishes have higher average service attendances and were more likely to offer youth activities and facilitate regular introductory courses at least once per year.

The four primary recommendations are to:

- Develop and implement a clear strategy to identify, prioritise, and address parishes experiencing decline.
- Address the significant number of parishes 'stuck' at a particular size or 'slipping' over time.
- Develop and implement a clear strategy for early identification of factors that lead to decline.
- Adopt a standard approach to measuring health (e.g. NCLS) – in combination with data from the annual return – whilst also being active in sharing stories and case studies.

These four recommendations are critical in helping the Church to have an accurate and holistic understanding of the health of its parish churches and how best we can prioritise and make decisions to enable them to flourish. Accordingly, they form a key part of the 'foundation' of the parish growth framework. Whilst equally important, there are also four secondary recommendations which have also helped shape the parish growth framework. These are to:

- Shape the selection and training of ordinands given the challenges, needs, and opportunities for our parishes as we participate in the Mission of God.
- Better utilise larger churches as a potential catalyst for growth. More generally, it is also important that we continue to enable and support growing churches to flourish.
- Adopt a clear model and process for ethnic congregations to continue or start, be resourced, and flourish.
- Develop strategies to help churches engage with people between the ages of 18 and 30.

The key recommendations arising from the report have formed the foundation of the PMC's strategic actions for 2018 and 2019.

These activities are not done in isolation and are supported by a focus within Diocesan Operations (PMC, MEC and FDSC) on creating the environment that will facilitate growth within parishes and ministry units in accordance with the Diocesan Vision Statement.

Council scheduled time in early 2019 to have a strategic discussion in the context of the key strategic actions across the PMC, MEC and FDSC that are focussed on the key recommendations.

Strategic Decisions in Relation to Parish Properties & Building Maintenance Cost Estimate for Parishes

The Group Manager, Property gave a presentation and provided an overview of activities with the focus being on linkage to the parishes' and Diocese's mission and priorities as well as contributing to financial sustainability of the operations.

Activities are categorised into the following:

- Parish projects directly connected to local missional and functional requirements funded by the parish e.g. new church hall buildings, new amenities buildings, access ramps.
- Management of existing income producing properties such as child care centres and retail outlets.
- Redevelopment of existing properties to further missional opportunities and contribute to financial sustainability of the parish.
- Disposal of properties no longer required for mission. These can also reduce future liabilities and sometimes provide value adding opportunities.

A number of parish properties are being investigated for suitability for child care centres. Child care centres can provide a steady income stream through rental or can provide greater returns through operating profit if operated by the Diocese while accepting a higher risk.

2019 Budget Refresh

Diocesan Council approved the 2019 Budget Refresh noting deficit budgets are not sustainable in the medium term.

The 2019 Refresh Budget proposed changes aimed to deliver additional missional outcomes and deal with the impact of closing the Mutual Self-Insurance Fund on 31 December 2018. Schools with claims are being asked to fund 100% of the costs from 2019. However, this does not include the costs of the General Manager and the Diocesan claims management team.

The Refresh Budget also allows for targeted leadership training and implementation of professional supervision of the clergy as recommended by the Royal Commission.

Preliminary work into the 2020 Budget will commence in early 2019. The focus is on increasing revenue and implementing systems that will lead to cost benefits and efficiencies.

Diocesan Council endorsed the intention of FDSC to work towards a balanced budget for the 2021 financial year.

Policy Issues

Redress & Claims

Diocesan Council approved a number of policies in preparation for the Diocese joining the National Redress Scheme (NRS) and to make adjustments to existing policies. In summary, the following were approved:

- Redress and Related Matters – Child Sexual Abuse, and School Fee Refunds: part of this policy provides redress that mirrors the NRS framework to persons who are excluded from the NRS for reasons of criminal convictions or overseas residence.
- The above policy also changes the School Fees Refund policy to limit claims to surviving parents/guardians only and calculate the refund from the earliest time of abuse to cessation at the school.
- The Review of Redress and Settlements Policy dealing with review of past payments to people who suffered child sexual abuse.
- Redress – Non-Sexual Abuse – Childrens Home Abuse: applies a framework based on the NRS for non-sexual abuse claims arising from Tufnell Childrens Home and Enoggera Boys Home.

The interim redress scheme which commenced in December 2016 ceased when the Diocese joined the National Redress Scheme on 4 December 2018. Claims made before that date are grandfathered and dealt with under the old policy.

The Archbishop and the General Manager informed Council that there may be disappointment expressed by advocates and survivor groups in the National Redress Scheme as it is rolled out. The Diocese may see an increase in litigation as a result.

Going for Growth Fund Governing Policy

Council approved a number of changes to the Going for Growth Fund Governing Policy:

- Changes to clarify that the Permitted Fund Distributions are not a separate determination from the development of the Diocesan annual budget and need to be considered in the funding of mission initiatives within the budget process. This resulted in a number of changes so that distributions had less of the character of a separate grant to a project and more as a funding mechanism for the budget, as has been current practice.
- Deleting the clause which stated that the assets of the Fund shall not be used as collateral for a loan. As no lending can be undertaken without the express approval of the Diocesan Council, the clause was unnecessary.

Clergy Stipend Increases

In October 2018, Diocesan Council approved an increase of the Minimum Rate of Stipend [MRS] by 2% as from 1 January 2019 as follows:

- The minimum rate of stipend for assistant clergy and stipendiary lay ministers shall be increased from \$58,442 per annum to \$59,611 per annum.

- The minimum rate of stipend for parish priests and associate priests shall be increased from \$65,747 per annum to \$67,062 per annum.

Professional Standards Canon – Regulation II Appointment and Terms & Conditions of Members of the Professional Standards Board

Diocesan Council:

- adopted the proposed Regulation II Appointment and Terms and Conditions of Members of the Professional Standards Board; and
- resolved that the current members of the Professional Standards Board are appointed in accordance with Regulation II.

Parishes Regulation Canon – Regulation VI Travelling Facilities

Diocesan Council agreed to approve:

- the fixed costs under Regulation VI – Parishes Regulation Canon increase by 1.9% to accommodate CPI.
- the operating costs under Regulation VI – Parishes Regulation Canon increase by 1.9% to accommodate CPI.

Parishes Regulation Canon – Regulation VII Remuneration for Occasional Duty

Diocesan Council approved that for business reimbursement and occasional duties the ATO rate per kilometre be used.

Risk Management Policy

Council approved an updated risk management policy reflecting new arrangements for management of risk across the Diocese.

The policy was updated to reflect a new de-centralised structure and to provide a more targeted and focussed matrix to identify the appropriate rating of risks and the points of escalation that should occur to DARC and Diocesan Council. More emphasis has been put on probability of identified risks occurring and the mitigating controls needed to reduce that probability, rather than rating risks by potential consequences.

Each of the Commissions and the General Manager's Office will operate under its own risk identification and reporting structure and will provide information to DARC and to the

Risk and Compliance Coordinator so that issues can be assessed against the Diocesan wide matrix policy and escalated where appropriate.

Diocesan Handbook – Amendments

- **Section C.10 Parish Buildings and Property**
Council approved the amended Appendix B Licence to use Premises in Section C.10 Parish Buildings and Property of the Diocesan Handbook.
- **Section C.11.3 Removal expenses for Clergy and Clergy Widows**
Diocesan Council approved the amended Section C.11.3 of the Diocesan Handbook, increasing expenses for clergy and clergy widows from \$4,400 to \$5000 effective 1 January 2019.

Qualifications & Credentials Policy & Matrix

Council approved qualification and credentials matrices for the Commissions, clergy, staff and volunteers of the Anglican Church Southern Queensland, recognising that refinements may be required.

Amendments to Policy – Requirements for Blue Cards of Exemption Notices (Blue Card Policy) and adoption of Procedure – Application for and Renewal of Blue Cards

Council amended the Blue Card Policy to make the holding of a Blue Card mandatory for all Liturgical Assistants, and to divide the policy into two documents, a policy and a procedure on applications and renewals.

Media & Communications Guidelines

Diocesan Council adopted the Media and Communications Guidelines for use within ACSQ in any media interactions and when making statements for or about ACSQ.

Council endorsed the Parish Guidelines for the Appropriate Use of Digital Communications.

Complaints Management in Anglican Schools /ECS Policies & Procedures

Diocesan Council adopted the:

- Complaints Management in Anglican Schools Policy Version 2 and Associated Procedures
- Complaints Management in Anglican Education & Care Services Policy Version 2 and Associated Procedures

Related Entity Reporting to Synod

Diocesan Council adopted the *Related Entity Reporting to Synod Policy* for use by Diocesan related entities in completing their reports to Synod.

Code of Conduct for Anglican Schools & Education and Care Services

Diocesan Council approved submitting of the *Code of Conduct for Anglican Schools and Education & Care Services* to the Standing Committee of the General Synod, Anglican Church of Australia seeking its determination regarding compliance with the Safe Ministry to Children Canon.

The General Synod Standing Committee approved the Code of Conduct.

Reports Received by Diocesan Council

During the course of the year, Council received regular reports from each of the Commissions and from the Diocesan Audit and Risk Committee. Reports from the Commissions to Synod include highlights of the work of Commissions in 2018. Important matters included in those reports for consideration and action by Council included the following:

Anglican Schools Commission

Anglican Church Grammar School – Constitution Amendments

Diocesan Council amended the Anglican Church Grammar School Constitution to increase the number of councillors permitted from *“a minimum of five (5) and a maximum of seven (7)”* to *“a minimum of six (6) and a maximum of eight (8)”*.

Toowoomba Anglican College and Preparatory School – Name Change

Council agreed that from 1 January 2019 the school will be known as Toowoomba Anglican School.

Education & Care Services Constitution

Diocesan Council ratified the Education and Care Services Constitution for adoption across all parish based Education and Care Services.

Student Protection – Schools

The Director of Professional Standards and Executive Director, ASC reported on audits of student protection and Blue Card systems in schools, noting encouraging progress the schools are making. There is improvement in the Blue card systems with all breaches being addressed.

The revised student protection system adopts a quality assurance framework to assist schools to monitor compliance with the student protection policy, including blue card issues.

Council noted that Canterbury College declined participation in the audit.

Schools Funding

While ASC is anticipating that funding to most Anglican system schools will reduce under the Direct Income Measure arrangement being introduced by the Commonwealth Government, the reduced funding will be introduced gradually over 10 years allowing schools to adjust.

ASC Membership

Council noted the retirement of the Right Rev'd Alison Taylor and the resignation of the Rev'd Stuart Perry.

Council approved the appointment of the Right Rev'd Jeremy Greaves as a member. Council approved the appointment of Mr Rob Law and reappointments of Dr Mark Sly, Dr Judy Smeed and Mrs Sue Larsen to the ASC.

Finance & Diocesan Services Commission

Membership

Diocesan Council:

- noted the retirement from office of Mr Frank Prostamo and thanked Mr Prostamo for his services to the FDSC and its predecessor FSC;
- approved the reappointment of the Rev'd Stewart Perry, Mr Greg Windsor and Mr Bruce Wilson for a further three-year term under the provisions of the Diocesan Governance Canon.

Strategic Plan

Diocesan Council approved the FDSC Strategic Plan for the period 1 July 2018 to 30 June 2021.

Land Use Agreement – St Bartholomew's, Toowoomba

Diocesan Council noted the new land use agreement, as recommended by the FDSC, to be entered into by the Parish of St Bartholomew's, Toowoomba and the Diocese as the trustee of the Symes Trust.

Allocation of Proceeds of Sales

Parish of Aspley-Albany Creek – Allocation of Proceeds from sale of property – 153 Keong Road, Albany Creek

Diocesan Council approved, from the net sales proceeds, 5% be allocated to Diocesan Property; and the contribution to the Going for Growth Fund be deferred until the Parish Mission Action Plan has been finalised and endorsed by the Regional Bishop.

Parish of Aspley-Albany Creek – Distribution of sale proceeds for purchase of property

Diocesan Council approved the allocation of the balance of sale proceeds (\$468,629.08) from the sale of 153 Keong Road, Albany Creek to be applied to the purchase of a second clergy residence for the Parish of Aspley-Albany Creek.

Parish of Bundaberg – Allocation of Proceeds from sale of 90 Kepnock Road, Kepnock
Diocesan Council approved the following distribution of net sale proceeds in line with the FDSC endorsed position: 5% to Diocesan Property, 20% to the Going for Growth Fund and 75% to the Parish of Bundaberg for future capital projects.

Parish of Fortitude Valley – Allocation of proceeds from leasing income – Podium (900 Ann Street)

Diocesan Council approved the net lease income for the years 2019-2021 from part of the Podium be allocated to the Fortitude Valley Parish to progress the Trinity Commons Project after taking into account the necessary costs including the following:

- Building management related costs
- Maintenance fund
- 5% of effective rent to the Diocese to offset property operational costs
- Costs incurred in relation to building works and legal arrangements for 900 Ann Street

Parish of Hervey Bay – Allocation of proceeds from sale of property

Diocesan Council approved that from the balance of the proceeds of sale after deduction of cost of sale items:

- 20% be allocated for Going for Growth;
- 5% to the Diocese to offset operational costs in relation to property management; and
- the balance to be placed in an interest bearing account pending the endorsement of the Regional Bishop for allocation for capital works or specific missional endeavours in the Parish of Hervey Bay.

Parish of Holland Park – Allocation of proceeds from sale of property

Diocesan Council approved that the balance of the proceeds after deduction of cost of sale items and 5% for property operational costs be applied to the construction of the new rectory at St Matthew's Church, Holland Park with the balance to be placed in an interest bearing account to facilitate capital works and Going for Growth related activities at St Matthew's Holland Park.

Parish of Ipswich - St Peter's – Allocation of sale proceeds

Diocesan Council approved:

- 5% of the net proceeds be allocated to Diocesan Property to offset operational costs in relation to property management
- 10% to the Going for Growth Fund
- 85% to the parish for capital enhancements to parish properties in line with its missional priorities noting that the expenditure for particular project(s) will be subject to separate approval.

Parish of Leichhardt – distribution of proceeds of sale St James' Church – 5 Temple Street, Dulacca

Council approved:

- 2.5% of the net proceeds be allocated to Diocesan Property.
- 97.5% be allocated to the parish property account for future maintenance and development needs, subject to future expenditure to be supported by a business case endorsed by the Regional Bishop within twelve (12) months, identifying how that money can be used in line with the Parish's missional priorities.

Parish of Mitchell – Mungallala – Allocation of proceeds from sale of land

Diocesan Council approved the following distribution of sale proceeds:

- Expenses to be deducted from proceeds of sale;
- No contribution to Going for Growth or offsetting Diocesan Property operations; and
- The remaining proceeds of sale to be deposited into a nominated Parish bank account with the funds to be used for local maintenance in the Parish of Mitchell.
-

Parish of Mt Gravatt – Allocation of proceeds from sale of property

Diocesan Council approved that the sale proceeds, after the deduction of cost of sale items, be allocated to the purchase of a new Diocesan standard rectory for the Mount Gravatt Parish.

Parish of Pittsworth – Sales of St Philips' Mt Tyson and St Matthew's, Brookstead

Diocesan Council approved the adjustment of the allocation of sales proceeds to the Going for Growth Fund from the previously agreed 20% to 10% in relation to the net proceeds from the sales of St Philips', Mt Tyson and St Matthew's, Brookstead.

Parish of Tamborine Mountain – Allocation of Proceeds from sale of 64 Freemont Drive, Tamborine Mountain

Diocesan Council approved 100% of the net proceeds from the sale of 64 Freemont Drive, Tamborine Mountain be allocated to the Parish of Tamborine Mountain for the general charitable use of that parish in accordance with the terms of the will of the late Lesley Merle Williams.

Parish of Warwick – Proposed sale of 35 Fairway Drive, Warwick

Diocesan Council approved that proceeds from the sale of 35 Fairway Drive, Warwick be used towards the construction of a new office building at St Mark's Anglican Church site at Grafton Street, Warwick.

Parish of Warwick – Allocation of Sale Proceeds, Portion of site at Christ Church, Killarney
Council approved that 5% of the total net sales proceeds be allocated to offset Diocesan property operations and the remainder to the Parish of Warwick for future renovation and building works of its properties.

Accounting Standards in relation to Parish Properties

Council noted the differences in what is being recorded on parish balance sheets with respect to land and building assets. Currently the Diocese uses the Valuer General's rateable value for land.

The Insurance and Property Teams are working to provide some clarity and direction to parishes on how to consistently account for land and building assets.

Surfers Paradise Anglican Crisis Centre (SPACC) – Emergency funding required to complete building works

Diocesan Council endorsed the provision of finance to either SPACC or the Surfers Paradise Parish as determined by FDSC for \$475,000 over a term of 10 years, subject to an agreement being entered into between FDSC, SPACC and Surfers Paradise Parish to urgently address:

- Any financial irregularities in SPACC
- Governance failures
- Service quality and safety issues
- Any other terms and conditions FDSC may require

FSAC Ltd (St John's Anglican College and The Springfield Anglican College) – Loan

Diocesan Council:

- approved the recognition by FSAC Ltd of \$5M of debt in 2019 and \$5M of debt in 2021 as recommended by FDSC, subject to FDSC management undertaking further discussions with the FSAC Ltd Board on the timing of St John's Anglican College's share of the debt recognition.
- requested management to negotiate the relevant loan agreements with FSAC Ltd and/or the individual Colleges.

ANFIN facility requirement

Council endorsed management entering into an agreement to secure a lending facility of \$10 million with the arrangement to be reviewed on an annual basis, subject to:

- Facility drawdowns to be approved by the CFO
- Monthly reporting to FDSC on facility usage

External Audit Tender – 2019

Council resolved to recommend to Synod the selection of Ernst and Young as the external auditors for Anglicare Southern Queensland for the years ending 30 June 2019, 2020 and 2021 and the Anglican Church Southern Queensland for the years ending 31 December 2019, 2020 and 2021.

Parishes & Other Mission Agencies Commission

Executive Director

Council was advised that Dr Stephen Harrison had been appointed Executive Director of the Parishes and Other Mission Agencies Commission.

Benefice Classifications

Council considered a number of Benefice Classifications and approved the following:

- the Parishes of Centenary Suburbs, Fortitude Valley, Gympie, Nambour and Sandgate-Northpoint retain their benefice classifications; and
- the Parishes of Goodna and Kilcoy retain their non-benefice classifications.

Church Closures

Council also agreed to the closure of the following Churches:

- St Peter's Yangan, Parish of Warwick
- St Luke's Freestone, Parish of Warwick
- St John's Basin Pocket, Parish of Ipswich
- St Peter's, Stradbroke Island, Parish of East Redland
- St Paul's, Tummaville, Parish of Millmerran

Council noted the process for the permanent closure of the following Churches had commenced:

- St Andrew's Maroon, Parish of Boonah-Harrisville
- St Aidan's Clifton Hill, Parish of Ekibin

Parish Contributions

In relation to parish contributions, Council:

- approved the reduction of contributions for three parishes for 2018 and one parish for the 2019 year; and
- noted with thanks the increase of contributions of one parish for 2018.

Ministry Education Commission

MEC Membership

Diocesan Council approved the reappointment of Dr Ann Dashwood and the Rev'd Sarah Leisemann to the MEC.

Community Services Commission

Membership

Council approved the appointment of Professor Karen Healy, Ms Kim Rayner and Mr Jeff Weigh as members of the Community Services Commission. Mr Weigh was unable to take up his role for health reasons and sadly passed away during 2018. Council approved

the reappointment of Dr Kim Forrester and Mr Gary Brady to the Community Services Commission.

Mr Rob Freeman retired from the CSC in August 2018. Mr Freeman is a foundational member of the CSC and served on the Anglican Foundation for Aged Persons before the establishment of the CSC in 2004. Diocesan Council thanked Mr Freeman for his outstanding service to the mission of the Church, the CSC and Anglicare.

Aged Care Royal Commission

CSC provided reports to Council on its plans to respond to the Royal Commission into Aged Care Quality and Safety. The Chair, CSC and Executive Director, CSC are working with the General Manager to develop recommendations to bring to Diocesan Council to establish an ongoing governance structure for the Diocese's response to the Royal Commission (approved February 2019).

Strategic Plan

Diocesan Council approved the Strategic Plan for Anglicare SQ for 2018-2021. The three core intents are centred on clients, advocacy and stewardship.

Bequests 2018

Council noted the following bequests with grateful thanks:

Estate of the late Winifred Merle Allen – \$2,000 to be used for "*the general purposes of the St Luke's Nursing Service*" (now known as Anglicare Southern Queensland, the current trading name of the former St Luke's Nursing Service).

Estate of the late David Dangar Bell – \$1,000 each for the benefit of the Church of St Agnes' Esk and for the benefit of the Church of St Andrew, Toogoolawah.

Estate of the late Francis Thomas Benson – \$44,031.67 representing the value of "5% to *The Corporation of the Synod of the Diocese of Brisbane for the general charitable and religious purposes of the Parish of the Church of the Holy Spirit Coolum Beach.*"

Estate of the late Marion Dorothy Briggs – \$1,965.70 representing the balance of entitlement "*to a 20 % share to St Luke's Nursing Service Queensland Trading as Spiritus for the charitable purposes thereof*" (now known as Anglicare Southern Queensland, the current trading name of the former St Lukes Nursing Service).

Estate of the late Trevor John William Bulled – \$900,000 to be set up as a bequest fund in a common fund, the income from which to be used for the "general and charitable purposes of the Parish of Holy Trinity Fortitude Valley".

Estate of the late Noel Leonard Carter – \$105,956.53 representing a final distribution from the abovenamed Estate to be used for "*the benefit of the St Andrew's Anglican Church Caloundra*".

Estate of the late Shirley Fay Dacey – \$260,000 being an interim distribution of the share of the residuary estate for the *“general religious purposes of St Margaret’s at Rainbow Street, Sandgate in the State of Queensland”*.

Estate of the late Harold Noel Dennis – \$1,179.62 representing a final distribution to be used for *“the general charitable purposes of St Lukes Nursing Service”* (now known as Anglicare Southern Queensland, the current trading name of the former St Lukes Nursing Service).

Estate of the late Donald Donovan – \$5,000 for the benefits of *“Christ Church Killarney”* (Anglican Parish of Warwick).

Estate of the late Flora Jessamine Mary Elliott – \$2,000 for the benefits of the *“Anglican Diocese of Brisbane”*.

Estate of the late Netta Foy – \$3,000 for the benefit of *“Anglicare”*.

Estate of Warring Geddes – \$10,000 for the *“express purpose of the maintenance, restoration or for any improvements to the church building, the hall and the grounds of the Church of the Holy Spirit, corner of Olive and Imbros Streets, Wavell Heights, Brisbane”*.

Estate of the late Daphne May Gray – \$500 to *“Saint Peters Anglican Church Bride Street, Wynnum for use in their parish”*.

Estate of the Neville Elliott Hodgson – \$140,458.33 for the benefit of *“Anglicare Southern Queensland”*.

Estate of the late Edward John Ivers Inglis – \$20,000 for the *“general charitable purposes of St John’s Anglican Church Dalby”*.

Estate of the late Lena Kane – \$300 representing a distribution for *“the general and charitable purposes of the Bush Ministry Fund”*.

Estate of the late Elizabeth Lucas – \$80,000.00 to be used for the benefit of *“Spiritus Southport Branch, (formerly St Luke’s Nursing Service) of 5 Olive Street, Southport”* (now known as Anglicare Southern Queensland, the current trading name of the former St Lukes Nursing Service).

Estate of the late Glenda Mabel Mill – \$5,000 to be used for the benefit of *“Anglicare (Brisbane Diocese)”*.

Estate of the late Agnes Millicent (Nancy) Murphy – \$2,000 for the *“general charitable and religious purposes of St Augustine’s Church, Hamilton, Brisbane”*.

Estate of the late Desley Jean Nichols – \$43,244.13 to the *“Anglican Church of Australia (Nambour Parish) for their general charitable purposes”*.

Estate of the late Doris Jean Robertson – \$113,592.92 to be used for “*Anglicare Australia for the general purposes of Spiritus*”.

Estate of the late June Marie Sherrin –

- \$1,000 “for the use of the Church of the Transfiguration which is now Eastern Hills Anglican Parish”; and
- \$50,000 “for the Corporation of the Lesser Chapter of the Cathedral Church of Brisbane to be applied towards the completion of St John’s Cathedral”.

Estate of the late Clement Hansard Waine – \$5,000 for the “*general charitable and religious purposes of the parish of St James and in particular for the Building Fund of the church known as St Anne’s Anglican Church Highfields, Highfields Road, Highfields, Qld.*”

Estate of the late Dorothy Ray Walls – \$23,459.64 “*as to a 5% share for St Mark’s Anglican Church in Buderim for its general charitable purposes*”.

Trusts

The following distributions were received from trusts:

C H Boden Trust		
Parish of Redcliffe	\$	7,606.65
St John’s Cathedral – Building Fund	\$	7,592.22
E C Evans Trust		
St Luke’s Nursing Service	\$	1806.04
Richard Harper Ferris Trust		
Parish of Holland Park (St Matthew’s)	\$	11,662.98
Natalie Gray Trust		
St Andrew’s South Brisbane	\$	25,595.55
St John’s Cathedral	\$	25,595.55
Florence May Harrison Trust		
St Matthews, Holland Park	\$	4,394.53
Dorothy Frances Hooper Trust		
St Luke’s Nursing Service	\$	591.37
Mission & Service Fund (Anglicare)	\$	591.37
Marguerite Hester Hyland Memorial Trust		
St Luke’s Nursing Service	\$	5,121.03
The Holy Spirit Church, Kenmore	\$	5,121.03
Dr David Clements Jackson Trust		
Completion & maintenance of St John’s Cathedral	\$	234,891.80
Thelma Noble Trust		
All Saints Wickham Terrace	\$	990.44

John O'Rourke Trust Trinity Pantry, Fortitude Valley	\$	9,708.87
Penberthy Trust St Luke's Nursing Service	\$	14,241.87
Ethel May Scott Trust St Luke's Nursing Service	\$	4,674.07
Nancy Service Trust Tufnell Welfare Service	\$	6,110.83
Lizzie Stokes Trust Tufnell Home	\$	1,030.30
ABM	\$	1,030.31
Relief & Treatment of the Homeless, Drug Users, people suffering from HIV/AIDS and Aboriginal people of Australia Users, people suffering from HIV/AIDS and Aboriginal people of Australia	\$	1,030.31
James Taylor Trust The Glennie School	\$	11,888.48
Toowoomba Anglican School	\$	11,888.48
Doris L Waraker Trust St Luke's Nursing Service	\$	4,195.90
Olive Nancy White Trust St Luke's Nursing Service	\$	1,578.42
Anglican Foundation for Disabled & Aged Persons	\$	3,156.84

DIOCESAN AUDIT AND RISK COMMITTEE (DARC) REPORT

1. Purpose

The purpose of this report by the Diocesan Audit & Risk Committee (DARC) is to detail the activities of the Committee for the period 1 January 2018 through to 31 December 2018.

2. Introduction

The Committee's membership as at 31 December 2018 was as follows:

Mr David Sneesby	appointed to DARC in September 2012 and as Chair in February 2016
Mr Craig Hutley	appointed to DARC in April 2017
Mr Gary Brady	appointed to DARC in August 2017
Dr Judy Smeed	appointed to DARC in April 2018
Dr Ruth Kerr	appointed to DARC in April 2018
The Rev'd Gillian Moses	appointed to DARC in December 2018

DARC membership increased in 2018 with the inclusion on the Committee of a nominee from both the Anglican Schools Commission (ASC) and the Finance & Diocesan Services Commission (FDSC). The new members are Dr Judy Smeed from ASC and Dr Ruth Kerr from FDSC.

The DARC Charter was updated to both increase the minimum membership for the Committee from six to seven and to make it a requirement that DARC include at least one Committee member from the Community Services Commission (CSC), ASC and FDSC. This change to the Charter was presented to and approved by Diocesan Council (DC) at the 12 April 2018 DC meeting.

During 2018, Canon Gary Harch and Mr Alan Dann both reached their DARC membership term limits and stepped down from the Committee as at 30 November 2018. Both are prior DARC Chairs, with Alan Dann having been involved with the Committee since 1998 and Canon Gary Harch since 2010. Their experience and insights will be missed by the Committee.

DC has agreed to extend my term as a member of DARC by a further six years to both ensure there was a member of DARC with financial experience and to ensure the Committee included a member with more than two years' experience.

At the 20 December 2018 DC meeting, the Rev'd Gillian Moses was appointed to DARC. This appointment ensures there is a continuing Clergy presence on the Committee.

DARC acknowledges the ongoing support of DC in the performance of its role of monitoring the Diocese in line with the DARC Charter.

3. Risk Management & Compliance

2018 was the first full year of the implementation of the recommendations of the Governance and Shared Services review completed in June 2017. This review recommended the establishment of a decentralised risk and compliance model under which CSC, FDSC and ASC established their own risk and compliance functions, and with FDSC also taking responsibility for overseeing the risk and compliance functions within the Ministry Education Commission (MEC) and the Parishes & Other Mission Agencies Commission (PMC).

DARC has maintained its oversight role across the Commissions of the Diocese. The membership of DARC was expanded to include a member from CSC, FDSC and ASC, to ensure it had knowledge amongst its membership of the activities of the various Commissions.

CSC, FDSC and ASC report to DARC every six months in relation to their risk and compliance activities. DARC endorsed a reporting template, which covers the risk, compliance, governance and assurance activities undertaken by the various Commissions.

DARC's expectation in relation to this reporting is that each of the Commissions will report any changes to their risk profiles and any material compliance issues to the Committee, either through their scheduled six monthly reporting, or sooner, for potentially high or extreme risks. Any external or internal audit issues and any significant matters impacting or likely to materially impact on the Commissions are also to be reported.

DARC will review the operation of the risk and compliance model, including the reporting by Commissions, on an on-going basis to ensure it is operating effectively.

DARC endorsed an updated risk management policy for the Diocese in 2018, which was then approved by DC at the June 2018 DC meeting. This new policy recognises that risk management is initially the responsibility of the various Commissions of the Diocese, with oversight by DARC as detailed in the DARC Charter. This updated policy also establishes a reporting framework for risk under which high and extreme level risks are reported through to DARC and DC respectively for monitoring. Any significant risk management changes, whether resulting in a high level risk or not, will also be reported through to DARC as part of scheduled Commission reporting.

During the period reports were received covering the following topics:

- Child safety management from the Director of Professional Standards;
- An extensive report in relation to the Diocese's involvement with the National Redress Scheme from the General Manager;
- Scheduled reporting from the ASC, the CSC and the FDSC.

While DARC acknowledges the efforts the Diocese has taken in the area of child safety, DARC will continue to monitor the Diocese's efforts to improve systems in this area as part of it dealing effectively with the legacy of past child sexual abuse cases. DARC will continue to monitor child safety risks as part of its general business.

The importance of the Diocese's involvement in the National Redress Scheme is understood by DARC and fully endorsed. DARC will also continue to monitor the Diocese's involvement in the National Redress Scheme as a matter of general business for the foreseeable future.

DARC acknowledges that the 2018 Commission reporting highlighted no major concerns for DARC.

4. Routine Audit & Risk Committee Oversight

External Audit

At DARC's June 2018 meeting, it endorsed the recommendation to appoint Ernst & Young as the new external auditors for both the Diocese and Anglicare from 2019 for a period of three years. Deloitte remain contracted to perform the 2018 Diocesan audit.

In March 2018, the Committee reviewed the Anglican Church Southern Queensland external audit report and financial statements covering the financial year ended 31 December 2017. DARC acknowledges both the unqualified audit opinion and the work being performed to close external audit issues.

In October 2018, the CSC external audit report and annual report for the year ended 30 June 2018 were presented to DARC, again with an unqualified audit opinion.

DARC intends to meet with the new external auditors in mid-2019 to discuss the external audit function for the coming years, including the audit coverage of identified financial reporting risks.

Internal Audit

With the completion of the KPMG contract for internal auditing services, Deloitte have now been appointed the new internal auditors for the Diocese and Anglicare. FDSC and CSC have been working with Deloitte to establish three-year internal audit programs for Diocesan operations and Anglicare. As with the new external auditors, DARC is looking forward to working cooperatively with Deloitte in this new role.

Under the updated risk and compliance framework, the initial responsibility for the oversight of the implementation of internal audit recommendations sits with the Commissions themselves. However, in this system DARC still intends to take an active role in ensuring control gaps are being adequately managed.

DARC remains responsible for monitoring the implementation of audit recommendations that were raised before December 2017. This oversight is occurring through the reports presented to the Committee by the various Commissions. On this front, DARC can report that while there has been progress in the implementation of issue recommendations, there are still a number outstanding recommendation yet to be completed.

*Mr David Sneesby,
Chair*



Archbishop Phillip Aspinall, the Governor of Queensland, His Excellency The Hon Paul de Jersey AC QC, and dancers from the Nadananjali School of Dance (Bollywood dance tradition) at Commonwealth Day on 12 March 2019 at St John's Cathedral.

Cathedral Chapter

2018 Pastoral Report

*Seeking to be a People of Grace,
And
A Transforming Presence in the World*

2018 Cathedral Visioning Day Theme

*Churches are to be communities of transformation. This means being
communities of resocialization....*

Marcus Borg¹

Our life in 2018 was largely shaped by the theme for our Visioning Day in February. Each year a theme for the day is chosen by Cathedral Council. In 2018, Council wanted to explore how we might respond to the call to be people of grace; to pay forward, if you like, our sense of God's graciousness towards us. As we reflected on this call, we discerned that the key to paying forward the gift of grace was to be found in seeking to be a transforming presence in the world.

Every meeting of Cathedral Council is framed by The Anglican Five Marks of Mission. The Five Marks appear in the papers for Council meetings. 'The Five Marks are an important statement on mission. They express the Anglican Communion's common commitment to, and understanding of, God's holistic and integral mission'.²

The Five Marks of Mission:

To proclaim the Good News of the Kingdom
To teach, baptise and nurture new believers
To respond to human need by loving service
To transform unjust structures of society,
 to challenge violence of every kind
 and pursue peace and reconciliation
To strive to safeguard the integrity of creation,
 and sustain and renew the life of the earth³.

¹ *Jesus*, Marcus Borg

² <https://www.anglicancommunion.org/mission/marks-of-mission.aspx>

³ *ibid*

*The real God is the one who can invert life from terror to boldness,
from sorrow to joy....*

*The transformative power of God jeopardizes all of our gestures of
equilibrium and our idolatrous images of God as the great stabilizer of the
status quo.*

Walter Brueggemann⁴

Over the years, the members of Council have become aware that the Five Marks of Mission envisage people of faith being active agents in the unfolding of the Commonwealth of God. The Commonwealth of God is a reality that is unfolding in the world in which we live. We therefore understand that we are called to make a positive, life-giving difference to the unfolding of the life of the world. In other words, the faith of Jesus calls us to be passionately involved. 'The God of mission has a Church in the world.'⁵

Cathedral Council and various gatherings of the Cathedral community have often reflected on the activist intention that the Marks of Mission embody. We understand that our mandate is:

- to be actively engaging with people to enable them to become disciples,
- to hear and respond to the call of God in their lives,
- to be peace-makers – makers of peace, not just peaceful people,
- to be actively caring for the vulnerable,
- to be calling out and doing something about injustice,
- and, to be keenly finding ways to safeguard the planet.

Our Visioning Day produced a number of new activities. One was the formalisation of our involvement with Angligreen, the Diocesan group that assists the church to work towards the safeguarding of the integrity of creation,⁶ through the formation of our own Angligreen group. This initiative added to our efforts in previous years to ensure that we walk a little more gently on the earth. Over the past few years we have reduced our carbon footprint by introducing energy efficient lights and devices and installing solar panels on the Rectory at Beaudesert. We have also ceased the use of throwaway cups and plates and have made an effort to maximise recycling. The purchase of a worm farm has allowed us to recycle food scraps and lawn clippings. The planting of native plants and the installation of bird baths have gone some way to encouraging bird life. We are also gradually increasing the number of the rain water tanks. The rain water is being used for gardens and toilets.

⁴ <https://sojo.net/articles/voice-day-walter-brueggemann-transformation>

⁵ *The Missional Church and Denominations*, edited by Craig Van Gelder

⁶ <https://angligreen.org.au/>

Churches often forget that we actually have the power to revoke the social license upon which the Exxon of this world depend in order to continue with business as usual.

The church has a long history of confronting principalities and powers. Living as we do in a world disordered by climate change – a world in which unimaginable profits are concentrated in the hands of a few individuals and corporations (and of the politicians who benefit from their campaign donations) a world in which creation itself is at stake – surely it's time to redirect the vocation of the church to confront the powers and principalities.

Jim Antal⁷

The above activities are all important, but by themselves will not be sufficient to fulfil the call placed on the church 'to safeguard the integrity of creation'. Environmental degradation and Climate Change are being driven by significant forces that we are called to confront. For this reason, I feel personally compelled to make a stand. To this end I stood down as Chair of the Australian Churches Refugee Taskforce at the end of November 2018 to free up some time to allow me to address the degradation of the planet. This decision was driven not only by the sense of urgency that climate change and environmental degradation present to us, but by the fact that the number of refugees is likely to increase to hundreds of millions if climate change is not addressed. This will make the current pool of 84 million refugees seem insignificant.

The great temptation many of us face today is to leave the mess of the public square and find another way to be faithful, a way that may be less costly though maybe less spiritually valuable. To yield to such a temptation is to develop amnesia about our first commandment and commission.

Vincent Bacote⁸

For some, this raises the perennial question of whether Christians should be involved in politics. To my mind this question is neatly resolved by the following reflection:

Not to speak is to speak. Not to act is to act. To do nothing when a house is burning is to do something. It is to let the house burn. To say nothing when a country is burning is to say something. It is to let the country burn...⁹

In other words, not being political is to be political. We either support change and transformation or we support the status quo. If we do not act to protect the planet, we become complicit in its destruction.

⁷ *Climate Church, Climate World: How People of Faith Must Work for Change*

⁸ *The Political Disciple: A Theology of Public Life*

⁹ *A Sensitive Man and the Christ*, Robert K Hudnut

*One day you finally knew what you had to do, and began, though the voices
around you kept shouting their bad advice...*

Mary Oliver¹⁰

The Visioning Day also saw us progress our engagement with the city and wider community. One of our aims is to find as many ways as possible to welcome people into the cathedral space. We find that this regularly paves the way for significant pastoral connections and for faith-forming encounters.

*So, like the community recorded in the book of Acts, the major witness of the
new Christian community is the creation of an alternative way of life.*

Joan Chittister¹¹

Those who attended the Visioning Day also discerned that the key to effective ministry was the development of the cathedral community and the relationships within the community. One of the opportunities that arose from the day was 'Wine before Breakfast', a weekday early Eucharist followed by breakfast. This has become a monthly community and faith-building offering. Other initiatives that bubbled up to strengthen community relationships include the development of processes to ensure members in need are seen and contacted, the introduction of community dinners held in the homes of community members, as well as the very practical analysis of the Cathedral Roll to map the community geographically. As 2018 progressed, we continued to reflect on the theme of Being Missionally Welcoming. Work also continued on enhancing our capacity to interact with one another through the better use of name tags, the use of Facebook and Instagram, and the exploration of the use of email groups. These efforts have been enhanced by the part-time appointment of Judy Fay as Community Development Officer.

*I think we've lost touch with the idea that desires are all related in a kind
of nexus, that our desire for a cup of tea is intimately, though not obviously,
connected to our desire for sex, for power, and for influence, and these things
are ultimately bound up with our desire for God. Silent prayer forces us
to think about these puzzling connections and to order our desires in relation
to God.*

Sarah Coakley¹²

Undergirding both the development of community and the call to be a transformative presence in the world is the need for personal transformation. In other words, we need to

¹⁰ *The Journey*

¹¹ <https://sojo.net/magazine/june-1987/sign-and-choice-spirituality-community>

¹² *Prayer as Divine Propulsion*

<https://theotherjournal.com/2012/12/20/prayer-as-divine-propulsion-an-interview-with-sarah-coakley/>

be people undergoing transformation, who have been gathered into a community that seeks to be a transforming influence in the world.

This attention to personal transformation and grounding is required because activism poses some deep risks. These are clearly outlined by Sarah Bachelard in an opinion piece published by the ABC¹³. Sarah, who in 2018 appeared on one of our *On The Way* podcasts¹⁴, reminds us that activism can become ego-driven and that ego-driven activism can distract us from the operational framework that is so important to the unfolding of the Commonwealth of God.

Our Visioning Day saw us progress this need for personal transformation. A conversation was convened, and an action plan developed, to progress the use of Yoga as a form of body prayer. There was also the desire that we might facilitate the development of a deeper understanding of worship. The latter gave rise to a three-part workshop on the Eucharistic prayer which allowed participants to explore the action which is the heartbeat of the Body of Christ.

*I have seen the sun break through
to illuminate a small field
for a while, and gone my way
and forgotten it. But that was the pearl
of great price,...*

RS Thomas¹⁵

As part of the Eucharistic workshop we explored how the undergirding idea of developing the practice of being thankful can transform us and our world view. We learnt ways to habituate this practice.

All of this built on the interest in meditation that surfaced a few years ago. Study groups allow members of the community to explore how we can be open to the transforming presence of the Holy Spirit. During the *Embracing an Adult Faith*¹⁶ group sessions we were reminded that in the earliest days Christians were known as Followers of The Way. The Christian community was a community of practice. The themes of personal and community transformation also arise on a regular basis in our *Mystics, Theologians and God-Botherers* and *Wasting Time with God* sessions. Those who attended the study of Richard Rohr's *Immortal Diamond*, the pilgrim studies, the study of The Gospel according to Mark and the Lenten studies also found them to be transformational opportunities. The new city-wide EFM (Education for Ministry) group based at the Cathedral constituted another helpful offering.

¹³ <https://www.abc.net.au/religion/the-ego-driven-church-on-the-perils-of-christian-activism/10095104>

¹⁴ <https://itunes.apple.com/au/podcast/on-the-way-podcast/id1228962749?mt=2#>

¹⁵ *The Bright Field*

¹⁶ <https://www.goodreads.com/book/show/8618516-embracing-an-adult-faith>

Sarah Bachelard's invitation and challenge to embrace more deeply the path of prayer and contemplation is one that we encourage each member of the cathedral community to consider.

In her book, *The New Asceticism: Sexuality, Gender and the Quest for God*¹⁷, Anglican theologian Sarah Coakley suggests that the path of contemplation offers several potential blessings to the church in our time. She notes that contemplation can take us beyond our fascination with 'right belief' to the deeper space of a transformative relationship with the Trinity. She suggests that this deeper territory is the space in which the church might find itself capable of dealing with the issues that threaten to divide it.

Our prayer is that we, as a community, by exploring all this, might find that our ministry of engagement is correctly grounded. We are engaged in the ministry of transformation because the Five Marks of Mission call us to action and because a complacent church, through inaction, is not serving the Commonwealth of God.

*Compassion constitutes a radical form of criticism,
for it announces that the hurt is to be taken seriously,
that the hurt is not to be accepted as normal and natural
but is an abnormal and unacceptable condition for humanness.*

Walter Brueggemann¹⁸

In 2018, we deepened our commitment to ministry with the homeless who sleep on our precinct and spend their days in the CBD. We also enjoyed regular interaction with the burgeoning number of students and other young people living in the CBD. Nearly half of the CBD population is under 35. We also seek to engage with tourists on a daily basis and to offer them the opportunity to become pilgrims.

Given that the 4th Mark of Mission calls on us to be reconcilers as well as people who transform unjust structures, we are mindful that the way we pursue change is as important as achieving the change we seek. For us, means and ends need to be integrated. Ends cannot justify the means.

In and of itself this requirement is a significant challenge. In our time, it is made all the more complex because we are seeking to do this against the backdrop of an increasingly divided and siloed church and society. We have reached the point in the church where some are saying, 'If you invite them, I will not come'¹⁹ and 'If you make that group feel welcome, I won't talk to you'.

¹⁷ <https://www.goodreads.com/book/show/8614243-the-new-asceticism>

¹⁸ *The Prophetic Imagination*

¹⁹ <https://www.gafcon.org/news/letter-to-the-churches-gafcon-assembly-2018>

....mission is never a matter of taking God where he hasn't been before, and introducing him to a lot of kind strangers.

In every act of mission, God is there ahead of us

Rowan Williams²⁰

Another difficulty we face as we seek to be agents of God's unfolding Commonwealth is the Church's standing in the wider community. We struggle to be seen as worthy of being taken seriously. And some of our actions, both past and present, call into question our capacity to be liberating and life-giving.

The church very successfully sidelined itself when it failed to respond appropriately to child sexual abuse. It would appear that some of the responses to the gender and sexual identity conversations are further increasing our isolation. We have learnt little about how to do theology and mission from our past *faux pas*, such as backing Creationism and the Young Earth against the real-world theory of Evolution uncovered by science and the way we went about discussing gender roles during the ordination of women debates. Not that that the latter issue has ceased to be a mission-killer for parts of the Church.

*...we are called to live the life of Christ and reflect the image of God.
But that causes many of us to ask the question,
what kind of God do we really believe in?*

*The gay person inevitably becomes sensitive to any distortions perpetuated
by the powerful, for Christian leaders so often give the subtle, or not so
subtle, message that God loves you, but . . .*

Jim Cotter²¹

In late 2018, I was invited to attend a Queensland Government sponsored consultation on the need for legislation to ban Gay Conversion Therapy. This discredited and damaging practice is still undertaken by parts of the church, often in subterranean ways. While I was honoured to be a Church voice in that forum, I was also horrified by what some church communities are doing to people. Each and every story helped to trash the mission of the Church. We are in a sad place when church people who are noted for being open to evidence and are experienced as welcoming, accepting and compassionate are seen by the wider community as anomalies.

Given the clarity of the 5th Mark of mission, which calls on us to protect the planet, and the severity of the consequences of climate change and the degradation on the natural systems, it is a deep disappointment that the church has been so vocal in destructive ways on gender and sexuality and so silent on climate change. We hope our life at St

²⁰ <http://aoc2013.brix.fatbeehive.com/articles.php/779/gods-mission-and-ours-in-the-21st-century>

²¹ <https://www.theway.org.uk/back/28Cotter.pdf> p. 242

John's will be a positive contribution to the church's re-engagement with society. We are delighted with the way the cathedral community practises hospitality.

The Christian life is about a relationship with God that transforms us into more compassionate beings. The God of love and justice is the God of relationship and transformation. . . .

Marcus Borg²²

At the heart of all we seek to do at St John's is an ongoing commitment to Christian Formation. We are blessed with a steady stream of seekers who wish to follow the way of Christ. We are also delighted that so many members of the community are committed to ongoing formation. Our whole Christian Formation program is undergirded by principles of The Catechumenal Process.²³ This focus always makes for an extra layer of joy at Easter, when, as well as celebrating the resurrection, we also celebrate the faith journey of many people.

Throughout 2018, the *On The Way* podcasts continued to play an important role in the formation process, allowing us to engage with hundreds of people in the wider world.

Our meditation groups continue to attract new members, many of whom describe themselves as sitting on the edge of the church.

To celebrate the Eucharist and to live a Eucharistic life has everything to do with gratitude. Living Eucharistically is living life as a gift, a gift for which one is grateful.

Henri JM Nouwen²⁴

The celebration of the Eucharist centres our life. As we gather, we not only offer ourselves afresh, we also bring a sense of expectancy: that in the breaking open of the Word and the breaking of the bread we will encounter the crucified and risen Christ. For many of us the Eucharist is a place of intense transformation. We are very fortunate to have this gift enhanced by those who offer their musical talents.

To be Christian is to be resocialized into a different understanding of reality and way of life — to live in relationship to another Lord and vision, to be shaped by the Bible and Jesus. Being Christian doesn't mean being anti-American, but it does mean that Christian identity and loyalty matter more than national identity and loyalty. When there is a conflict, Jesus is Lord. The

²² *The Heart of Christianity*

²³ <https://www.questia.com/magazine/1G1-54367181/principles-of-the-catechumenal-process>

²⁴ *With Burning Hearts: A Meditation on the Eucharistic Life*

church is the community that proclaims, incubates, and nourishes the lordship of Christ."

Marcus Borg²⁵

All this serves to remind us that as a community we are offering the world a gift, a counter narrative. At the heart of our current societal and economic systems there is a form of nihilism that is becoming easier and easier to recognise but is difficult to challenge. In the past, this way of operating tended to destroy small parts of the world and individuals. It now threatens whole communities and life as we know it. Our task is to invite people to explore the more excellent way of Love.

*God has called you out of darkness into his marvellous light.
Shine as a light in the world
to the glory of God the Father.*

The Baptism Liturgy, An Australian Prayer Book

Community life is a fragile thing. It can be disrupted by any number of things. In recent history the Cathedral community has been disrupted several times by matters raised with The Diocesan Director of Professional Standards.

In late 2017 a complaint was made against a church worker in the Cathedral community. At the time our hope was that no public announcement would be made unless it was deemed necessary at the end of the investigation. Regrettably, information, including some which was incorrect, found its way into the cathedral community necessitating the publication of a notice. Further misinformation was fed into the community towards the end of the process, necessitating the release of another statement by Professional Standards. It is worth noting that discovering that a person whom we respect and appreciate has been accused of professional misconduct is a distressing thing. Sometimes this distress can lead us to act in ways that are not in the best interest of the people concerned and which can compromise the possibility of a just outcome. One tragic consequence is that people leave the community.

As a result, we invited all members of the community to be mindful of the fact that community is something we build together and for which we all carry a responsibility. This inherent mutuality means that we can rightly have expectations of one another. Several years ago, the Cathedral Council adopted as the standard for our community life a document titled, Living Together. It has been commend once again to all members of our community.

As we reflect on the precious gift of community, we give thanks for those who gave of themselves as part of our community and died in 2018: Neville Hodgson, Peter Mann,

²⁵ *Jesus*, Marcus Borg

Margaret O'Brien, Ken Addison, Robert Wirth and Patsy Quayle. May light perpetually shine upon them.

We also give thanks for the Cathedral staff, the wardens and all the members of the community who enrich our life through the dedicated use of their gifts and talents. I am incredibly grateful for all my colleagues. This year we pay particular tribute to Michael Dodson, who was a member of staff for over 40 years and died in early January 2019. We also give thanks for the exceptional ministry of The Rev'd Sue Wilton who left us in October to be priest-in-charge at Indooroopilly. In December, we celebrated the tenth anniversaries of the Rev'd Dr Ann Solari's transformational and engaging ministry at St John's and Gerard Finn's dedicated and self-giving service as Precinct Manager. We also celebrated the Rev'd Bronwyn Pagram's ordination as priest. It was also a delight to welcome to the Cathedral team the Rev'd Danni Clark and Georgina Goodridge as Shop Manager.

Finally, a personal note of thanks. I am grateful to all who offered kind words and encouragement as I marked ten years as Dean and 11 years as a member of the cathedral team. Thanks also to those who participated in the ministry review. It is a great privilege to and be part of the life of St John's at this point in history. I think as church that we have a tremendous opportunity to make an impact. The inclusiveness, generosity, passion and dedication of the cathedral community, the staff and the chapter, in a world that is increasingly tribalised and divided, provides the bedrock for such an impact to be effectively made.

*The Very Rev'd Dr Peter Catt,
Dean of Brisbane*

Events at the Cathedral 2018

January

Embracing an Adult Faith small group led by The Dean,
(January and early February)

- 29 St John's Anglican College Commencement Service, 7pm
30 Churchie Founders' Day Service, 6pm

February

- 7 Wasting Time with God, 9.30am
15 Archbishop's Schools' Message Service

Lent 2018

14 February – 29 March, see details below

March

- 8 The Eternal Silence, a service for victims of sexual abuse who have committed suicide
9 Mother Emma Day, SSA Schools Service, 10am
10 Lenten Quiet morning
11 Cathedral Trash & Treasure stall
11 Lament Study Group
12 Commonwealth Day Multi-Faith Service to celebrate the 2018 Commonwealth Games
14 Contemplative Eucharist
16 Precinct St Paddy's Day BBQ, Noon
24 Biggenden Reunion Meeting
25 Peace Rally from King George Square, finishing at St John's Cathedral, 3.30pm
16 Churchie Prep Easter Service, 7pm
27 Eucharist of the Oils, 7pm

Lent 2018

- *Stations of the Cross* each Friday in Lent and each day in Holy Week, 1.10pm
- *Lament Study Group* – Sundays from February 18, 3.30pm. Designed by the Anglican Church SQ for reflection on stories that came to light through the Royal Commission on Institutional Responses to Child Sexual Abuse
- *Prayerful Yoga* each Wednesday 7.30-8.30am. Meditation in motion
- *Thursday Reflection Group* from February 15, 7.30-8.30am – reflections stimulated by the *Stations of the Cross*
- *Nocturnes*, each Friday in Lent at 9pm
- Recommended books for individual or group study

- *Sacred Space for Lent*
- *Listening to the Wisdom of the Desert*
- *Say it to God, In Search of Prayer: The Archbishop of Canterbury's Lent Book*

Holy Week 25 – 31 March & Easter 2018

- Palm Sunday, 25 March, *The Way of the Cross* Children's Service
- *Stations of the Cross* each day in Holy Week, 1.10pm
- Tuesday 27 March, *Eucharist of the Oils*, 7pm
- Maundy Thursday 29 March, *Liturgy of the Last Supper, Washing of the Feet and Watch*, 7pm
- Good Friday, 30 March:
 - *Litany & Morning Prayer*, 7.30am
 - *Way of the Cross* Children's Service, 9.30am
 - *Eucharist*, followed by the *Stations of the Cross*, Noon
 - Musical Devotion, Bach's *St John Passion*, 7pm
- Holy Saturday, 31 March:
 - Morning Prayer, 8.30am
- Easter Day, 1 April:
 - Vigil Eucharist, 5.30am
 - Holy Communion, 7.30am
 - Choral Eucharist, 9.30am
 - Holy Communion, 5pm
 - Choral Evensong, 6pm

April

- 3 GFS Meeting
- 5 Free Morning Concert, 11am
- 14 Consecration of The Very Rev'd John Roundhill as Bishop

May & June

Cushion Display: Following the installation of lighting in the glass cabinet near the Lady Chapel we have a display of the cathedral's tapestry cushion collection which is changed each month.

- May: Most of the cushions in May reminded us of the wetlands: frogs and birds which live around water and a shell for good measure! The nautilus shell on the cushion has compartments inside which mathematically double in size as it grows. God is some mathematical genius? Wetlands remind us of an ecology which is essential for many creatures, as well as for frogs, which are part of God's creation.
- June: Among the insects and plants represented, was Outback Sunset reminding us of God's unending love by creating each new day for all of His creation to enjoy.

May

- 1 – 25 Anniversary Loaves & Fishes Lunch
2 Wasting Time with God, Dr Adis Duderija on Progressive Islam as Philosophy of Life, 9.30am
3 Free Morning Concert, 11am – Cellobration! Conservatorium Outreach – students of the Queensland Conservatorium of Music, Griffith University
5 World Labyrinth Day Walk, 9.30am-12.30pm
5 4MBS Concert, 7pm
6 Ministry of Laying-on of Hands and Anointing, 9.30am, followed by St John's Community BBQ
6 Girl Chorister for a Day, 2pm-7pm
6 Choral Evensong – Mystics, Theologians & God-Bothers, The Rev'd Jim McPherson on St John the Evangelist, 6pm
10 Choral Eucharist for the Feast of the Ascension, 6pm
20 Heart Foundation Memorial & Thanksgiving Service, 2pm
22 Free Morning Concert, 11am, UQ Music @ St John's, UQ Winds
23 National Volunteer Week Service, 10am

June

- 1 Free Morning Concert, 11am, *Raised Voices*, Jazz Ensemble returns after a fabulous concert in 2016
4 Mystics, Theologians & God-Botherers, 6pm – The Rev'd Jenny Simson on Brother Lawrence
7 Wasting Time with God, 9.30am
14 Contemplative Eucharist, 5.30pm for 6pm
18 Music Sunday Celebrations:
 - Festival of Great Hymns, from 1pm
 - Evensong for Music Sunday, 6pm
21 Cologne Philharmonic Orchestra, *Betreff*, 7.30pm
24 Chorister Reunion Evensong, 6pm
28 Guides visit to Dr Rhyl Hinwood's studio, the sculpture of the cathedral's west end statues
28 Greta Bradman Concert, 7pm
30 By the Word Preach'd. Preaching, Emotions and the Anglican Tradition

July

- 1 Labyrinth Walk, after 9.30am service
1 Canticum Chamber Choir, 2.30pm
1 Mystics, Theologians and God-Botherers, followed by Evensong, 6pm – The Rev'd Professor Andrew McGowan on Martin of Tours
4 Wasting Time with God, 9.30am
5 Free morning concert
5 Theology in the Age of Trump – 6pm lecture by Joseph A. Bessler (Professor of Theology at Phillips Theological Seminary in Tulsa, Oklahoma)
8 & 15 Workshop on the Eucharistic Prayer, 3pm, conducted by the Dean
11 Contemplative Eucharist
18 Abundant Justice – Michael Lunig
25 St James' Feast Day Evensong, 6pm

28 Japanese Koto Concert, 2.30pm

August

- 1 Wasting Time with God, Jim Schirmer on Faith in the Public Arena, 9.30am-11.30am
- 1 Choral Evensong, 6pm
- 2 Free Morning Concert – Griffith University Trumpet Ensemble
- 4 Movie Club – *The End of the Affair*, 6pm
- 5 Cathedral Steeplechase, a physical and spiritual journey experience for 17-30 year olds, exploring their Christian vocation in the church and the world
- 5 Mystics, Theologians and God-Botherers, 6pm – Bishop Jeremy Greaves on Mary Oliver
- 8 Contemplative Eucharist
- 9 Organ Recital
- 10 Wine before Breakfast, 7am Eucharist followed by breakfast at a local cafe.
- 11-12 & 18-19 Brisbane Contemporary Church Music Festival.
- 11 7.30pm – Opening Festival Concert, Seasons in Song. The Brisbane Chorale conducted by Graeme Morton
- 12 9.30am – Choral Eucharist with the Cathedral Chamber Choir, Langlais Messe Solennelle and Negerevick Alleluis
- 12 2pm – Afternoon Festival Concert II, Vibrant Voices – Fairholme School Choir, Kenmore State High School Chorale, St Peter's Church Choir and St Peter's Chorale
- 18 7.30pm – Evening Festival Concert III, Colours and Contrasts. Combined Choirs of St John's Cathedral
- 19 9.30am – Choral Eucharist – Cathedral Choir – John Ashton Thomas Mass and Bairstow *Let all mortal flesh keep silent*
- 19 2pm – Afternoon Festival Concert IV – Southern Ocean. Brisbane Baroque Chamber Choir
- 14 Classics in the Cathedral
- 18 Long Tan Memorial Service
- 21 Free Morning Concert
- 26 Messy Cathedral Service, 2pm-4pm
- 28 Mercedes-Benz Fashion Festival
- 30 Yoga for UN, 6pm

September

- 1 Redlands College Concert
- 2 Study Group – The Gospel of Mark
- 2 Parish Pilgrimage St Mary's
- 2 Mystics, Theologians and God-Botherers following Evensong
- 4 Study Group – Uprising
- 5 Wasting Time with God, 9.30am
- 6 Free Morning Concert
- 8 Repentance Liturgy for Child Abuse, 10am
- 8 Organ Recital – Christopher Cook
- 9 Seafarers' Service

- 15 Community Movie Afternoon
- 15 Vigil Liturgy for the Reef, 7pm
- 16 Community BBQ following the 9.30am service
- 16 Children's Service, 11am
- 18 Free Morning Concert
- 21 Annual International Peace Lecture, 7pm
- 22 Aled Jones concert, 7pm
- 28-30 St Andrew's Choir, Sydney visit. They sang at Evensong on Friday 28th and at the Sunday morning services
- 28 National Police Day Remembrance Service, 10am
- 30 Blessing of the Animals, 11.30am
- 30 Grovely Parish Pilgrimage.

October

The Gospel According to Mark study group, Sundays 14, 21 and 28 Oct, 3pm-4.45pm

- 3 Evensong for first Wednesday of the month
- 4 Free morning concert – Conservatorium Advanced Performance Students' concert, 11am
- 5 Synod Eucharist, 7pm. Soup was provided by Cathedral Council from 5pm
- 7 Mystics, Theologians & God-botherers after Evensong
- 10 Contemplative Eucharist
- 11 Rob Pensalfini Lecture, 7pm. *This Insubstantial Pageant: the Role of Theatre in the Evolution of Society, Religion and Identity*. (Rob is the Artistic Director of the Queensland Shakespeare Ensemble and Associate Professor of Linguistics and Drama at UQ)
- 12 Death Cafe, 5.30pm-7pm. (An open space opportunity to eat cake and discuss death and issues related to the end of life in a tranquil and safe setting)
- 13 (9am-2pm) &
- 14 (1pm-4pm) Brisbane Open House
- 16 Free Morning Concert – UQ Music, 11am
- 17 Uniting Yoga & Meditation for Peace, 6.30pm
- 18 St Luke's Feast Day Choral Evensong, 6pm
- 19 UQ Concert
- 20 St John's Series Concert, 8pm. Dr Denis Collins and Dr Jason Stoessell
- 21 Community BBQ after the 9.30am Service to farewell the Rev'd Sue Wilton
- 24 Memorial Service for Michael Collin Persse, former donor to the completion project and well known teacher from Geelong Grammar School
- 25 Organ Concert, *The Complete Organ Symphonies, Symphony No 1 in D minor and No 2 in E minor* – by Louis Vierne, 7pm. Dr Joseph Nolan
- 26 Night in the Cathedral
- 27 Organ Concert, *The Complete Organ Symphonies, Symphony No 3 in F Sharp and No 5 in A Minor* – by Louis Vierne, 6pm. Dr Joseph Nolan
- 27 Shakespeare in the Cathedral, *Half Hour Hamlet*, followed by a session with the cast – Queensland Shakespeare Ensemble
- 28 Masses in the Eclectic and Celebrating Dedication and Stewardship Sunday
- 28 Organ Concert, *The Complete Organ Symphonies, Symphony No 4 in G minor and No 6 in B minor* – by Louis Vierne, 2pm. Dr Joseph Nolan

November

- 1 Free Morning Concert, 11am – Conservatorium Outreach
- 2 Art Exhibition, Up Close and Personal with Adoption and Fostering – The Artists' Perspective, Opening Function, 5pm
- 4 All Saints' Choral Eucharist and All Souls' Choral Evensong
- 4 Laying on of the Hands
- 7 Wasting Time with God, 9.30am
- 11 Remembrance Sunday
- 11 Mystics, Theologians and God-Botherers, War Poets
- 14 St John's Anglican College Valedictory Service, 10am
- 14 Contemplative Eucharist, 6pm (meditation from 5.30pm)
- 15 St Margaret's Anglican School Thanksgiving Service, 10am
- 15 St Aidan's Valedictory Service, 2.30pm
- 15 St Paul's School Valedictory Service, 5pm
- 16 Cannon Hill Anglican College Valedictory Service, 10am
- 18 Evensong incorporating the Bishop Putney Memorial Lecture, followed by refreshments and conversation, 6pm
- 20 Churchie Christmas Service, 7pm
- 22 The Rev'd Matthew Corkern, Rector of the Calvary Episcopal Church, Summit, New Jersey visiting on preached on Thanksgiving at our 12.30pm Eucharist. The Dean then blessed the wedding of his relatives.
- 23 Cathedral Trivia Night
- 24 Bach Society, The Messiah, 7.30pm
- 25 Community BBQ following the 9.30am service
- 25 Cathedral Congregation Annual Meeting, Part 1

December

- 1 Ordination of Priests & Deacons
- 5 & 6 Musical Christmas concerts with the Griffith University Conservatorium, 7.30pm
- 6 Free Morning Concert, 11am
- 12 Precinct Staff Christmas Liturgy and Lunch

Christmas 2018 at the Cathedral

Sundays in Advent 2018

The following will replace Evensong in December:

- 2 Advent Procession of Light with the Cathedral Singers, 7pm
- 9 A Musical Meditation for Christmass, Andrej Kouznetsov presents, *La Nativité du Seigneur*, 7pm
- 16 *Nine Lessons & Carols*, Brisbane Choral Artists, 7pm
- 23 *A Cantata for Advent*, Cathedral Chamber Choir, 7pm

Blue Christmas

Thursday 18 December, 6pm

A quiet, reflective service offered in a welcoming space for those who find the Christmass season to be particularly challenging and difficult

Wolcum Yole!

21 & 22 December, 7pm

A celebration of Christmass with the Cathedral Choristers and Chamber Choirs

Christmass Eve 24 December

- Hurry to Bethlehem – Children’s Liturgy 11.30am & 3.30pm
- God is with us Lessons & Carols, 7pm
- Pre-service Carols, the Cathedral Choir, 10.40pm
- First Eucharist of Christmass, 11pm

Christmass Day 25 December

- Holy Communion, 7.30am
- Choral Eucharist, 9.30am
- The Cathedral closes 11am-4pm
- Holy Communion, 5pm

FINANCIAL STATEMENTS

OF

THE CORPORATION

OF THE

LESSER CHAPTER

OF THE

CATHEDRAL CHURCH

OF BRISBANE

ABN: 33 671 722 573

FOR THE YEAR ENDED 31 DECEMBER 2018

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**FINANCIAL STATEMENTS
For the year ended 31 December 2018**

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INDEPENDENT AUDITOR'S REPORT

To the members of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane (the Entity), which comprises the balance sheet as at 31 December 2018, the income and expenditure statement, statement of changes in accumulated funds and reserves and cash flow statement for the year then ended, and notes to the financial statements including a summary of significant accounting policies and other explanatory information, and the Statement by The Lesser Chapter.

In our opinion the accompanying financial report presents fairly, in all material respects, the financial position of the entity as at 31 December 2018 and of its financial performance and its cash flows for the year then ended in accordance with the basis of accounting described in Notes 1 and 2.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Entity in accordance with ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter - Basis of accounting

We draw attention to Notes 1 and 2 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane to meet the requirements of its members. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of management and those charged with governance for the Financial Report

Management is responsible for the preparation and fair presentation of the financial report, and have determined that the basis of preparation described in Notes 1 and 2 is appropriate to meet the requirements of its members and for such internal control as management determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.



In preparing the financial report, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

The Members are responsible for overseeing the Entity's financial reporting process.

Auditor's responsibilities for the audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at: http://www.auasb.gov.au/auditors_files/ar3.pdf

This description forms part of our auditor's report.

BDO Audit Pty Ltd

A handwritten signature in black ink, appearing to read 'R M Swaby'. Above the signature, the letters 'BDO' are written in a stylized, cursive font.

R M Swaby
Director

Brisbane, 4 April 2019

THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE

STATEMENT BY THE LESSER CHAPTER

The attached financial statements, being the Balance Sheet of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane ("the Lesser Chapter") as at 31 December 2018, the Income and Expenditure Statement, Statement of Changes in Accumulated Funds & Reserves, and Cash Flow Statement for the year then ended, have been prepared for distribution to the members of the Lesser Chapter to fulfil the Lesser Chapter's financial reporting requirements.

In our opinion, in accordance with the basis of accounting set out in notes 1 and 2 of the attached financial statements:

- (a) the attached Balance Sheet presents fairly the financial position of the Lesser Chapter as at 31 December 2018; and
- (b) the attached Income and Expenditure Statement presents fairly the results of the operations for the year ended 31 December 2018; and
- (c) the attached Statement of Changes in Accumulated Funds & Reserves presents fairly the movements in accumulated funds and reserves for the year ended 31 December 2018; and
- (d) the attached Cash Flow Statement presents fairly the cash flows of the identified funds for the year ended 31 December 2018.

The Lesser Chapter has, in respect of the financial year ended 31 December 2018:

- (i) kept such accounting records so as to correctly record and explain the transactions and financial position of Lesser Chapter;
- (ii) kept its accounting records in such a manner as would enable fairly presented financial statements of the Lesser Chapter to be prepared from time to time; and
- (iii) kept its accounting records in such a manner to enable the accounts of Lesser Chapter to be conveniently and properly audited in accordance with Australian Auditing Standards.

This report is for and on behalf of the members of the Lesser Chapter.



The Very Reverend Dr P Catt
Dean of Brisbane



Mr Tim Reid
Chapter Clerk

Dated: 4-4-2019
St Martin's House
373 Ann Street
Brisbane

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**INCOME AND EXPENDITURE STATEMENT
For the year ended 31 December 2018**

	Notes	2018 \$	2017 \$
OPERATING INCOME			
Bequest Income, Gifts & Donations		376,842	289,164
Offerings		238,449	274,761
Rental and Parking Income	4	750,140	737,192
Use of Cathedral		269,150	263,031
Interest Income		6,178	7,037
Royalty Income		-	-
Ministerial Services Income		9,436	2,242
Grants – Synod		68,460	68,403
Grants from Other Sources		35,120	5,300
Cathedral Tours Revenue		366	893
Sales and Commission – Shop		63,430	71,519
Gain on Disposal of Fixed Assets		-	3,818
Other Income		11,164	4,808
		1,828,735	1,728,168
OPERATING EXPENDITURE			
Staffing Costs	5	(779,019)	(672,427)
Ministry & Worship Expenses	5	(172,028)	(124,870)
Giving	5	(37,702)	(32,350)
Occupation Expenses	5	(533,374)	(374,112)
Administration & Other Expenses	5	(406,238)	(471,928)
		(1,928,361)	(1,675,687)
NET OPERATING SURPLUS/(DEFICIT) FOR THE YEAR	3	(99,626)	52,481
TOTAL SURPLUS/(DEFICIT) FOR THE YEAR		(99,626)	52,481

The Income and Expenditure Statement is to be read in conjunction with the notes to the financial statements

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**BALANCE SHEET
As at 31 December 2018**

	Notes	2018 \$	2017 \$
ASSETS			
Current Assets			
Cash and Cash Equivalents	6	361,364	654,821
Trade and Other Receivables	7	429,092	254,973
Inventory		31,747	25,406
Deposits and Payments in Advance		10,512	9,773
		832,715	944,973
Non-Current Assets			
Property, Plant and Equipment	8	249,868,666	250,037,696
Investment and Loans	9	30,000	30,000
Other Receivables	7	80,388	197,613
		249,979,054	250,265,309
TOTAL ASSETS		250,811,769	251,210,282
LIABILITIES			
Current Liabilities			
Trade and Other Payables	10	128,329	536,915
Revenue in Advance	11	686,364	551,298
Staff Leave Provisions		155,972	149,449
Interest Bearing Borrowings	12	134,021	134,021
		1,104,686	1,371,683
Non-Current Liabilities			
Other Payables	10	60,000	50,000
Revenue in Advance	11	1,885,092	2,395,725
Interest Bearing Borrowings	12	880,771	967,596
		2,825,863	3,413,321
Capital Funds			
General & Ministry Funds	14	2,380,900	2,335,965
		2,380,900	2,335,965
TOTAL LIABILITIES		6,311,449	7,120,969
NET ASSETS		244,500,320	244,089,313
ACCUMULATED FUNDS & RESERVES			
Revaluation Reserve		240,692,424	240,692,424
Capital Reserve	19	7,549,084	7,038,451
Accumulated Deficit		(3,741,188)	(3,641,562)
TOTAL ACCUMULATED FUNDS & RESERVES		244,500,320	244,089,313

The Balance Sheet is to be read in conjunction with the notes to the financial statements

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**STATEMENT OF CHANGES IN ACCUMULATED FUNDS & RESERVES
For the year ended 31 December 2018**

	Notes	Revaluation Reserve	Capital Reserve	Accumulated Surplus/ (Deficit)	TOTAL
		\$	\$	\$	\$
Balance at 1 January 2017		216,992,204	6,527,818	(3,694,043)	219,825,979
NPD Rent in Advance Allocation	19	-	510,633	-	510,633
Additions to and revaluations of non-current assets		23,700,220	-	-	23,700,220
Net Surplus/(Deficit) for the Year		-	-	52,481	52,481
Balance at 31 December 2017		240,692,424	7,038,451	(3,641,562)	244,089,313
NPD Rent in Advance Allocation	19	-	510,633	-	510,633
Net Surplus/(Deficit) for the Year		-	-	(99,626)	(99,626)
Balance at 31 December 2018		240,692,424	7,549,084	(3,741,188)	244,500,320

The Statement of Accumulated Funds & Reserves is to be read in conjunction with the notes to the financial statements

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**CASH FLOW STATEMENT
For the year ended 31 December 2018**

	Notes	2018 \$	2017 \$
Cash Flows from Operating Activities			
Cash Payments to Employees, Suppliers and Others		1,783,504	1,775,485
Cash Used by Operations		(2,101,183)	(1,360,839)
Cash Used by Operations		(317,679)	414,646
Interest Received		4,132	6,818
Interest Paid		(47,197)	(48,586)
Net Cash from Operating Activities	6	(360,744)	372,878
Cash Flows from Investing and Construction Activities			
Net Investment in Plant and Equipment		(10,094)	(56,838)
Third Party Donations and Receipts to Finance Construction Activities		253,575	129,183
Construction Costs: Cathedral Completion		(133,275)	(242,900)
Proceeds on Sale of Property, Plant and Equipment		-	3,818
Net Cash Inflow (Used in)/from Investing and Construction Activities		110,206	(166,737)
Cash flows from Financing Activities			
Increase/(Decrease) in General & Ministry Funds		43,906	(76,174)
Payment of Capital Element of Interest Bearing Loan		(86,825)	(85,434)
Net Cash Inflow (Used in)/from Financing Activities		(42,919)	(161,608)
Net Increase/(Decrease) in Cash and Cash Equivalents		(293,457)	44,533
Cash and Cash Equivalents at beginning of the year		654,821	610,288
Cash and Cash Equivalents at end of the year	6	361,364	654,821
Consisting of:			
Cash and Cash Equivalents - Operating Funds		(2,019,536)	(1,681,144)
Cash and Cash Equivalents – General & Ministry Funds	14	2,380,900	2,335,965
Cash and Cash Equivalents in Funds as per Balance Sheet	6	361,364	654,821
Bank Overdraft	13	-	-
Total Cash and Cash Equivalents	6	361,364	654,821

The Cash Flow Statement is to be read in conjunction with the notes to the financial statements

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

NOTE 1: BASIS OF PREPARATION

The attached financial statements, being a special purpose financial report, comprising an Income and Expenditure Statement, Balance Sheet, Statement of Changes in Accumulated Funds & Reserves and Cash Flow Statement, of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane for the year ended 31 December 2018 have been prepared for distribution to the members of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane to fulfil the Diocesan Services Commission's financial reporting requirements.

NOTE 2: SUMMARY OF ACCOUNTING POLICIES

(a) Basis of Accounting

These financial statements are a special purpose financial report prepared for use by the members of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane (the "Lesser Chapter"). The Diocesan Services Commission has determined that the Lesser Chapter is not a reporting entity.

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

The financial statements are prepared on an accruals basis and are based on historical costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report.

(b) Going Concern

The financial information is prepared on a going concern basis which contemplates the continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.

(c) Income Tax

No provision has been made for Income Tax as the Lesser Chapter is exempt from Income Tax under section 50-5 of the Income Tax Assessment Act 1997 as a religious institution.

(d) Revenue and Expense Recognition

Revenue is generally recognised on an accruals basis. Donations and offerings collected, including cash and proceeds from shop sales, are recognised as revenue when the Lesser Chapter gains control, economic benefits are probable and the amount of the donation/offering/shop sale can be measured reliably. Revenue from the disposal of other assets is generally recognised when the Lesser Chapter has passed control of the asset to the other party.

Expenses are generally recognised on an accruals basis following receipt of goods or services.

(e) Bequests

Bequests are transfers made to the Lesser Chapter according to the provisions of a deceased person's will.

General bequests are allocated to the Lesser Chapter's projects based on the discretion of management. If the bequest is allocated to the Cathedral Completion account it is capitalised to the Cathedral Completion account when it is probable that the future economic benefits will flow to the entity. Specific bequests in relation to the Ministry Fund (or any other specific fund) are credited to those specific Reserves.

Returns on invested bequests are credited to those specific Reserves.

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

NOTE 2: SUMMARY OF ACCOUNTING POLICIES continued

(f) Borrowing Costs

Borrowing costs are recognised in the Income and Expenditure Statement in the period in which they are incurred.

(g) Goods and Services Tax (GST)

GST is not charged or received where the transaction is between the Lesser Chapter and another member of the Anglican Diocese GST Group as defined by the Australian Tax Office.

All other revenue, expenses and assets are recognised net of goods and services tax (GST) except:

- (i) where the amount of the GST is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of an asset or as part of an item of expense; or
- (ii) for receivables and payables which are recognised inclusive of GST.

The net amount of GST recoverable from or payable to the taxation authority is included in receivables or payables.

(h) Employee Benefits

Provision is made for the Lesser Chapter's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with entitlements arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at their nominal amount.

The long service leave provision is calculated using nominal pay rates based on employees who have seven or more years' service with the Lesser Chapter. This calculation is expected to approximate the present value of the estimated future cash outflows to be made for those benefits. The total employee benefits liability as at 31 December 2018 is \$155,972 (2017: \$149,449)

Contributions are made to superannuation funds on account of employees in accordance with governing legislation and are charged as expenses when incurred. The Lesser Chapter has no obligation to cover any shortfall in the superannuation funds' obligation to provide benefits to employees on retirement or death or disablement.

Where staff are "clergy", contributions are paid to the Anglican Clergy Long Service Leave Scheme in Melbourne with entitlements being due from that Scheme at a base rate.

The number of employees at the end of 2018 was 24, including 4 full-time employees with an additional part-time contractor. (2017: 23 employees, 5 being full-time, plus 1 part-time contractor)

(i) Investments

(i) Investment in subsidiary

The Lesser Chapter owns 100% of Cathedral Quarry Pty Ltd, an entity that operated a quarry at Helidon on land that was owned by the Lesser Chapter. The quarry and business operated by Cathedral Quarry Pty Ltd was sold during 2013. Cathedral Quarry Pty Ltd changed its name from Ablatio Pty Ltd at the time of the business sale. This entity is not consolidated, and any profit or loss of the subsidiary is not consolidated by the Lesser Chapter.

(ii) Other investments

Other investments are recorded at cost.

(j) Leased Assets

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as an expense in the period in which they are incurred.

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

NOTE 2: SUMMARY OF ACCOUNTING POLICIES continued

(k) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value.

(i) Land and buildings

Freehold land, buildings and improvements are measured at management's assessment of the reinstatement value as determined for insurance purposes, being the amount required to replace or rebuild the buildings and improvements with similar property to a standard substantially the same as, but not better or more extensive than their condition when new, including fees payable to architects, surveyors, consulting engineers and other professionals. The reinstatement value excludes:

- Any allowances for cost inflation during the rebuilding period
- Removal and disposal of building debris that may be incurred after damage to the property

Additions to land buildings, and subsequent expenditure on land and buildings which is assessed to increase the reinstatement value of those assets, are initially recognised at cost subject to subsequent revaluation as required. Subsequent expenditure on land & buildings which is assessed to not increase the reinstatement value of those assets is expensed as incurred.

It is the policy of the Lesser Chapter to review the value annually. If it is decided that the fair value may be significantly different to that which is currently presented, an independent valuation is obtained. Our insurers now request an independent valuation be performed at least every three (3) years

The valuation of land and buildings is based on the insured replacement value. An independent valuation was obtained for the purpose of the 2017 insurance renewal in July 2017 proving a \$23,700,220 revaluation increment over the previous independent valuation obtained in December 2009.

(ii) Plant and Equipment

Plant and equipment (including the Helidon quarry) are measured on a cost basis. Where items are entered as assets they are depreciated annually on a straight-line basis over their expected useful life.

Plant and equipment items with a purchase cost of \$1,000 or more are recognised as non-current assets. Any items purchased for less than \$1,000 are expensed in the Income and Expenditure Statement.

(iii) Goods in-kind

Goods in-kind are tangible assets transferred to the Lesser Chapter in a non-exchange transaction, without charge, and may or may not be, subject to stipulations. Goods in-kind are not recognised in the financial statements of the Lesser Chapter.

(iv) Depreciation

The following rates of depreciation were used in the indicated classes of assets during the year.

Motor Vehicles	20%	Computer Equipment	25%
Computer Software	33%	Plant and Equipment	5-25%
Furniture & Fittings	5-11%	Helidon Quarry	3%
Music Instruments	10-15%		
Office Equipment	10-33%		

Land and buildings are not depreciated.

(l) Receivables

Receivables are recorded at amounts due less any allowance for doubtful debts.

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

NOTE 2: SUMMARY OF ACCOUNTING POLICIES continued

(m) Impairment and Recoverable Amount of Non-Current Assets

The Lesser Chapter assesses, at each reporting date, by evaluating conditions specific to the Lesser Chapter that may lead to impairment of assets. Non-current assets are written down to recoverable amount where the carrying value of any non-current asset exceeds recoverable amount. In determining the recoverable amount of non-current assets, the expected net cash flows have not been discounted to their present value.

(n) Cathedral Completion Commitments

Following commitments made by a number of donors to repay all net costs incurred by the Lesser Chapter associated with the Completion of the Cathedral, the net costs incurred are reported as a receivable – Cathedral Completion Commitments. The costs incurred with the Completion of the Cathedral are not shown in Property Plant & Equipment at the time of acquisition being offset by the donations and bequests received specifically for the Completion of the Cathedral.

(o) Revenue in Advance

Bookings made in advance for the use of the Cathedral (for example – weddings) are recognised as Revenue in Advance on the Statement of Financial Position, with the majority an equal and opposite adjustment to Trade and Other Receivables.

Northern Precinct Development (“NPD”) – Rent Received in Advance

Rent in Advance was received from Anglican Financial Services (“ANFIN”) and Anglicare Southern Queensland (“Anglicare”) in December 2012 for \$5,616,968, representing a prepayment of rent for 11 years, as a means to fund the NPD capital project.

Rent in Advance – Northern Precinct Diocese Funding represents the balance remaining of the prepayment of rent, for 11 years received from ANFIN and Anglicare, to be allocated over the term of the leases. The Lesser Chapter has decided to account for the allocation of this prepaid rent equally over the term of the leases, commencing on 10 September 2012, directly in a Capital Reserve – NPD Funded Prepaid Rent and not as rental income in the Income & Expenditure Statement.

The total balance of the rent received in advance at the end of 2018 is \$2,395,725 (2017 – \$2,906,358).

(p) Presentation of General and Ministry Funds

General and Ministry Funds are disclosed at the level of historical bequests received, and does not reflect actual cash on hand.

Two types of Cash are disclosed in the financial statements:

1. Capital Funds, being the amount of cash that will be put aside for future investment, initially received as direct bequests.
2. Operating Funds and Cash on Hand, being cash received from other sources and includes the deficit of cash that needs to be built up to meet the capital fund requirements.

(q) Critical Accounting Estimates and Judgements

Estimates and judgments incorporated into the financial information are based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Lesser Chapter.

(r) Interest Bearing Borrowings

Interest bearing borrowings are recognised as a liability at nominal value.

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	2018	2017
	\$	\$
NOTE 3: CHAPTER OPERATING INCOME & EXPENDITURE OVERVIEW		
Cathedral Operations		
Dean's Office		
Income	647,934	585,190
Expenses	(953,892)	(824,934)
Surplus/(Deficit)	<u>(305,958)</u>	<u>(239,744)</u>
Premises		
Income	690,127	678,207
Expenses	(190,708)	(166,772)
Surplus/(Deficit)	<u>499,419</u>	<u>511,435</u>
Ministry Of Hospitality		
Income	25,542	19,836
Expenses	(26,424)	(15,535)
Surplus/(Deficit)	<u>(882)</u>	<u>4,301</u>
Shop		
Income	63,285	76,819
Expenses	(62,738)	(81,061)
Surplus/(Deficit)	<u>547</u>	<u>(4,242)</u>
External Uses		
Income	107,584	81,327
Expenses	(3,714)	(3,770)
Surplus/(Deficit)	<u>103,870</u>	<u>77,557</u>
 Total Cathedral Operations		
Income	1,534,472	1,441,379
Expenses	(1,237,476)	(1,092,072)
Surplus/(Deficit)	<u>296,996</u>	<u>349,307</u>
 Music		
Income	38,480	14,734
Expenses	(261,405)	(223,762)
Surplus/(Deficit)	<u>(222,925)</u>	<u>(209,028)</u>
 Cathedral Maintenance		
Income	255,783	272,055
Expenses	(429,480)	(359,853)
Surplus/(Deficit)	<u>(173,697)</u>	<u>(87,798)</u>
 TOTAL CHAPTER		
Operating Income	1,828,735	1,728,168
Operating Expenses	(1,928,361)	(1,675,687)
NET OPERATING SURPLUS/(DEFICIT)	<u>(99,626)</u>	<u>52,481</u>

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	Notes	2018 \$	2017 \$
NOTE 4: RENTAL & PARKING INCOME			
Gross Rental & Parking Income		997,885	980,851
Rental Discount – Diocese Offices		(247,745)	(243,659)
TOTAL RENTAL & PARKING INCOME		750,140	737,192
NOTE 5: OPERATING EXPENDITURE			
Staffing Costs			
Ministry		317,382	232,209
Music		130,794	121,937
Administration, Vergers and Operations		330,843	318,281
		<u>779,019</u>	<u>672,427</u>
Ministry & Worship Expenses			
ACGS Scholarship		49,180	38,488
Other Ministry & Worship Expenses		122,848	86,382
		<u>172,028</u>	<u>124,870</u>
Giving			
Parish Contribution to the Diocese		33,310	32,350
Other Diocese Levies & Giving		4,392	-
		<u>37,702</u>	<u>32,350</u>
Occupation Expenses			
Electricity & Gas		18,499	17,643
Insurance - Property		278,995	216,701
Repairs & Maintenance		116,459	21,246
Other Occupation Expenses		119,421	118,522
		<u>533,374</u>	<u>374,112</u>
Administration & Other Expenses			
Audit Fees		13,000	13,500
Consulting Fees		5,288	21,616
Depreciation	8	179,124	173,227
IT Expenses		20,075	38,346
Hire office equipment		12,740	13,608
Stationery and Postage		23,017	24,754
Telephone/Internet		12,046	14,075
Interest Paid		47,197	48,586
Marketing Expenses		22,626	22,678
Cost of Sales - Shop		29,624	44,695
Other Expenses		41,501	56,843
		<u>406,238</u>	<u>471,928</u>
TOTAL OPERATING EXPENDITURE		1,928,361	1,675,687

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	Notes	2018 \$	2017 \$
NOTE 6: CASH & CASH EQUIVALENTS			
Operating Funds		(2,019,536)	(1,681,144)
General & Ministry Funds	14	2,380,900	2,335,965
TOTAL CASH & CASH EQUIVALENTS IN FUNDS		361,364	654,821
Bank Overdraft	12	-	-
TOTAL CASH & CASH EQUIVALENTS		361,364	654,821
 Reconciliation of Net Cash Provided by Operating Activities to Net Surplus/(Deficit)			
Net Surplus/(Deficit)		(99,626)	52,481
Non-Cash Flows in Operating Deficit:			
Depreciation		179,124	173,227
(Gain) on Sale of Property, Plant and Equipment		-	(3,818)
Interest Forgone – Cathedral Completion		(3,075)	(1,223)
Financing Activities Interest Income		1,029	1,004
Changes in Provisions:			
Employee Benefits		6,523	6,380
Changes in Assets and Liabilities:			
Decrease/(Increase) in Trade Debtors		(174,119)	185,632
Decrease/(Increase) in Prepayments		(739)	(1,464)
Decrease/(Increase) in Inventories		(6,341)	(4,248)
Increase/(Decrease) in Payables		(263,520)	(35,093)
Net Cash Generated from Operations		(360,744)	372,878
 NOTE 7: TRADE & OTHER RECEIVABLES			
Current			
Trade Debtors		276,582	57,309
GST Receivable		-	5,103
Other Debtors & Receivables		152,510	192,561
		429,092	254,973
Non-Current			
Cathedral Completion Commitments	16	80,388	197,613
TOTAL TRADE & OTHER RECEIVABLES		509,480	452,586

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	Notes	2018 \$	2017 \$
NOTE 8: PROPERTY, PLANT & EQUIPMENT			
Land & Buildings - at Valuation		247,899,000	247,899,000
Motor Vehicles - at Cost		11,500	11,500
Less: Accumulated Depreciation		(11,500)	(11,500)
		<u> -</u>	<u> -</u>
Computer Software - at Cost		25,121	25,121
Less: Accumulated Depreciation		(14,405)	(8,568)
		<u>10,716</u>	<u>16,553</u>
Furniture and Fittings - at Cost		550,558	550,558
Less: Accumulated Depreciation		(273,049)	(233,839)
		<u>277,509</u>	<u>316,719</u>
Musical Instruments - at Cost		5,000	20,000
Less: Accumulated Depreciation		(3,627)	(14,784)
		<u>1,373</u>	<u>5,216</u>
Office Equipment - at Cost		66,115	58,987
Less: Accumulated Depreciation		(51,933)	(50,462)
		<u>14,182</u>	<u>8,525</u>
Computer Equipment - at Cost		104,729	100,911
Less: Accumulated Depreciation		(80,731)	(70,686)
		<u>23,998</u>	<u>30,225</u>
Plant & Equipment - at Cost		2,213,069	2,213,070
Less: Accumulated Depreciation		(668,041)	(552,684)
		<u>1,545,028</u>	<u>1,660,386</u>
Helidon Quarry - at Cost		143,185	143,185
Less: Accumulated Depreciation		(46,325)	(42,113)
		<u>96,860</u>	<u>101,072</u>
TOTAL PROPERTY, PLANT & EQUIPMENT		<u>249,868,666</u>	<u>250,037,696</u>

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	Notes	2018 \$	2017 \$
NOTE 8: PROPERTY, PLANT & EQUIPMENT continued			
 MOVEMENTS IN PROPERTY, PLANT & EQUIPMENT			
Land & Buildings			
Carrying value at beginning of financial year		247,899,000	224,198,780
Revaluation Increment		-	23,700,220
Additions		-	-
Carrying value at end of financial year		247,899,000	247,899,000
 Motor Vehicle			
Carrying value at beginning of financial year		-	-
Depreciation		-	-
Carrying value at end of financial year		-	-
 Computer Software			
Carrying value at beginning of financial year		16,553	-
Additions		-	17,513
Depreciation		(5,837)	(960)
Carrying value at end of financial year		10,716	16,553
 Furniture and Fittings			
Carrying value at beginning of financial year		316,719	356,354
Additions		-	-
Depreciation		(39,210)	(39,635)
Carrying value at end of financial year		277,509	316,719
 Musical instruments			
Carrying value at beginning of financial year		5,216	6,307
Disposals		(3,344)	-
Depreciation		(499)	(1,091)
Carrying value at end of financial year		1,373	5,216
 Office equipment			
Carrying value at beginning of financial year		8,525	8,686
Additions		9,619	3,381
Depreciation		(3,962)	(3,542)
Carrying value at end of financial year		14,182	8,525
 Computer equipment			
Carrying value at beginning of financial year		30,225	6,136
Additions		3,819	31,806
Depreciation		(10,046)	(7,717)
Carrying value at end of financial year		23,998	30,225

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	Notes	2018 \$	2017 \$
NOTE 8: PROPERTY, PLANT & EQUIPMENT continued			
Plant and equipment			
Carrying value at beginning of financial year		1,660,386	1,772,319
Additions		-	4,138
Depreciation		(115,358)	(116,071)
Carrying value at end of financial year		1,545,028	1,660,386
Helidon Quarry			
Carrying value at beginning of financial year		101,072	105,283
Depreciation		(4,212)	(4,211)
Carrying value at end of financial year		96,860	101,072
TOTAL			
Carrying value at beginning of financial year		250,037,696	226,453,865
Revaluation Increment		-	23,700,220
Additions		13,438	56,838
Disposals		(3,344)	-
Depreciation	5	(179,124)	(173,227)
Total Carrying value at end of financial year		249,868,666	250,037,696
 NOTE 9: INVESTMENTS AND LOANS			
Shares at Cost – Cathedral Quarry Pty Ltd		30,000	30,000
TOTAL INVESTMENTS AND LOANS		30,000	30,000

**THE CORPORATION OF THE LESSER CHAPTER
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**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	Notes	2018 \$	2017 \$
NOTE 10: TRADE & OTHER PAYABLES			
Current			
Trade Accounts Payable		39,796	225,260
Net Taxes Payable		9,039	-
Giving	18	3,881	6,821
Other Creditors, Accruals & Payables		75,613	304,834
		128,329	536,915
Non-Current			
Other Payables		60,000	50,000
TOTAL TRADE & OTHER PAYABLES		188,329	586,915
 NOTE 11: REVENUE IN ADVANCE			
Current			
Weddings Booked		48,165	25,595
Rent in Advance - Northern Precinct Diocese Funding		510,633	510,633
Other Income in Advance		127,566	15,070
		686,364	551,298
Non-Current			
Rent in Advance - Northern Precinct Diocese Funding		1,885,092	2,395,725
TOTAL REVENUE IN ADVANCE		2,571,456	2,947,023
 NOTE 12: INTEREST BEARING BORROWINGS			
Current			
Bank Overdraft	13	-	-
Unsecured Loan for Northern Precinct Development	13	134,021	134,021
		134,021	134,021
Non-Current			
Unsecured Loan for Northern Precinct Development	13	880,771	967,596
TOTAL INTEREST BEARING BORROWINGS		1,014,792	1,101,617

**THE CORPORATION OF THE LESSER CHAPTER
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**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	Notes	2018 \$	2017 \$
NOTE 13: AVAILABLE FACILITIES			
Bank Overdraft			
Current	12	-	-
Balance	6	-	-
Maximum Facility		300,000	300,000
Unsecured Loan for Northern Precinct Development			
Current	12	134,021	134,021
Non-Current	12	880,771	967,596
Balance		1,014,792	1,101,617
Maximum Facility		1,400,000	1,400,000
NOTE 14: GENERAL & MINISTRY FUNDS			
Chapter Capital Funds			
Special Funds	15	55,708	55,700
Ministry Funds	15	1,742,848	1,742,848
Music Funds	15	228,552	214,865
Maintenance Funds	15	300,027	299,341
Total Chapter Capital Funds	15	2,327,135	2,312,754
National Trust Funds		53,765	23,211
TOTAL GENERAL & MINISTRY FUNDS	6	2,380,900	2,335,965

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

NOTE 15: CHAPTER CAPITAL FUNDS

Total Chapter Capital Funds	Special	Ministry	Music	Maintenance	Total
	\$	\$	\$	\$	\$
Opening Balance - Prior Year	55,692	1,739,848	214,555	298,655	2,308,750
Bequests and Donations					
Estate: Fiona Best	-	3,000	-	-	3,000
Other Donations	-	-	-	-	-
Total Bequests and Donations	-	3,000	-	-	3,000
Interest/Other Income	8	-	310	686	1,004
Less: Outlays	-	-	-	-	-
Closing Balance – Prior Year	55,700	1,742,848	214,865	299,341	2,312,754
Bequests and Donations					
Estate: Thomas Baker	-	-	20,939	-	20,939
Other Donations	-	-	18,900	-	18,900
Total Bequests and Donations	-	-	39,839	-	39,839
Interest/Other Income	8	-	335	686	1,029
Less: Outlays					
Choir Robes	-	-	(1,400)	-	(1,400)
Organ Repairs	-	-	(10,470)	-	(10,470)
Less: Prior Period Adjustments	-	-	(14,617)	-	(14,617)
Closing Balance – Current Year	55,708	1,742,848	228,552	300,027	2,327,135
Closing Balance – Prior Year					
Represented by:					
Interest Bearing Deposits	1,657	-	19,856	42,625	64,138
Chapter Loan	54,043	1,742,848	195,009	256,716	2,248,616
Closing Balance – Prior Year	55,700	1,742,848	214,865	299,341	2,312,754
Closing Balance – Current Year					
Represented by:					
Interest Bearing Deposits	1,665	-	37,691	43,311	82,667
Chapter Loan	54,043	1,742,848	190,861	256,716	2,244,468
Closing Balance – Current Year	55,708	1,742,848	228,552	300,027	2,327,135

Lesser Chapter has decided, for internal management accounting purposes only, to determine the notional interest required for the Chapter Capital Funds to maintain at least CPI annual growth, commencing in 2011. It is the intention of Lesser Chapter to defer the recognition of this notional interest until after repayment of the loan for the "Northern/Cathedral Precinct" building projects (approximately in 2025) when it is expected Lesser Chapter will then have the ability to repay these amounts from the commercial rental returns expected to be achieved. At 31 December 2018 total accumulated notional deferred interest on Chapter Capital Funds is \$304,786 (2017: \$261,116).

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	Notes	2018	2017
		\$	\$
NOTE 16: CATHEDRAL COMPLETION COMMITMENTS			
Cathedral Completion Commitments at beginning of period		197,613	82,673
Total Completion Costs during the year		136,350	244,123
Less: Bequests and Donations Received			
National Trust St John's Cathedral Completion Appeal		-	(113,795)
Phyllis May Lusk Bequest		-	(159)
Hilda Katie Roberts Bequest		-	(3,542)
Neve Sears Byrne Bequest		-	(11,517)
Neville Hodgson Bequest		(140,458)	-
June Marie Sherrin Bequest		(50,000)	-
Howard Thomas Baker Bequest		(62,817)	-
Other Donations and Income		(300)	(170)
Total Bequests and Donations Received		(253,575)	(129,183)
Net Increase/(Decrease) in Total Commitments		(117,225)	114,940
TOTAL CATHEDRAL COMPLETION COMMITMENTS	7	80,388	197,613

NOTE 17: SUBSEQUENT EVENTS

Subsequent to 31 December 2018, The Lesser Chapter was made aware of a potential claim. While the claim has initially been settled by the Diocese of Brisbane, The Diocese and The Lesser Chapter are yet to finalise the liability attributable to The Lesser Chapter.

There has not been any other matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect, the operations of the Lesser Chapter, the results of those operations, or the state of affairs of the Lesser Chapter as at the date of this financial report.

**THE CORPORATION OF THE LESSER CHAPTER
OF THE CATHEDRAL CHURCH OF BRISBANE**

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2018**

	Paid 2017 \$	Balance 2017 \$	Received 2018 \$	Paid 2018 \$	Balance 2018 \$
NOTE 18: SUMMARY OF GIVING					
Congregation Giving					
Bush Ministry Fund	351	-	239	87	-
Cathedral Outreach	16,501	5,976	6,067	17,414	3,296
Gifts for Clergy	200	845	252	3,190	585
Mothers' Union	1,779	-	-	1,219	-
Defence Force Chaplaincy	550	-	-	700	-
Total Congregation Giving	19,381	6,821	6,558	22,610	3,881
Special Events					
Loaves & Fishes					
Smart Pups	22,000	-	-	-	-
Aunties & Uncles	-	6,039	4,392	36,000	8,393
Total Congregation & Special Events Giving	41,381	12,860	10,950	58,610	12,274
Other Giving by Lesser Chapter					
Parish Contributions to Diocese	32,350			33,310	
Ronald McDonald House	-			-	
Other Discretionary Funds	-			5,178	
TOTAL GIVING PAID	73,731			97,098	

	General \$	NPD Rent in Advance Allocation \$	TOTAL \$
NOTE 19: CAPITAL RESERVE			
Opening Balance - Prior Year	4,327,840	2,199,978	6,527,818
Transfers to Reserve - Prior Year	-	510,633	510,633
Closing Balance - Prior Year	4,327,840	2,710,611	7,038,451
Transfers to Reserve - Current Year	-	510,633	510,633
Closing Balance - Current Year	4,327,840	3,221,244	7,549,084

NPD Rent in Advance Allocation

The NPD capital project was funded mainly by the prepayment of rent for eleven years received from ANFIN and Anglicare in December 2012 of \$5,616,968. Lesser Chapter has decided to recognise the allocation of this prepaid rent equally over the term of the leases, commencing on 10 September 2012, in a Capital Reserve.

Ministry Education Commission

St Francis College

The MEC is a suite of ministries: a formation program for ordinands, tertiary education accredited through Charles Sturt University, adult education programs, ministry with Youth, Children and Families, a Spiritual Direction Formation course, the Education for Ministry program, the Household of Deacons, the ministry at Brookfield and the work of the Roscoe library. After much planning and discussion in 2018, two more key ministries and initiatives were added to this suite of services, and which more recently have begun to bear fruit.

The Community of the Way

The Community of the Way (CW) is a core of young adults (18-25 year olds) who are interested in living in community at SFC, while strengthening their faith through intentional prayer, study and service of others. The CW website says: 'a community of people who seek to follow the way of Jesus with prayerful hearts, enquiring minds, and passionate lives'.

In mid-2018 we welcomed the Rev'd Jasmine Dow on a part-time basis to initiate and be chaplain to this new community. She has now built up a solid network of young adults; preached at local parishes; spoken at Anglican Schools; participated in the Waiter's Union Community Course run by Dave Andrews; and liaised closely with Jonathan Kemp (AYC&F) and Stephen Harrison (ED PMC), who are the inspiration behind this initiative.

As a result we have five young adults who have moved into the Annexe; and a further three who are part of the CW in a non-residential manner. The Archbishop launched the CW early in March to a packed congregation in the SFC Chapel.

Community life is structured around the three themes of:

- prayer (daily corporate prayer);
- study (a weekly community gathering usually around the campfire to reflect on scripture and theology and especially the intersection between faith and work), and
- service (initially involvement in community services that are already happening, with an emphasis on relationship building rather than charity).

Complementing these themes will be the development of a Community Garden, which will not only involve other residents around the College (and perhaps even in the local suburb), but also refugees and asylum seekers through the Catholic Romero Centre. (For more information on the CW, see www.communityoftheway.org.)

The Ministry of Supervision

The Royal Commission into Institutional Responses to Child Sexual Abuse recommended churches develop a system of supervision for all active clergy. As a result last year we negotiated with St Mark's Theological College Canberra, who already have a supervisors' training program, to jointly deliver the *Graduate Certificate in Professional Supervision* at SFC. Fourteen people (mostly clergy and eight of whom were Anglican, plus six from ACSQ) enrolled and attended the first weekend in March this year. Dale Keenan who is Director of our Spiritual Direction Formation Program is co-leading the course.

Participants need to have five years' experience in ministry. The course is run over 10 months in a two days+ four days+ two days intensive pattern, with readings and assessment tasks to be completed between intensives. On completion of the *Grad Cert. in Professional Supervision* a person will be able to be a 'Professional Supervisor' to clergy and lay church workers of any denomination.

We would ideally like to deliver this course in years to come in our own right, but that means having both the qualified people to deliver it and the RTO status to accredit it. The former we can do; the latter is more complex, so at this stage we are working with St Mark's and sharing the income. More importantly we are at the beginning of raising up a cohort of people experienced in ministry, who might act as supervisors to clergy, especially newer ones, in the years ahead.

Last year we focused on a further three priorities consistent with our 2017-2020 Strategic Plan:

IT Requirements

Fibre optic cable was brought onto the site mid-2018. This has enabled us to access upload and download speeds of around 100Mb/s instead of the past 14 Mb/s. Faster internet speeds should preclude students occasionally dropping out who have logged in to a lecture via GoTo Meeting; enable us to use video segments in a lecture without overloading the system; enable us to incorporate real time online discussion forums; and more generally look seriously at mixed mode learning.

Towards the very end of the year, we set up better WiFi so that internet could be accessed around the campus. There are still one or two dead spots but an IT firm, Blue Apache, are finessing our requirements.

Enrolments in Tertiary Studies

The biggest challenge facing us at the moment is growing our enrolment base for tertiary studies. Enrolments in our tertiary degrees are usually around a modest 10-15 EFTSLs (Equivalent Full Time Study Load) per semester (which represents roughly 40-50 students with an enrolment total of around 70-90 in all our subjects), but last year was particularly disappointing: 11.38 EFTSLs in semester one and 8.375 in semester two. There are a number of reasons why 2018 was lower than usual:

- *National decline.* I am aware that other theological colleges in Australia, Anglican and other, have experienced a decline in enrolments last year and this year too. It is hard to know exactly why this might be so. It may be the result of online options with any multitude of theological colleges around the world. You could enrol for study at SFC: but then again you could just as easily enrol in theological colleges in Melbourne or Sydney or Adelaide or even overseas – and do all your study from home; not ideal but possible.
- *Fewer Formation students.* Two years ago we had 24 formation candidates, most of whom were enrolled in one or more subjects. Last year we had 17, of whom in semester II, just ten were formally enrolled. Of the others one lived in America, one had withdrawn from Formation, and five had either completed their BTh or only needed to audit. We are finding that some students are entering Formation already having attained the substance of a BTh from other colleges, leaving SFC to oversee auditing or just the two or three subjects still to complete.
- *Every second semester of the second year* the subject offerings are fewer in the CSU School of Theology, so enrolment levels are usually slightly lower at this time anyway.
- *Other factors.* The threshold at which FEE-HELP has to be repaid is now just \$46,000 – down from \$52,000 a few years ago.

It is worth noting that if enrolments were poor, auditing students were significant in number in 2018. We had around 30 in the last semester. This year we are around 11 EFTSLs (51 students with about 78 enrolments in all subjects) in first semester with a further 16 people auditing.

In August 2018, I and faculty staff spoke with the Diocesan marketing department about the development of a marketing strategy with a view to growing enrolments, which of course naturally fits with the Diocesan mantra of 'Going for Growth'. In order to shape a marketing plan it was suggested we needed to look at the subject offerings, possible target markets, enrolment processes and subject delivery (face-to-face, online, mixed mode, etc). The answers to all these would help determine a marketing strategy. We are currently awaiting that report which is being compiled by Helen Skippen (who in the past has helped the MEC and other Commissions develop strategic plans).

Leadership Course

A draft outline of a 'Leadership Course for Formation Students' was developed and discussed by a number of people including the Archbishop and Bishops. The course is constructed around Leadership of Self; Leadership of Teams (small groups) and Leadership of the Organisation (Parish). Some of its elements are already being delivered through the Formation program, although questions about how best to deliver this to already over-committed formation students needs resolving. One possibility is to make the Leadership Course a stand-alone program delivered over three years. Work still needs to be done also on who might deliver the various parts of the program.

The five priorities and new initiatives above were complimented in 2018 by a range of ongoing activities in the suite of services that SFC provides. A cursory look at each of them suggests the advance in the last 12 months.

Formation

A key element of our ministry is the teaching and formation of those seeking ordination. There are currently 17 students in Formation: the same number we had in 2018. Seventeen is not a large number and one ongoing Diocesan challenge is sourcing good (younger) men and women of faith as future priests and leaders in our Church.

It was nevertheless a joy at the end of 2018 to witness the ordinations of six students to the diaconate and another seven to the priesthood, all of whom had trained through SFC. Ordination is a special moment not only for students and their families but also for SFC staff, who witness the fruits of their teaching and formation.

The Formation program has achieved a degree of stability and effectiveness. Penny Jones (Director of Formation) introduced student 'integration papers' and placement portfolios, both of which enable better reflection on placement and formation experiences and learning. The year saw some special formation activities including a Pilgrimage at the Noosa Camino and participation at the Provincial Clergy Conference. The Friday night dinners for formation students and their families and an interview with a guest speaker is now an established part of the schedule. In recent months we have begun to review the relationship between the Formation program and the post-ordination training program (the Graduate Clergy Training Program) to ensure cohesion and compatibility.

The Formation students spent five weekends at the college last year, as is usual, plus an annual retreat, and we seek to enable formation in five areas: spiritual, personal, pastoral, ecclesial and entrepreneurial (leadership). To get some sense of how this works out, an emphasis on an early weekend this year was on 'personal formation', which is about self understanding and, important, if we believe that God's grace builds on one's nature. There were sessions on the Enneagram and working with the shadow, journaling for self awareness, Myers-Briggs and family of origin; an introduction to the Diocesan Flourish program; self care for clergy couples; as well as the more regular theological reflections, consideration of ordination vows and a session on pastoral care.

Every Formation weekend is framed by corporate prayer in the Chapel at which one student normally gives a short homily. These Formation weekends are always well-organised by Penny and though we cannot cover everything germane to a person's future priestly life we hope to give some foundations to stand them in good stead, knowing that formation in Christ is a lifelong journey for all of us.

The academic year begins with an Academic Commencement Evensong in the Cathedral in February (particularly well attended this year) and a Valedictory Liturgy in the SFC chapel at the end of the year. In this way not only is every day, every lecture and every Formation weekend framed by prayer at the College, so also is every year.

Anglican Youth, Children and Families (AYC&F) Ministry

Many highlights and milestones marked the ministry of the AYC&F in 2018, including:

- Great responses to the various Diocesan camps. Primary Ichthus in January 2019 attracted 48 primary aged children and 16 leaders. The Young Adult Retreat at Burleigh Heads a month later had 22 young adults. These numbers are consistent with last year and are the best we have had over the last decade. It is worth noting that these camps can only be as strong as the children and youth work in our parishes. So we really want to help parishes grow in their children and youth ministry.
- Relevant to this, we currently have the highest number of stipendiary parish lay youth ministers we have ever had (20 part-time youth ministers) and increasing time is spent, especially by Jonathan Kemp (Director AYC&F), assisting parishes in recruiting, training and monitoring these youth leaders. We have begun to put some thought into ongoing formation for these parish youth leaders, an area we would like to see developed.
- A series of engaging Young Adult Worship nights in a range of locations around the Diocese. These occasions attract between 60 and 80 (mostly) young adults and give them not only teaching specific to their situations in life, but a sense of belonging to a greater age-cohort than perhaps is evident in their parish.
- A high level of co-operation with other denominations, including the Ignite and Elevation training events, the Qld Children's Ministry Network and the Qld Youth Ministry Network, the inaugural Ecumenical Young Adults Summit and the inaugural Australian Intergenerational Roundtable.
- Jonathan and Erica have been invited by the General Synod office to develop a program for about a dozen young Anglicans from around Australia who might be invited to General Synod 2020, with the aim not only of providing an opportunity for them to engage in debate at Synod, but also to learn about Synod procedures, assist as volunteers and have their own Bible studies and other elements of a separate program. This follows on from a rather successful national 'General Synod Network Conference' (called 'C-Net/Y-Net') hosted at SFC and largely organised by Jonathan, in which Anglican leaders in Youth and Children's Ministry from Perth, Adelaide, Melbourne, New Zealand and Canberra met to discuss common issues of engagement with young adults.

- Jonathan also was asked last year by the Archbishop to be the Diocesan representative on two bodies that advise the State Education Department on Religious Instruction in State Schools: RIQA (RI Quality Assurance Advisory group) and the QCT Commission for RI and Chaplaincy (CRICCS).

Adult Parish Education

This year marks the fifth year of the 'Lay Education Project'. Jonathan Sargeant (Director of Lay Education) continued to create resources, communicate information about new material, and provide leadership in adult education within the Diocese. With a primary strategy of resourcing agents of lay education in each parish, clergy are offered the means to enhance the growth in faith of those with whom they minister. Towards these ends Fiona Hammond (Lay Education Projects Officer) and Jonathan work in the following areas:

- **The 360 Project**

The 360 Project now boasts six seminars. The release of the latest works, *The Puzzle of Paul* and *Faith Seeks Understanding* was met with excitement within the Diocese. *The Puzzle of Paul* examines the writings and legacy of Paul for Christianity, while *Faith Seeks Understanding* introduces Anglicans to theological thinking (acknowledging that many have been doing so already).

Jonathan and Fiona spend a frequent number of weekends delivering various 360 courses in parishes, so in order to expand the delivery of the available suite of seminars, they invited and trained an array of capable facilitators. A number now are delivering the new modules around the Diocese and beyond and the response is heartening. (For example, at one presentation of *'Introduction to the Bible'* 92% felt more excited about reading the Bible; and 85% made a Bible reading plan. 93% of participants doing the course *'Praying in Anglican Ways'* felt more excited about prayer.)

The two issues we wrestle with are the speed at which we can roll out these courses and the training of sufficient leaders to promote and lead them in parishes.

Two new seminars are underway: one on the process of welcoming to church (enabling parishes to assess their current practices and enhance them) and one on the Four Gospels, their writing, relationship to each other, portrait of Jesus and particular features. The quality of all these 360 courses is excellent.

- **SFC Short Courses**

A new project from the Adult Parish Education team this year has been the development of on-line short courses housed at the SFC website and which individuals or groups can access from anywhere in the world. Featuring videos and discussion material for further engagement, the short courses utilise the wealth of knowledge of SFC lecturing staff and others associated with the College.

The first short course, *What Matters About Jesus*, features six 25-minute videos and discussion questions. It provides material for faith and education and has been used for Lent and Advent study groups and other weekly Bible study groups around the Diocese. A second short course, *'Being Anglican'*, is nearly completed using material from Synod addresses by the Archbishop to explore the riches of the Anglican faith.

- ***FormedFaith website***

The *FormedFaith* website continues to be the flagship of work in the adult parish education portfolio, showcasing new ideas and resources and passing on news of new advances and thinking in Christian Education. Reaching hundreds (and sometimes thousands) of people each week, the website is curated by Jonathan and Fiona from their own research. A further strength of the website is the network of many thoughtful clergy and lay people around the Diocese who regularly supply information about new resources, programs and events. This demonstrates the word-of-mouth success of the website and the confidence members of the Diocese have in its ability to reach out to people in our parishes, agencies and schools.

- ***Lecturing at SFC and Ming Hua, Hong Kong***

Jonathan continues to lecture at St Francis College in the Practical Theology field. Of note in the last year was the delivery of 'Theology, the Arts and Film' in second semester, a popular subject, delivered every second year, and which last year saw a boisterous classroom develop. Learning to theologically reflect on the arts (painting, film, architecture, public memorials and photography) was eye-opening for many students. Special interest was given to film with mini-labs provided each week where students could develop their skills in understanding editing, sound tracking and other film-making skills that enable cinematic stories to be told.

Jonathan was invited to deliver his subject in 'Christian Education' at Hong Kong's Ming Hua Anglican Theological College, in January 2019, as an intensive subject. With all Ming Hua formation students attending, supplemented by school teachers and interested lay people, the week-long series of classes was labelled a great success by Dr Gareth Jones, the Principal of Ming Hua. This cooperation between campuses in the Charles Sturt University's School of Theology points towards new areas of growth and expansion.

Jonathan and Fiona were also heavily involved in the Provincial Clergy Conference and the subsequent Provincial Lay Conference in early August 2018 at which hundreds of clergy and 175 lay people learnt from world-renowned faith formation specialist, John Roberto.

Education for Ministry

A distinctive element of parish adult education is our *Education for Ministry (EfM)* program. It is managed by the Rev'd Greg Davies, a retired priest in Melbourne, who oversees 15 groups around Australia and one in Hong Kong and promotes EfM vigorously. It is a four

year course with weekly meetings, reading and preparation beforehand and costs about \$800 per year. In an age of short-term commitments, the EfM expectation is not necessarily easy to sell. Nevertheless it is thorough and offers something for those who are looking for something of depth, but are not interested in tertiary level study.

SFC holds the Sewanee University licence to oversee EfM in Australia and each year it brings us a modest income. How reliable this income stream will be in years to come is unclear. It all depends on Greg's promotion and people's willingness to enrol in an EfM group. For the time being we foster and encourage Greg's work, and are immensely grateful for his energy and time, which he gives voluntarily, because he is convinced of the benefits of EfM.

Spiritual Direction Formation Program

The Spiritual Direction Formation program is fully subscribed again this year with around 30 participants from a range of churches: Anglican, Catholic, Uniting, Salvation Army, Baptist and Lutheran. Most are lay people. The Formation program offers either a four year course in giving spiritual direction or alternatively a one year course called 'The Art of Contemplative Listening'. This latter is a new course introduced in 2018 and is suitable for people who are already having contemplative conversations with others, and who wish to develop more of the skills of contemplative listening. The course attracted four enrolments in 2018, but the hope is that it will grow in the years ahead, and be for some a precursor to the four year course.

Dale Keenan (Director, Spiritual Direction Formation) is an excellent organiser, and the various teaching intensives, annual retreat, orientation days and teaching courses are well run and stimulating. In 2018 she was invited to become a member of the Australian Ecumenical Council for Spiritual Direction, which serves the community of spiritual direction in Australia by providing guidelines for formation programs.

Household of Deacons

From time to time the Household of Deacons come together for mutual support and encouragement at SFC. Some of this time last year was spent discussing and responding to the report, 'Commission Concerning the Diaconate' (which had been presented to the Archbishop late in 2017). Deacons get on quietly with their various ministries in their parishes, much of which seems to have a typically Anglican flavour – of quiet, yet fruitful, goodness.

The Roscoe Library

The Roscoe Library had a successful year with 62 new library members; and the introduction of a new app that allows members to search the catalogue and borrow resources using their mobile devices. The *Reading With Spiritual Eyes Book Club* is bringing in new people and is spreading beyond Brisbane. Library staff assisted with the

planning and delivery of a very successful conference for theological librarians from Australia, New Zealand and the Pacific islands. We want to acknowledge with gratitude the generous donation of books from the late Peter Mann, a parishioner at the cathedral and a friend of SFC.

Brookfield

A core of people utilise the facilities at Brookfield for Quiet Days, art exhibitions, community purposes and every Sunday evening a worship service in the Chapel. The Brookfield Advisory Group oversee the ministry there.

In recent months the FDSC has taken steps to seek EOIs from developers for the development and/or sale of the Brookfield site. The Brookfield Advisory Group submitted a proposal around keeping St Christopher's Lodge and the Chapel for community purposes and another submission from within the Brookfield group suggested that it be used as a healing and holistic centre for sexual abuse and domestic violence victims, although this latter requires some injection of funds from somewhere. As well, the Group mustered 1,500 signatures to a petition to retain Brookfield for church and community purposes, which was presented to the Archbishop and General Manager.

Late in 2018 and again, early in 2019, the GM and the Diocesan Group Manager – Property met with the Brookfield Advisory Group, who have been understandably apprehensive and anxious about what decisions are being made and how those decisions will affect their ministry on the site.

In 2014, the MEC said that it could not see itself using Brookfield for its various ministries and although much time has been given over the last two years by the Brookfield Advisory Group trying to find that distinctive ministry that could only be effected at Brookfield, nothing really compelling has emerged. Clive Bolger (Property) had many meetings with members of the Brookfield Group over 2018 looking at possible property uses and options and I am very grateful for his patience, kindness and careful exploration of various options.

The most recent briefing to the Brookfield Advisory Group by the GM and Group Manager-Property was very helpful allowing questions to be asked, transparency to be evident and anxieties to be at least partially allayed, even if disappointments may still have to be borne.

Other Events

In June 2018 we hosted a symposium over three days: ***Tell It Slant: a symposium on theology and the arts***. This was the first symposium organised by SFC in many years.

Forty people from around Australia registered; 30 gave papers including three of our own staff (Peter Kline, Jo Inkpin and Marie-Louise Craig). The guest speakers were poet and theologian Kevin Hart (Queensland by birth and upbringing and now at the University of

Virginia, USA) and theologians William Franke and Amaryah Armstrong (both Vanderbilt University, USA). Their lectures were demanding and at times complex, but were ably complimented by the more accessible shorter papers given by a range of participants. We used the Chapel and Bishopsbourne for all presentations and meals. The 'flow' worked really well and Bishopsbourne is quite comfortable for a lecture for 40 people. The mood among participants was such that a number asked if SFC might think of hosting an arts and theology symposium every two years and this is something we are currently considering. It promotes the College and encourages us as a research active site.

As part of the symposium we held an art exhibition in our Chapel by Aboriginal artist Bruce Hooper. The exhibition was part of our response to the Diocesan Reconciliation Action Plan. Regular art exhibitions in the chapel have been held since. The current one by Jennifer Long, called *Flight*, is on display during Lent 2019.

Staff were involved in other mid-year conferences. The annual ***Australian and New Zealand Association of Theological Schools (ANZATS) Conference*** was held at Emmanuel College, UQ. Jo Inkpin and Marie-Louise Craig presented papers. The guest presenter was Andrew McGowan, who delivered several lectures on the nature of sacrifice in the Old Testament. It was an opportunity for networking as well as learning. The day-long ***National Anglican Theological Educators*** conference followed. Penny Jones and Robyn Murray spoke: Penny on the Formation program at SFC and Robyn on the psychological testing of candidates seeking ordination. Again, it was good to network and share ideas and stories with other Anglican theological colleges.

Finally ordained staff and Formation candidates attended the ***Provincial Clergy Conference*** at Sea World in July 2018. This is held every three years and has been a great way to promote a sense of clergy collegiality and do some corporate in-service learning. It was very good that Formation candidates were able to attend: it heightens their sense of belonging to a larger whole and increases the anticipation for ordination. John Roberto was the principal speaker on faith formation for all generations in a digital age. He was very good although, at times, delivered too much information. Jonathan Sergeant was part of a panel that highlighted how some in the Diocese were utilising electronic media to do faith formation and spoke well about the SFC 'FormedFaith' website and our inchoate development of 'short courses' for parish and wider use. The only downside for us was that college lectures for the week had to be cancelled. Not all lecturers were happy about this and not all lectures were cancelled, but it is disruptive – perhaps a small price to pay for a much greater reward.

Grounds & Buildings

We continue to improve the grounds and maintain buildings. The grounds are the best we have had in many years and we now contract a gardener for 10 hours a week who is gradually improving various garden beds. Fish are back in the pond outside the annexe and we would like to have the fountain flowing once more if possible.

In January 2019, we brought to an end the lease of the ground floor of **Bishopsbourne** by the School of Philosophy. We have begun to use the ground floor as a lecture room as

well as a social/dining space. It will also be available for use as a conference centre or a reception centre for weddings.

We used Bishopsbourne for the first time for our first Formation Intensive in February 2019. Quite a number of students had never been inside this building which is redolent with our Diocesan history. It is a gracious building that is essentially sound but does need refurbishment and restoration in parts. Its use allows us to re-think and re-configure Lecture Room 1, partly as an extension of the overloaded library above, but also with a certain flexibility to allow pods for private study, space for small lectures/groups, a coffee shop, etc. Most of the risks and compliance issues that have been identified over many years with the Roscoe Library, namely, the need for an alternative fire exit, disability access and more flexible space for study needs, will I hope be possible to address in time with the changed arrangements.

Conclusion

We continue to receive lots of compliments from those many groups using our facilities, who enjoy the peaceful surrounds, easy parking, comfortable facilities and welcoming and helpful staff. I remain grateful to all staff for their various contributions to SFC. Also to the MEC board members – George Kearney, Richard Grimshaw, Rodney Wolff, Sarah Leisemann, Ann Dashwood and Steven Goakes – who offer insights and careful monitoring of all we do.

At SFC, we bookend every day with prayer in the Chapel as a reminder of for whom we are doing all that we endeavour to do. Our essential role revolves around teaching and formation in the Anglican faith. If that teaching and formation enables a deeper union with Christ and a greater love of God and of others, then we shall be succeeding in our mission.

*The Right Rev'd Jonathan Holland,
Executive Director-Principal*

Anglican Schools Commission

This report reviews the work of the Anglican Schools Commission for the year 2018.

Membership of the Anglican Schools Commission (ASC) for the year 2018 was:

President:	The Most Rev'd Dr Phillip Aspinall, Archbishop, Anglican Church Southern Queensland
Acting ASC Chair:	Dr Mark Sly
Members:	The Right Rev'd Jeremy Greaves Ms Suzanne Bain Mrs Sue Larsen Mr Rob Law Ms Sherril Molloy Dr Judy Smeed

The Commission met formally ten times during 2018.

Anglican Schools Office Staff

Executive Director	Ms Sherril Molloy
Director of Mission	Mr Stephen Harrison*
Manager – System Compliance	Mr Robert Nettleton
Manager – System Finance	Mr John Gregg
Child Safety & Wellbeing Advocate	Ms Heather Bryce
Cyber Safety & Digital Wellbeing Advocate	Mr Steven Window
Mission Education Advisor	Mrs Vanessa Gamack
Executive Assistant to the ED	Ms Belinda O'Rourke
Events, Publishing & Social Media	Mrs Kerry Smith
Administration Assistant	Ms Levina Fuller
Education & Care Services Support Officer	Ms Kerry Frances
Education & Care Services Project Coordinator	Mrs Sharon Mehan

*Stephen Harrison resigned from the ASC as at 31 July 2018, to take up the role of Executive Director, Parish and Other Mission Agencies Commission.

At the end of 2018, we farewelled two longstanding principals:

- *Ms Suzanne Bain* at St John's Anglican College
- *Mrs Robyn Bell* at Cannon Hill Anglican College

Both Mrs Bain and Mrs Bell made significant contributions, not only to their schools, but to the Diocese and the development of new and emerging principals.

Queensland Anglican Schools Approved System Authority

One element of our strategic plan included the creation of a system of schools, 2018 began with the newly created Queensland Anglican Schools Approved System Authority by the Commonwealth which includes all 11 Diocesan Owned and operated Schools, those schools being:

- Anglican Church Grammar School
- St Paul's School
- St Andrew's Anglican College
- Fraser Coast Anglican College
- St Luke's Anglican School
- The Glennie School
- Toowoomba Anglican School
- West Moreton Anglican College
- Coomera Anglican College
- The Southport School
- St Hilda's School

System Finance

During 2018 there was further public debate over the funding model for independent and Catholic schools. The Government has landed on a position with respect to funding, however it will take approximately two years to refine the model sufficiently to implement it. In the meantime we have continued to receive funding at prior rates together with a smaller component for operating the system.

System Compliance

The Privacy Policy for each School was also updated to incorporate the changes to the Privacy Act 1988 (Cth). The Privacy Act 1988 (Cth) which governs the collection, use, storage and disclosure of personal information, is due to have a number of changes brought about by the Privacy Amendment (Notifiable Data Breaches) Act 2017 (Cth). The Amendments will come into effect on 22 February 2018 and are principally regarding what an organisation must do in the event of a loss, unauthorised access or disclosure of an individual's personal information held by the organisation. The updated Privacy Policy has been provided to each Diocesan School for their incorporation into the School.

Governance

In 2018, the annual training for council members was delivered by Dr Paul Browning on *Trust in Leadership*.

Mission

Shared Religious Education Syllabus

The Anglican Schools Religious Education Development Committee (ASRED) has been working for a number of years to develop a Shared Religious Education Syllabus. This process involved considerable consultation with key religious educators to ensure acceptance of the final product. The intention was never to create a comprehensive curriculum but to establish core themes and directions to facilitate sharing of units of work and more effective professional development. The final draft of the Shared Syllabus was released in November. The focus now shifts to assisting schools in implementing the Syllabus. A strategic focus of this work will be developing religious education in the primary years.

FAISS Program & Induction Videos

Videos and worksheets for the first part of the FAISS program and for the Induction Book have been developed and are now online at the ascmission.org website and ASC YouTube channel.

Generations Together – Archbishop’s Message to Schools

The Director of Mission spearheaded the development of the Generations Together theme for 2018 working with a group from MEC and Anglicare. Three videos were created in December and released in January along with the website generationstogether.org.au which is being used to release resources and news through the year. The group organised a launch of Generations Together in the Cathedral in February.

Mission Education Advisor

Vanessa Gamack was employed at the start of 2018 as Mission Education Advisor. Her primary area of responsibility is helping schools implement the Shared Religious Education Syllabus. Vanessa has begun to create content for sharing across our social media platforms.

One of the key roles of the MEA was to develop and deliver Professional Learning opportunities for all religious educators and Chaplains in Anglican Schools Southern Queensland.

The professional development days held in 2018 explored a range of topics, including Christian Meditation, Neuroscience in the Classroom, Character Education and Curriculum Development. A number of guest speakers have also presented. Shauna Gallagher, author of *Take a Big Breath*, presented on anxiety, resilience and mindfulness. Jonathan Sargeant presented on the Power of Film in Religious Education.

A range of schools were provided with onsite Religious Education support with school seminars or team meetings with the Mission and Education Advisor. These schools included St John’s Anglican College, St Aidan’s Anglican Girls’ School, St Luke’s Anglican School, The Glennie School, Coomera Anglican College, All Saints Anglican School, St Hilda’s, The Springfield Anglican College and Toowoomba Anglican School. In addition,

the MEA either visited or has been in contact with Chaplains and religious educators at all the Anglican Schools in Southern Queensland.

Religious Education resources have been developed and shared with all schools as requested. The ASC has been encouraging schools to adopt the Shared Syllabus, and so support has been offered in terms of developing curriculum in accordance with this document. For some schools, this has meant reviewing their curriculum documents and adding ideas and resources.

The Anglican Schools Commission was also in a position to provide access to the *Ancient Coins and Manuscripts Exhibition* and, under the guidance of Dr Peter Lewis – an expert in this field, was able to deliver and set up exhibitions at St Paul’s School, The Glennie School and Toowoomba Anglican School. <https://cccrrh.org/>

The Mission and Education Advisor also attended a range of professional learning opportunities including the Mind Brain Education Conference and the ASA Schools Forum held in Melbourne to explore Anglican Identity.

Blogs & Resources

Teachers were also supported throughout the year by articles published on the four blogs on the ASC Mission website. Lesson ideas and resources were posted most weeks on the Coloured Glass Classroom, A Few Smallish Fish, A Place for Mission and Habits of Heart. These can be found at <https://www.ascmission.org/>

The MEA has developed curriculum overviews and resource lists and these have been freely available to all religious educators.

Community Networking

The Mission and Education Advisor has also networked with local, interstate and overseas experts and religious educators to assist out teachers. Important connections have been made with the Anglican Labyrinth Research Group and we are very grateful for the support of Randal and Susan Dennings. Randal and Susan have also helped us make connections with people to assist with our Reconciliation Action Plan, including connecting us with Nungalinya College, Glenn Goodwin and the Bible Society. We have also connected with Brisbane Catholic education and ISQ as well as overseas experts such as Dave Hill of Heart Smart, UK and Phil Togwell of Prayer Spaces in Schools, UK.

Reconciliation Action Plan

The MEA has also been working closely with the RAP Anglican Church Southern Queensland Committee to support RAP initiatives both in the ASC and more broadly across the Anglican schools.

Child Protection

Cyber Safety

In 2018, the strategic vision for cyber safety focused on promoting the 4 Es (Environment, Education, Engagement and Ensuring) of cyber safety across schools to integrate a holistic approach to cyber safety and digital wellbeing. Several activities took place to support schools with the 4Es:

- On 6 February 2018, the Anglican School Commission launched AnglicanCSAW.org, the Anglican cyber safety and wellbeing online space. The site houses online resources, and connections to real time support for school staff, parents and students. The site included a yearly calendar of cyber safety events and was a dynamic site with 20 cyber safety blogs, three issues of the *Cyber Bytes* newsletter and two *Cyber Bits* flyers created and added over the year.
- A 2018 staff cyber safety update was produced for schools and nine staff AIDE presentations were conducted, on request, to develop capacities to support policy implementation with anti-grooming strategies and digital reputation management skills. Sixteen parent AIDE sessions, including question and answer sessions, were also conducted.
- The school Cyber Safety Champion Network met on four occasions. The network consists of a champion of cyber safety change from each school. The meetings included professional development for participants with sessions on responding to cyberbullying and balancing educational capabilities with filtering and monitoring; an online grooming awareness session with Task Force Argos; a live webinar with heads of departments from the Office of the eSafety Commissioner; and a summit on mobile phones to discuss research and the implementation of best practice. In addition, elements of a cyber safety and digital wellbeing policy were developed and reviewed over the course of the 4 meetings.
- Thirteen schools participated in our three special webinar events, developed in partnership with the Office of the eSafety Commissioner, for school years 4-6. The events were *Cyberbullying No Way* held on 15 March 2018, *Data Privacy* held on the 16 May and *How to speak up and stay safe on cyberbullying and blackmail* held on 4 September.

A Cyber Safety and Digital Wellbeing Action Plan for 2019 was developed and made available to schools. The plan provided a collation of details on events, resources for classrooms and support services available. The action plan also outlined a communication strategy for the school community.

The year culminated with three schools participating in a QUT eSports exhibition especially for Anglican Schools to observe. This exhibition highlighted the benefits of partnering with QUT and the Office of the eSafety Commissioner's digital wellbeing resources. The positive benefits span inspiring students towards a university education, promoting the positive aspects of online connectivity, and building a new inter-school community.

Child Safety & Wellbeing in 2018

Child safety and wellbeing continued to be prioritised in 2018 with the following key activities:

- The ASC's Child Safety and Wellbeing Advocate delivered training on Responding to Student Protection Concerns and Disclosures. This training was provided to school's Student Protection Officers, who then delivered a condensed version to all relevant school staff. Schools and Education & Care Services were also provided with child protection refresher training material to support their annual training needs.
- Many Schools increased their numbers of Student Protection Officers and many Schools and Education & Care Services communicated with the ASC on their active management of a wide variety of child safety and wellbeing matters.
- Revised Student/Child Protection and Complaints Management Policies and Procedures were implemented in 2018. These revisions were focused on ensuring compliance with recent legislative amendments and increased effort to be user friendly and easy to understand.
- 2018 also saw the development and approval of *Our Commitment: Creating Environments for Children and Young People to Thrive (A Code of Conduct for Anglican Schools and Education & Care Services)*. Approved by the Standing Committee in late 2018, this Code complies with the Safe Ministry to Children Canon and is being implemented in the Schools and Education & Care Services through a 12-month plan. The implementation plan includes dedicated training and resources to support staff and volunteers in their understanding and acknowledgment of the Code. Development of the Code also considered relevant recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse.
- Planning also commenced regarding the implementation of other relevant recommendations from the Royal Commission. For example, training was developed (for 2019 delivery) on the National Principles of a Child Safe Organisation.
- Early planning also commenced on an overarching Approach to Child Safety and Wellbeing in Anglican Schools and Education & Care Services. The Approach seeks to provide an umbrella for relevant policies, procedures, and guide implementation of the National Principles and other Royal Commission recommendations. The Approach is intended to reflect our commitment to providing the highest level of care to children through shared responsibility for children's safety and wellbeing, and focus on continuous improvement and assurance.

Risk, Compliance & Industrial Relations

Following the passage of the Privacy Amendment (Notifiable Data Breaches) Act 2017, the Anglican Schools Commission updated the Anglican Schools Privacy Policy to incorporate the Notifiable Data Breach (NDB) scheme which came into effect on 22 February 2018 for all organisations with existing obligations under the Privacy Act.

In early 2018, The Queensland Anglican Schools Enterprise Agreement 2018 was voted on by the 3,797 staff members for whom it covers. Of the 1,725 (45.43% participation rate) that voted in relation to the agreement 1,523 voted to approve the agreement representing an approval rate of 88.3%. On the 21 December 2018, Commissioner Gregory of the FairWork Commission approved The Queensland Anglican Schools Enterprise Agreement 2018 which came into operation on 28 December 2018 and will reach its nominal expiry date on 30 June 2021.

The updated Risk Management Framework for Anglican Schools was also rolled out to Schools in 2018, incorporating the updated ISO standards and expectations for Anglican Schools in managing their Risk. The ASC has also begun discussions with CompliSpace to implement a uniformed platform to assist in managing risk within our Schools and its reporting to the ASC, DARC and DC as necessary.

In late 2017, the Australian Society of Archivists updated their recommendations for retention periods for documents for non-government Schools, with their recommendations being adopted in whole by the Anglican Schools Commission within the 2018 Records Retention Schedule for Anglican Schools in the Diocese of Brisbane.

ASC Events

Each year the ASC runs several events ranging from retreats to professional development days, to seminars and conferences.

2018 Heads Retreat

The 2018 Heads Retreat was held at Spicers Hidden Vale, Grandchester from 28 February–2 March 2018. This retreat is an opportunity for our Heads of school to connect with their peers and the Bishops. The retreat is designed as a time of spiritual enrichment and fellowship. The Bishops very much enjoy this time of fellowship, reflection and spiritual development with the Heads. The retreat included small group sessions based around Michael Frost's book *Surprise the World*.

2018 Ascent Conference

The 18th Biennial Anglican Schools Conference (ASCENT) was held at Peppers Resort Noosa on 3-5 May 2018. This was a perfect venue for almost 200 delegates to gather, provoke discussion and strengthen our common objective as educators in Anglican Schools. The stunning surroundings of pristine bushland and beaches of Noosa perfectly suited the conference theme – Life in Abundance, *"The thief comes only to steal and kill and destroy. I came that they may have life, and have it abundantly"*. (John 10:10)

The theme reminded us of the many unique and often puzzling challenges our communities face both locally and globally. A Chaplains' Day was held on Thursday 3 May which was a valuable opportunity for School Chaplains to network and reflect on the work they do in the schools and the communities they serve. Early Education and Care services are a vital part of our mission, so in conjunction with the conference, we also hosted a network meeting at St Andrew's Anglican College for Directors of our Early Education and Care Services.

During the conference, we had a number of local, national and international speakers including Michael Carr-Gregg, Ellen Charry, Peggy Kern, Stephen Scott and Dan Gregory. Our speakers shared their thoughts and expertise on a variety of topics relating to Life in Abundance. We also invited our schools to participate in a Wellbeing Showcase where nine speakers from nine different schools spoke for seven minutes on a unique feature of their staff or student wellbeing program.

This opportunity for our educators and governors to gather every two years is invaluable. Ascent conference is designed to give our delegates a plethora of usable content on a variety of relevant subjects. We look forward to gathering schools, councils and others who are charged with the work of glorifying God in our schools again at Ascent 2020.

2018 Anglican Schools Music Festival

Music is often described as a universal language and provides a wonderful way for people to connect from diverse backgrounds. This year 15 Anglican Schools in the Southern Queensland Diocese combined to present the 2018 Anglican Schools Music Festival. The festival aims to provide our musically talented students from Anglican schools the opportunity to perform a wide range of high level repertoire, alongside their peers, under the tutelage of expert conductors, whilst also utilising the outstanding level of expertise within our own Anglican schools' music staff.

Early Education & Care Services

2018 saw the Anglican Schools Commission review support structures and operational requirements for Diocesan Education and Care Services. A high level framework was developed to strategically steer business operations in harmony with the ethos and work of the Anglican Church Southern Queensland.

Angel branding was developed to represent the 19 Education and Care Services of the Diocese. This branding captures the unity that exists between the Anglican Church Southern Queensland and its Early Learning Services. An overarching philosophy was developed with all 19 services to accurately capture what it means to be an Anglican Early Learning Service operated by the Corporation of the Synod of the Anglican Church Southern Queensland (Diocese).

An important component of the Anglican Schools Commission's Framework is to ensure the Diocese is meeting its legislative requirements at all times. A Constitution for Parish-based services was developed and implemented to give structure to the legal relationship that exists between the Diocese and the Early Learning Centre. A Committee Handbook and reporting system, which recognises the volunteer component of committees and the complex nature of the Early Learning Sector, sits alongside the Constitution to enable authentic Parish, Parent, Child, Staff and Diocese representation. An Anglican Schools

Commission representative sits on all Parish-based Early Learning Centre Committees bringing continuity and expertise and to ensure all voices are heard, as well as guide and support Committee decision making. These safeguarding measures help to maintain the ongoing good name and reputation of the Anglican Church Southern Queensland.

In order to embody the Diocesan Code of Conduct, legislative requirements and high industry standards, position descriptions and employment contracts were developed to capture new, and in some instances, existing staff members. This work supports transparency of expectations and directly nurtures inclusion in the wider culture of the Anglican Church Southern Queensland community in which the Early Learning Service operates.

In recognition of the inclusive nature of the Anglican Church Southern Queensland, a policy development and review system was designed and implemented as part of the Commission's Framework. This system captures parent, child, staff, parish and Diocesan representation across all 19 Diocesan Education and Care service types and locations. The system provides for all stakeholders to share in the decision making of the Anglican Early Learning Service whilst ensuring industry benchmarks and legislative requirements are being met at a high standard.

Broad measures to support the work health and safety of all persons associated with an Anglican Early Learning Centre continues to be developed alongside the Diocesan WHS Advisor. This system comprises review and training components designed to capture specific work place aspects pertinent to an Early Learning Centre as well broader items relevant to all workplace environments.

Targeted training opportunities continue to be systematically developed and implemented to all Anglican Early Learning Centres as part of the Anglican Schools Commission's Framework. This quality control work enables the Diocese to ensure consistency across all 19 Anglican Early Learning Centres and is tailored to meet and exceed industry benchmarks for service operations and pedagogy.

Operational training across the employment cycle included on-boarding activities such as Nominated Supervisor Training and Inductions, new Director Orientations, Risk Assessment training, Quality Improvement Planning and Workplace Investigations training. Pedagogical training included targeted support for educators on Cultural Competency, Sustainability, Behaviour Guidance, Critical Reflection and Curriculum Documentation.

The Anglican Schools Commission continues to operate its support line to Anglican Education and Care Services. Throughout 2018, the Anglican Schools Commission provided day-to-day support to services with administrative requirements for the Government's new Child Care Subsidy Scheme, funding and grants administration and implementation, reporting incidents and compliance with legislation, and assessment and ratings processes with the Regulatory Authority.

In Closing

Anglican Church Southern Queensland is committed to a School and Early Education & Care system that enables people to live life in all its fullness and fulfils the words of Jesus in *John 10:10*: "I came that they might have life, and have it abundantly."

The work that the ASC continues to do on behalf of the whole Diocese is to make sure there are the right systems, policies and supports in place to make this commitment real for the nearly 20,000 students in Anglican Schools in Southern Queensland along with their families.

Knowing that every single one of us is made in the image of God and that every one of us is loved unconditionally by God, our hope is that all of our Anglican Schools will be communities where everyone feels known and loved by God and where everyone is given the best opportunity to discover what God might be calling them to do and be in the world. It is an absolute delight to visit our schools and to see again and again how this is happening.

I would like to thank my fellow commission members who give their time and expertise freely and willingly for the benefit of schools and students in our Diocese.

*The Right Rev'd Jeremy Greaves,
Chair*

Diocesan Owned Schools

Anglican Church Grammar School

Headmaster: Dr Alan R Campbell
AssocDipOE, DipT, BA, GradCertTheol, MEdAdmin, EdD UNE,
FACEL(Q), GAICD

In 2018, the students of Anglican Church Grammar School (Churchie) studied, competed, performed and served in numerous local, national and international destinations, highlighting the school's mission to prepare our students to be leading, generous contributors – locally, nationally and internationally.

The following achievements exemplified Churchie's mission in 2018:

- A new strategic document, *Our Strategy 2018-2022*, and progression of the School's Built Master Plan was completed.
- Two 2017 graduates gained entry into the University of Arts London and the Ivy League University of Pennsylvania.
- The school's second group of students attended Stanford University's Pre-Collegiate International Institute.
- Several language, service and sporting tours travelled to local and international destinations.
- The Senior School's first International Baccalaureate (IB) Diploma Program cohort commenced.
- The Prep School hosted the inaugural IB Primary Years Program Exhibition for Year 6.
- A new cultural exchange partnership was established in Pamplona, Spain.
- The School celebrated 30 years of exchange with Mie High School, Japan.
- The co-curricular programme achieved two GPS premierships and two junior GPS premierships, with record levels of student and parental involvement across sports and activities.
- Churchie's fine arts and performing arts students received local and international acclaim.
- Churchie developed a renewed strategic focus for sport, focusing on player development; program resources; program management; and high quality, readily accessible competition.
- The School's university partnerships continued to produce industry-leading research in the areas of learning spaces, emotional intelligence and effective thinking.

Worship & Christian Ministry

Churchie values the Archbishop's annual message at the commencement of each year. In 2018, in the Founder's Day Service, the Right Rev'd Jeremy Greaves, explored the corrosive nature of isolation and loneliness and the healing power of community.

Canon Thomas Jones was a good friend, guide and mentor for Churchie's founder, William Morris. When Canon Jones died in 1918, a chapel in his honour was proposed and completed in 1924. The Canon Jones Memorial Chapel sits at the highest point on Churchie's campus. It reflects our sense of identity and community and belonging to the Anglican Church, the Diocese and to each other. The chapel is in daily use. It is the spiritual heart of Churchie. In 2018, the School observed the centenary of the death of Canon Jones and his influence on spiritual formation.

The Senior School worships by house and by cohort. The 11 student sacristans, led by the School Sacristan under the direction of the Senior Chaplain, are responsible for the spiritual life of their house. The weekly house meetings open with a prayer selected and led by the sacristan. Each house has an annual Eucharist, an opportunity to gather in the chapel, commit the coming year to the Lord and ask his blessing. The cohort services are celebrations of the Eucharist. These services encourage the boys to reflect on the prayerful reception of the sacrament and to consider taking the important step of First Communion and Confirmation, with a healthy number choosing to do so.

The Prep School worships in the chapel each Wednesday morning, with year group services led by the Chaplain and supported by the students. Senior School and Prep School weekly assemblies open with an act of worship: hymn, prayer, reading and reflection. All students are invited to faithfully observe Lent and receive the sign of the cross on Ash Wednesday. Term 1 concludes with a joyful Easter Communion in Morris Hall. The Headmaster, School Captain and Senior Chaplain wash the feet of 12 representatives of the Churchie community.

The year begins with the Boarder Families Welcome Service and the Reception (prep year) Welcome Service. The year concludes with the Year 6 Final Chapel and the Year 12 Valedictory Service.

Public prayer and worship is vital for our community life. The Canon Jones Memorial Chapel is well loved by the Churchie community and the Old Boys whom return frequently for weddings, baptisms and funerals. Public prayer is an expression of our community, but private prayer runs deeper. The chapel is open for quiet moments of prayer and reflection.

The following key liturgical events occurred in 2018:

- Four Faculty Eucharists
- Founder's Day Service in St John's Cathedral
- Prep Easter Service in St John's Cathedral and Senior School Easter Service
- Ash Wednesday Service

- Easter Communion
- House Welcome Services across the nine day houses and two boarding houses
- Prep Mother and Son Service
- Blessing of the Animals
- Admission to Holy Communion
- Confirmation
- Sony Camp Service
- Anzac Day Ceremony
- Remembrance Day Observation
- Valedictory
- Christmas services.

Engagement with Local Parishes

Observing the Archbishop's invitation to connect across the generations, Churchie's Canon Jones Memorial Chapel has seen many services where the generations meet and pray together. Brothers, sisters, mothers, fathers and staff join the boys in offering themselves for Confirmation.

Churchie worships in St John's Cathedral three times a year – for Founder's Day in February and for services at Easter and Christmas. The School is pleased to educate the Cathedral Choristers. Members of Anglicare join us and help lead the Christmas Service.

Churchie has strong relationships with the churches in our neighbourhood. The vibrant service program offers local parishes help with gardening, painting and other tasks. Students appreciate the warm welcome and hospitality. The Admission to Holy Communion and Confirmation programmes draw students into the sacramental life of the church in prayer and faith.

Chaplaincy

In 2018, the chaplaincy team at Churchie consisted of:

- The Rev'd Bryan Gadd, Senior Chaplain
- The Rev'd David Johnstone, part-time Associate Chaplain
- Mr Max Condon
- Mr John Collins, Director of Service.

The religious education leaders (coordinators) were:

- Mrs Karen Petterson, Head Religious Education Faculty (Senior School)
- Mrs Stephanie Cotroneo (Prep School).

Religious Studies

The task of education is ultimately one of human formation, providing students with the opportunity to consider their own response to the question, 'What does it mean to be human?' As part of this mission, Religious Education (RE) engages students in learning about, and from, the Bible, from the Christian faith and from other religions, working alongside the service, chaplaincy and pastoral dimensions to develop spiritual and moral character. While the Anglican foundations of the programme do not change, RE is a dynamic subject that is continually changing to incorporate new resources relevant to the context of a changing youth culture and current society.

Religious Education classes are tailored in structure and content across different age groups to reflect the cognitive level of students and to challenge them appropriately in their skills of higher-order thinking. In the earlier years, RE introduces students to the fundamentals of Christianity and the Anglican Church. In the senior years, more sophisticated themes of ethics, alternate beliefs and social justice begin to emerge. This encourages students to analyse issues of faith in the broader cultural milieu. While different units have varying emphases, there is an overall balance between academic and reflective engagement with each topic.

Churchie also offers a Philosophy and Religion class for Years 11 and 12, enabling gifted and talented students to delve more deeply into the topics studied in RE, helping them to understand a range of modern ethical conundrums as well as the philosophical underpinnings of our society.

In all units of work, students are encouraged to consider their own threads of thinking and experience, and relate these to both contemporary issues and the distinctive nature of the Christian worldview.

Missional Engagement

The School's active, transformational service programme encourages students and staff to serve Christ through the needs of others. Churchie has a strong relationship with Anglicare, particularly the Christmas Service in St John's Cathedral.

Through outreach initiatives and service, Churchie students nurtured inter-generational relationships in the community in 2018. Students continued relationships with children in local special education schools (6 to 15 years old) and international schools based in India and Samoa (students in Years 7 to 10). The annual Sony Camp, held in partnership with St Margaret's Anglican Girls School, allowed students to care for children who have mild to severe disabilities (7 to 12 years old).

Churchie families supported the Foster Care agency with a presentation of toys and Easter eggs at Easter and hundreds of gifts at Christmas time. Students also visited aged-care facilities on a weekly basis, interacting with residents aged between 70 and 90 years. Legacy visits to the elderly along with afternoon tea with veterans at St John's Anglican

Church at Bulimba were valuable learning opportunities. Boarding students continued their involvement with Meals on Wheels, which involved twice-weekly visits to elderly clients in their homes.

Fundraising occurs in many forms. The core of service is involvement in a large number of community projects, including:

- Anglicare SQ: TRACC Brisbane foster families care kits
- Anglicare Women's Hostel Project
- Archbishop's Emergency Relief Fund
- Archbishop's Christmas Appeal
- Bush Ministry Fund
- Camp Hill Child Care Centre infants and after-school care
- Chapel services
- Duke of Edinburgh's International Award
- Dutton Park Special School
- EightyTwenty Vision (South Africa)
- Environmental – Bridgewater Creek
- Epilepsy Queensland World of Trivia Challenge
- Fred Hollows Foundation
- Funds for South Africa Child
- Heart Foundation
- Legacy
- Leukaemia Foundation
- Life saving and first aid
- MacGregor Special School
- Mater Children's Hospital
- Mater Little Miracles Fun Run
- Meals on Wheels
- Mother's Day Classic
- Mothers Committee support of community members in need
- Motor Neurone Disease
- MS Bike Ride
- MS Moonlight Walk
- Narbethong Special School (for the visually impaired)
- Neilson, Anglicare Aged Care
- Noah's Ark Toy Library
- Norman Creek Clean-Up
- Nursery Road Special School
- Oaklands child care and after-school care
- One Laptop Per Child Australia
- Ozcare
- Palm Lodge Aged Care
- Pink Stumps Day
- Prajna Vihar School, Bodhgaya, Bihar, India (visit and teaching)
- Queensland Cancer Council

- Queensland Homicide Victims' Support Group
- Red Cross
- Red Cross Blood Service
- Ride to Conquer Cancer
- RSPCA
- Salvation Army Red Shield Appeal
- Samoa Service Tour (visit and teaching)
- SBH Queensland Fun Run
- Scouts
- SIDS and Kids Queensland
- Smith Family Reading programme
- Sony Foundation Children's Holiday Camp
- Southside mowing service
- St Andrew's Anglican Church South Brisbane
- St Paul's Anglican Church East Brisbane
- St Vincent's Hospital
- UN International Women's Day Breakfast assistance
- Vanuatu Service Tour to St Patrick's College (visit and teaching)
- Walk for a Cure
- Work and Welcome programme
- World Vision
- World's Greatest Shave.

Staff are encouraged to participate in the service program, sometimes as professionals caring for their charges, sometimes pursuing a service project important to them.

Reconciliation Action Plan

The following activities and initiatives take place at Churchie, which contribute to the Diocesan Reconciliation Action Plan:

- Acknowledgement of Country commences the service for new boarding families, Prep Easter and Christmas services and weekly Prep School assemblies.
- Churchie has a key partnership with Yalari Foundation to enrol Indigenous boys in Years 7 to 12.
- Year 4 students learn about our Acknowledgement of Country and the traditional custodians of the land.
- The Aboriginal and Torres Strait Islander flags are flown on one of the School's flagpoles daily.
- Staff are made aware of, and are encouraged to attend, professional development opportunities, such as the Edmund Rice Centre's 'Walking Brisbane Country' presented by Uncle Joe Kirk.
- Churchie has a strong and positive relationship with local Indigenous elder Uncle Albert Holt and Mr Bill Synnot.

- A Year 2 unit of inquiry includes Indigenous educators exploring Indigenous perspectives.
- Year 4 students study Aboriginal culture and community.
- The Year 6 Stradbroke Island camp includes a presentation from a Quandamooka artist.
- Year 7 students complete an Indigenous awareness workshop with Grant Sarra and Uncle Albert Holt, which is explored further in a Year 7 English unit about Australian identity.

Achievements & Contribution

Through the many musical, artistic, service and cadet-related activities, Churchie seeks to be a strong and effective global citizen. Supporting numerous community groups, charities and memorial services through worship, music and catafalque parties bring this involvement to life.

Academic Achievements

Churchie's Year 12 class of 2018 boys achieved excellent academic results, including 20 OP 1s, 20 OP 2s and 18 OP 3s (cohort OP eligibility 86%). This was a record for OP 1-2 percentage (21%) and OP 1-3 percentage (30%). The OP 1-15 percentage was the second best ever (97%). Particularly pleasing is the trending rise in the OP 1-2, OP 1-3 and OP 1-10 percentage benchmarked domains, demonstrating the significant number of boys lifting their results across the cohort.

Two students from the class of 2017 received offers to study at two of the world's most prestigious universities. Tian Qin was accepted into the University of the Arts, London. Sean Riksen received an offer to attend an Ivy League university, The University of Pennsylvania. Additionally, 2017 Dux of the School and third generation Old Boy James Dyer received a Distinguished Academic Achiever award at the QCE Awards in February 2018.

International Learning

Significant milestones in relation to Churchie's international sister schools were achieved in 2018. The School celebrated the thirtieth anniversary of our homestay partnership with Mie Senior High in Japan and our first Spanish homestay and study tour to Plaza del a Cruz in Pamplona, Spain. In addition, Churchie's second group of students travelled to Stanford University for the Pre-Collegiate International Institute experience. Other international experiences included sporting tours of South Africa, New Zealand and the USA, service tours to Vanuatu and India, and language tours to Japan, Spain and China.

Cannon Hill Anglican College

Principal: Mr Gary O'Brien
MAppSc, BSc, DipEd, FACELQ, MAICD

Cannon Hill Anglican College (CHAC) strives to be a centre of excellence in learning, informed by our Anglican values, enriching and developing young people to achieve their personal best in all life's dimensions for the benefit of the global community.

CHAC celebrated its 30th anniversary in 2018 and experienced a number of important developments and changes, most notably, the conclusion of Principal Mrs Robyn Bell's tenure following 15 years of tireless commitment and service to the College. Taking the helm of CHAC in 2004 with 830 students across Years 4 to 12, Robyn's ability to influence and implement educational change saw the realisation of bold plans. During her leadership, CHAC expanded its offering to include Prep to Year 3 students, improved academic outcomes, undertook an extensive building and development program – including the College's Chapel and Science and Enterprise Centre – and developed a reputation for being one of Queensland's top performing schools.

The milestone year was marked with the theme *Creative, Collaborative, Committed*, which served as a compass to guide our path toward an outstanding year of enrichment, relationship, wellbeing and achievement. Our students embraced the values and ethos of CHAC with energy and authentic appreciation, while our staff continued to create a rich learning environment and displayed exceptional commitment to our students.

Meaningful & Relevant Worship

CHAC's culture is shaped by our Anglican Christian foundations, and the Franciscan spirit guides and influences the way we approach spirituality. Just as St Francis and St Clare, our patron saints, worked in partnership with all those who were called to work with them in serving the Lord, the greatest joy at CHAC is seeing students and staff working together to respond to God's call to mission and ministry, growing in faith and spiritual awareness as they do so. The many kindnesses and blessings we share are a sign of God's Holy Spirit working among us to build the kingdom of God at CHAC.

All students have been nourished through the colourful and joyful use of the Chapel of St Francis and St Clare, at the heart of our campus. Our Chaplain and Director of Mission, Life and Faith Faculty, and Diakonon Committees used the space to awaken and deepen spiritual understanding, and contributed prayerfully to nurturing dispositions of serving, giving, sharing, leading and gratitude.

“Being a Spiritual Leader has been one of the most rewarding, grounding and meaningful experiences of 2018. I am truly grateful to have helped implement and spread the College’s values working alongside a fantastic group of people.”

Scot Salvati, 2018 Spiritual Leader

There were four baptisms in the Chapel of St Francis and St Clare in 2018, and 14 students were welcomed to the sacrament of Holy communion. Families whose children are baptised are among our most faithful attendees at our Family Services, held twice per term.

With great dignity, the student Spiritual Leaders led the formal services throughout the year; Ash Wednesday, ANZAC Day, and the St Francis and St Clare Celebration. Just as skilfully, they brought great joy and fun into celebrations like Easter and fundraising efforts like Pancake Day.

Throughout the year, it was a joy to witness the Primary Spiritual Leaders growth in commitment and dedication. These energetic and dedicated students have led superbly at Primary Assemblies and Chapels, giving their peers the benefit of their insight and humour.

“This year has brought a great deal of growth and depth into our spiritual life. I am grateful to all who have assisted the Christian life of the College and I give thanks to God for blessing our College in 2018.”

Rev’d Canon Sarah Leisemann, Chaplain and Director of Mission

Relationships

CHAC’s participation in Diocesan events is long standing. From Anglicare fundraisers – for example, Night in the Cathedral – to the Year 6 Transition Service and the Anglican School Student Network Conference, CHAC sees itself as an active part of the wider Anglican Community.

CHAC Family Worship services occur twice per term and are well supported. This provides regular opportunities for members of our community to share in the Eucharist, and gives our Admission to Communion, Baptism and Confirmation rites an authentic context for ongoing worship and engagement. A good number of families and staff members also worship in various Anglican parishes, and actively contribute to those communities, exercising their gifts and talents to benefit the wider life of the Church through hospitality, leading music or small groups and attending youth groups and camps.

Diakonos committees in Primary and Secondary continue to operate with positive outcomes. Enterprise initiatives through the Business Faculty in Secondary focus on social issues and enterprises, raising money and awareness. Anglican agencies have

become the go-to causes that we support financially, in particular Anglicare's missional projects such as A Place to Belong and Women's Homelessness Facility. We also support the Anglican Board of Mission's projects and the various Archbishop's appeals throughout the year.

In April, we were honoured to have the Most Rev'd Dr Phillip Aspinall, Archbishop of Brisbane, preside over our Foundation Celebration Assembly to dedicate and officially open the Enterprise Centre and Stage II of the Science Centre.

Chaplaincy

The Chaplain's role as priest and representative of the wider church is valued by staff, students and families, and this value is evident from feedback provided to the Principal, other staff and to the Chaplain herself.

The CHAC Ministry team continues to pursue the mission of the Church, living and teaching the Christian faith with boldness, creativity and faithfulness, and facilitating meaningful opportunities for members of our community to:

- **learn** about faith, religion and spirituality.
- **grow** and deepen their personal faith and spiritual understanding.
- **engage** in reflection, prayer and worship with joy, integrity and respect.
- **respond** to need in and beyond our community through service to others.
- **value** and safeguard the natural world and work to sustain and renew it.
- **work together** with respect, unity and trust.

The Chaplain encouraged the College community to pursue the theme *Take One Step* in which staff, students and families are invited to take one step on the faith journey. Activities offered to the CHAC community in 2018 included:

- Morning Prayer or Eucharist each Wednesday morning before school,
- CHAC Family Services twice per term;
- Ash Wednesday, Lent and Easter services and activities (e.g. Prayer Spaces, palm crosses);
- Admission to Communion or Confirmation;
- Participation in Diakonos Committees or CHAC Ministry Team;
- formal theological study at St Francis College.

Religious Studies

The Life and Faith program at CHAC upholds the Anglican tradition of a fearless exploration of the scriptures and church tradition, as well as the development of critical and creative thinking skills in the context of religious studies. From Prep to Year 12, all students participate in classroom learning about the Christian Faith, which is augmented by Chapel worship and service activities throughout the College.

Sadly, CHAC farewelled it's long-serving Head of Life and Faith, Ms Karen Bonini, at the conclusion of the school year in 2018. Karen served the College extremely faithfully, growing and strengthening the Religious Education component of our College into the strong and rigorous program it is today. CHAC is grateful for Karen's service and wishes her well as she enters the next phase of her life.

Christian Ministry & Service

The advent of the Enterprise Centre has generated increased energy around the mission of service and social enterprise at CHAC. The Diakonos Co-ordinating Committee (teacher leaders of service groups) have planned to increase their visibility around the College and in the parent community.

The Archbishop's challenge to bring the "Generations Together" has been received enthusiastically by those involved in service in the College and will shape the offerings planned and implemented by leaders and groups in both Primary and Secondary.

Community Service activities included:

Social Justice Committee

- Murarrie State School (MSS) breakfast program. This is enthusiastically supported by both CHAC students and the leadership of MSS
- Collection of blankets for the St John's Cathedral community
- Collection of toiletries for the Brisbane City Council (BCC) Homeless Connect day
- 40 Hour Famine (raising \$12,000 in total)
- Involvement in the Brisbane Basket Brigade which delivered over 2,000 Christmas Hampers to Brisbane families prior to Christmas

Environment Committee

- Clean Up Australia Day activities
- RSPCA Bake Sale
- Paper recycling program

Boys' and Girls' Education Committees

- Mentoring breakfasts

Primary

- MS Readathon
- toiletries collection

Other Fundraising

- Pink Stumps Day
- “Shave for a Cure” for the Leukaemia Foundation
- Fiver for a Farmer – drought relief fundraising

New Initiatives

- CHAC Yard Blitz – community service to the elderly
- Visit to PresCare Vela – music group

Staff

The College celebrated its 30th year in 2018. As part of the year-long celebrations, a 30th Year Foundation Celebration Assembly was held to honour the past and confirm the College’s commitment to serve the present and future CHAC community. Long-serving supporters of the College attended as special guests, and 18 members of staff were honoured for their 10, 15, 20 or 25 years of service and commitment.

The year saw continued professional commitment to our students by our teaching staff, and our various service teams were diligent in administering the business operations of the College, in support of its educational goals.

*“Thank you for nourishing our community and, through it, broader society.
The world needs thoughtful, engaged citizens – you make a difference every
day at the personal and societal level.”*

Dr Gavin Nicholson, Chair of CHAC Board

Throughout the year, staff have undertaken professional development for advanced skills in a variety of areas, continued to serve on national and state education bodies, applied for Highly Accomplished Teacher and Lead Teacher classifications, and pursued life-long learning opportunities through further study from Diplomas to Masters and Doctorates.

As part of our commitment as a leading school supporting Pre-Service Teachers, staff across the campus hosted students undertaking practicums. This support has resulted in ten members of the College’s teaching staff being awarded either Highly Accomplished or LEAD Teacher status – the highest number in the state.

Characteristics of CHAC

The Anglican Christian culture of CHAC is evident in the ways in which we interact with one another, respond to need and crisis, and deal with behaviours which do not align with

our College values. From the Principal to Teachers and College Support Staff, a Christian ethic is actively cultivated. The College's Communication Charter was articulated to the community throughout 2018.

Academically, consistency in teaching and learning across all year levels was rewarded with excellent NAPLAN and Year 12 results, attesting to the learning and growth that arose from the individual and collective efforts of our students. While the results are not able to quantify the College's strong culture, and social and spiritual growth, CHAC's notable statistic-based results were highlighted in various media reports and underpin the continued growth in CHAC's reputation for excellence in education across the holistic breadth of academic, sporting, and visual and performance arts.

Gifted Education and the Exceptional Scientists' Program provided exceptional learning and extension opportunities, while co- and extra-curricular opportunities demonstrated a high level of engagement and success.

The CHAC community continued to demonstrate a heightened sense of social responsibility. Events such as the Social Justice Breakfast directly address social justice issues and draw on the experience of members of our wider Anglican community for input.

The Boys' Education Committee continued to support and nurture the boys in our community through events and programs such as the Boys for Success Breakfast and Years 7 and 8 Boys' Mentoring Breakfast.

“The Boys' Education Committee has assisted with a number of community events, including The Wetlands Festival. After a great year, I hope that it has inspired more boys to join the committee and to be part of the male community at CHAC.”

Methai Chrzczonowicz, 2018 CHAC Year 11 student

The Girls' Education Committee organised an International Women's Day Breakfast, Hot Chocolate and Brownies fundraiser (to name but one) and hosted a movie night.

“The Year started off successfully with tickets to our International Women's Day breakfast selling out very fast. It is a lovely event for girls to come together in friendship.”

Sophie Baird, 2018 CHAC Year 11 student

Culturally, from our local community to across the nation, and even worldwide, CHAC students have engaged with their peers, politicians, local businesses, through incursions and excursions, and iconic community events such as the Ekka. Visits to the College this year included Secondary student groups from Seiryo High School and a Primary student

group from the Mino-Jiyu Gakuen school in Osaka, along with a number of individual exchange students. Students have represented the College in and on local, state and national competitions and committees, such as the Education Perfect Science Championships, the Australian Brain Bee Challenge, at the Global Round of the World Scholars' Cup in Melbourne and at the Da Vinci Decathlon National Finals in Sydney.

Holistic Outcomes

It has been motivating and inspiring to observe the engagement and successes of our students across the breadth of their holistic education – through the written word and application to learning, competition results, spirit of adventure, the never-give-up, respectful attitude in sport, outstanding creativity in the arts, and ongoing commitment to our *One College, One Campus, One Community* philosophy. Participation in The Associated Schools (TAS) and Junior TAS has seen memorable championships and premierships. Visual Arts students enjoyed success in the prestigious Creative Generations Excellence Awards in Visual Arts. Students also continued prolific representation at leading local, national and even international competitions, including securing gold and silver medals at the Global Round of the World Scholars' Cup academic competition and third place overall in the National finals at the Da Vinci Decathlon.

Development

This year, we were privileged to continue the development and refurbishment of the campus, further enabling the intellectual and physical growth of students through teaching and learning in flexible contemporary spaces.

2018 saw CHAC's new Enterprise Centre open its doors. In its first year, the Centre launched a cutting-edge program aimed at fostering entrepreneurial spirit, incubating ideas and enhancing students' 21st Century skills.

Shade areas were also constructed around the College, including the Enterprise Centre courtyard, Primary KissnGo waiting area, and Primary Court sideline.

Conclusion

It is with great pride that I acknowledge our CHAC community – your dedication ensured our College was a creative, collaborative and committed centre of learning excellence throughout 2018. I also recognise and thank the wider Anglican community for its support during the year. In 2019, we commence a new era at CHAC with my appointment as the college's new Principal. It will be a year full of opportunity and possibility, and I know our firmly-established strong spirit will allow our community to soar to new heights.

Coomera Anglican College

Principal: Dr Mark D Sly
Edd, MEdAdmin, BSc, GradDipEd, GradDipEdAdmin, GradCertTh,
MACE, MACEL, JP (Qual)

In 2018, Coomera Anglican College completed our 22nd year of operation. We commenced the year hearing the Archbishop's message to schools about Generations Working Together. In our College, we work closely with parents and grandparents in an important partnership in the education of our students. This partnership is vital to ensure that together we can best meet the needs of each student. Like all schools, our community covers five generations from Baby Boomers, Generations X, Y and Z and those born after 2010 are called Generation Alpha. It is important that we are aware of the differences between each generation so we can nurture and challenge each person in our community. Even among staff we cover four generations, with the youngest (those born after 1995) just fitting into Gen Z, and that in itself presents some interesting challenges for our leaders. Generations Working Together was a most suitable goal for 2018.

College Theme for 2018

Our College theme for 2018 was *Loving Life Together*. Having a theme assists in focusing our efforts for the year. Loving Life Together enabled us to focus on the joy of living as happy, healthy individuals within our College community. Encouraging students to love life together is paramount in assisting them to flourish and become the best possible versions of themselves.

College Purpose

Inspire Excellence in Teaching, Learning, Service and Faith.

Our Purpose Statement provides a clear testimony about what motivates us and what we are trying to achieve every day. This statement is well known by all staff and students, and is lived through our decisions and applications each day.

Ethos & Values

Coomera Anglican College is a Diocesan-owned school and operates under the Anglican Church Southern Queensland 2009 *Vision Statement for Anglican Schools*. This statement articulates the ideal characteristics of an Anglican school: to share the mission of the church to proclaim the good news of the kingdom of God through Faith, Vocation and Service. This document, along with the former *Ethos Statement for Anglican Schools*, provides a framework for our Anglican ethos and strong values culture. While the current

Vision Statement provides a framework, we still defer to the former statement in our daily operations.

At Coomera Anglican College the language of our values culture is expressed by a strong yet simple message – iLR – imagine, listen, respect; that helps all members of our community encapsulate what it means to belong to Coomera Anglican College. This effective language frames our values culture and is employed at the College and at home by parents with great success, as it provides consistency and predictability for children.

As a community working with children from 2 to 18 years of age, engaging this simple approach effectively ensures that the College ethos permeates all that we do, and reinforces the culture of our College effectively for students and their families. We often remind our students that *we are all connected* because we attend the same College, but *belonging is a choice*. We are delighted with the commitment of our students who understand the difference and choose to belong. They also understand that ‘where one of us go, we all go’. This mantra reinforces for students the idea that they are each personally responsible for maintaining their own reputation and that of the College. It also reinforces the sense of belonging. Values such as this continue to enhance our reputation in the community, as a caring Anglican community.

The Synod Report that follows reflects how the Anglican Ethos was expressed at Coomera Anglican College throughout 2018:

Worship & Christian Ministry

In 2018, weekly Worship provided many opportunities for staff and student engagement. Our Chaplain, Rev'd Mary-Anne Rulfs, continued to work with students and staff to make worship an exciting and engaging activity. Given that the majority of students are not regular church attendees, Worship beyond our College is relatively unfamiliar. Our Year 12 Faith Prefects proved to be a good conduit between the Chaplain and students, providing some valuable leadership in this context. Student Captains and Prefects were given responsibility for elements of the worship periodically, while the Chaplain took the lead role in theme determination and delivering the sermon.

Throughout the year, the Chaplain invited a range of special guests to attend Worship and speak on the different themes. The students really enjoyed hearing from guest speakers from the local community and the wider church community. This provided variety in the Worship along with extra real life experience that enhanced the Worship theme for students. The ongoing development of the Junior and Senior Worship Bands provided a significant boost to student participation in singing. These young people, led by Head of Religious and Values Education (RaVE) and Senior Music teacher, Natasha Materne provided wonderful music and singing of the Worship songs that really motivated their peers.

We held separate worship services for Junior Secondary and Senior Secondary students, and Lower Primary, Junior Primary and Senior Primary students to enable the services

to be age specific and hence more relevant for the age and maturity of the students. The Pre-Prep children from our Early Learning Centre joined the lower primary students after Term 1. Many parents also came along to support the weekly Primary Worship. By coming to see their children involved in the Worship, they were also gaining an appreciation of what happens during worship. This has resulted in some families joining the St Matthew's Anglican community adjacent to the College.

Mrs Cathy Harrison (Head of Primary RaVE) and Mrs Natasha Materne (Head of Secondary RaVE), continued to support the Chaplain by working with class teachers and RaVE teachers and their classes to help prepare students for Worship.

In addition to weekly worship, we also had a range of special worship services for students during the year, including the commencement of the College year, the *Festival of Gifts, Easter and Christmas. House Worships provided a wonderful opportunity for families across the College to come together for a sausage sizzle followed by a lovely Eucharistic service. With four House groups, we held one House Worship each term. These events grew in size in 2018 as families enjoyed the strong connection between the students within each house. Further Staff Eucharists were held to start and end the College year.

(* Festival of Gifts is a unique Coomera Anglican College week-long event that celebrates the Life of our College, God who makes and creates, and our human giftedness to do and to be, to love and to serve)

Engagement with Local Parishes

Members of Gold Coast North Anglican Parish founded Coomera Anglican College in 1997. The College is located in the geographical centre of the parish, so there is a strong association between the two. Rev'd John Dougherty, Priest in Charge of Gold Coast North, was invited to attend a number of College events and also spoke to students at worship on occasions during 2018.

The St Matthew's worship community, which is adjacent to the College, largely consists of College families. In addition to those who attend St Matthew's, many staff and College families are regular members of St James' (Biggera Waters) and Holy Rood (Oxenford); all of which form Gold Coast North Anglican Parish. It was a great pleasure to be able to use St Matthew's Church on occasions for worship during 2018. While we struggled to fit into the building, the effort was worth the opportunity to use a real church for worship.

Parish Priest Rev'd John Dougherty and Principal Mark Sly met each term in a mutually supportive manner, discussing many things including issues that affect the College and the Parish. These formal and informal connections are further evidence of the strong relationship between Coomera Anglican College and the Gold Coast North Parish.

Principal Mark Sly continues to serve the Diocese through his role on the Anglican Schools Commission (ASC), as the Chair of the Heads Network group of the ASC. Mark is also the current President of the Anglican Schools Australia (ASA), the National

network of Anglican schools, and represents Coomera Anglican College and the ASC in this capacity.

Chaplaincy

Rev'd Mary-Anne Rulfs is our only Chaplain at Coomera Anglican College. During 2018, she continued her excellent work as College Chaplain. This involved creating a Chaplaincy Networking Group across the College where interested people met for breakfast and conversation once per term. This grew each term and provided good networking opportunities for those keen on assisting with Faith development across the College.

In 2018, Rev'd Mary-Anne baptised six students as part of our commitment to spiritual development of students. This was a special occasion for those baptised, their families and our College, and reinforces our continuing maturity as an Anglican College.

We were delighted to secure a beautiful sandstone baptismal font from a deconsecrated church during 2018. This font was used for the first time for this baptism service and provides a welcome addition to our Ivan Gibbs Centre.

Religious Studies

All students in the College studied Religious and Values Education (RaVE) in 2018. Each primary student took one lesson and each secondary student took two lessons per week. In 2018, Mrs Natasha Materne continued to provide excellent leadership as Head of RaVE. She did a wonderful job of supporting our staff in this position. Our College is unique in that most of the secondary teachers teach RaVE. While there are some shortcomings to this model, it does enable the Christian perspective to be reinforced across many subject disciplines, not just in RaVE lessons. Mrs Cathy Harrison continued to teach Primary RaVE during 2018, and made her way into the Early Learning Centre for Godly Play as well.

Students enjoy a dynamic curriculum that is challenging and captures current thinking, issues and dilemmas confronting the Church today. A number of the Marks of Mission of the Worldwide Anglican Communion are incorporated into various units studied throughout the primary and secondary campuses. The Religious and Values curriculum across the College incorporates the Vardy five strands including Biblical and Christian traditions, World Religions, Philosophy of Religion, Ethics, and Reflection/Meditation. Teachers and students gain a great deal from this approach, which fits nicely into our iLR framework. Our College adopted the ASC approved *A Revised Religious Education Philosophy and Curriculum Framework*.

During 2018, Rev'd Mary-Anne spent significant time working with teachers to develop a special Year 12 Life and Faith Programme, to help prepare senior students for life beyond our College. She engaged several guest speakers and mentors to work with Year 12 in a meaningful way over the course of the year. Rev'd Mary-Anne has found that engaging

local community members and working with families has reinforced the place of our College in serving and assisting others.

Missional Engagement

Our Senior Worship Band performed at the opening of the Clergy Conference held on the Gold Coast this year. This was not only a wonderful experience for these young musicians and singers, but was very much appreciated by all attendees at the conference. The feedback from the organisers of the Clergy Conference was extremely positive and we were very proud to support this event in such a way. Senior Worship Band and Junior Worship Band provided a wonderful service to our College and significantly enhanced the quality of Worship, and the students' willingness to participate meaningfully.

During 2018, our students raised over \$25,000 from various events including those run by the Student Representative Council (SRC).

Funds were raised for Relay for Life Cancer Council (\$9,872 – part of \$45,392.38 raised at the event hosted by our College), Farmer Drought Relief (\$8,709) and World Vision (\$1,152) predominately, and the younger students enjoyed supporting the Daniel Morecombe Foundation (\$1,347.15) as they do each year. We were pleased to support Surfers Paradise Anglican Crisis Care (SPACC) with food hampers at Christmas and students brought in hundreds of items of non-perishable food, as well as practical toiletries and gifts for children. The Christmas tree in the Ivan Gibbs Centre foyer was awash with items donated by students. A rough estimate a monetary value for these contributions was perhaps \$3,500, but it is the intrinsic value that is priceless.

Senior students continued their sponsorship of two World Vision children, raising \$1,304 during the year. Others took part in the 40-hour famine and the Relay for Life walk as their contribution. This action reinforced the concept of helping those less fortunate and was coordinated through our House Coordinators and the student-led SRC.

Community service remained a focus for our College with Year 9 students spending a full week engaged in serving the community. In 2018, we sent two groups of students to experience country service in Mitchell and Charleville. In the midst of a severe drought, our students were pleased to take books from our library and money raised (almost \$9,000) to these struggling communities. These funds were distributed to those in need through the local parish. Students visiting these remote areas worked in local state schools and nursing homes, providing assistance to teachers and working with young children. We were able to provide some technology expertise and equipment to students who were not as well resourced as us.

Musical students also provided entertainment for the elderly in nursing homes in Charleville. They interacted with elderly residents from Waroona and at Healthy Aging, children from St Mary's, people at Evening Primrose Holiday Park, and students on remote properties through the use of technology at the School of Distance Education. Back on the Gold Coast, other Year 9 students joined community agencies in working with disabled students, the aged, environmental groups, child care centres and other

community groups. It was rewarding again this year to have students assisting elderly people in the parish with maintaining their gardens. This provided positive interaction between our students and elderly parish members, and generated a lot of discussion around the parish.

It is pertinent for Year 9 students to spend some time giving to the community, and this activity week provides a perfect opportunity for our students to become more considerate of others. The travellers who headed west were particularly grateful for the opportunity to assist others in remote areas under stress from drought, and gained a new appreciation of their fortunate lives at home.

In further acts of service, individual students across the College recorded the number of hours they donated to the community through volunteer work in community groups, such as the Animal Welfare League, Surf Life Saving, their local parish and others. Service Awards went to students who donated 50 hours (Bronze), 100 hours (Silver) and 150 hours (Gold). These selfless acts by students are impressive and seem to be increasing in frequency. Many more students are actively involved in their community and do not seek recognition through Service Awards.

Achievements & Contributions of the College

Our College has a high respect for intellectual endeavour, as is stated in our purpose to inspire excellence in teaching and learning. In 2018, our NAPLAN results for students in Years 3, 5, 7 and 9 were excellent, and again placed us amongst the top schools on the Gold Coast, if not the state. These results confirm our strong emphasis on literacy and numeracy across the College. Students continue to perform well on these diagnostic tests because of the quality of our teaching and learning programmes, and our commitment to excellence.

The reported 1-15 OP range for our College (86%), was well above state averages and reflects the hard work of our students and staff. We were delighted with the high proportion of students achieving excellent results with 36% in the OP1-5 range. While these results are very pleasing, OP statistics do not always tell the full story of what constitutes success in our schools, as they measure one aspect of student achievement.

More meaningfully, all Year 12 students who applied through QTAC ended up with a tertiary offer. Other students continued their apprenticeships and training or entered the workforce. We were delighted with the record number of students who gained early entry or won scholarships to Griffith, Bond and other Queensland Universities.

In sport, Secondary teams won a record number of premierships in our Associated Private Schools (APS) competition, and our college reached very positive results in the three major carnivals in 2018. Individual students achieved excellent results in a range of sports, including netball, basketball, athletics, swimming, tennis, mountain biking, cross-country and rowing, competing at state and national levels. The momentum of sport in our college is certainly on the rise.

Students continued to perform well in all areas of the arts, including debating, public speaking, music, art, drama and film-making.

Throughout 2018, we continued to work on our wellbeing framework across the College. During the year, we worked with Griffith University to create a wellbeing tool to assess the mental state of our students. In 2018, we used the wellbeing survey tool with several year levels, which provided us with some excellent data about our students. In 2019, we will follow up these results with families and individual students. Given the importance of mental health and wellbeing, this work has become a focus for our college.

Building & Future Development

The opening of The Pod was a highlight for our Primary campus during 2018. The Pod is a future-focused learning centre featuring the latest immersive and interactive technology, designed to take learning out of the traditional classroom. A real coup was to have a special guest from NASA to spend a week working with our students in the lead up to the official opening of The Pod. Steven Hunter, who is Head of Technology on the International Space Station, was overwhelmed by the technology available in The Pod. The Pod was officially opened by local State Member for Gaven Megan Scanlon, representing the Education Minister, and blessed by Bishop John Roundhill, on behalf of the Archbishop.

Throughout 2018, we continued to work with our architects on the Master Planning, which includes the addition of new sports fields on the land purchased from Anglicare during 2015.

The success of Coomera Anglican College has required the College Council to consider our future growth and development. There is heavy demand for places in the upper primary and lower secondary areas. The College Council, therefore, determined that we should add an additional Year 7 class in 2019. We spent time during 2018 promoting this and planning a building extension to meet the needs of the extra students.

College Council

Our College Council in 2018 consisted of Archbishop Phillip Aspinall (President), Mr Stephen Knott (Chair), Mr Adam Gilbert, Hon Margaret Keech, Mrs Pam Roberts, Mr Michael Temperton, Rev'd Canon Gary Smith, Professor Donna Pendergast, Ms Jan Bartlett and Mr Glenn Powell (ASC Nominee). This team continued to ensure that the College set a sound budget, made responsible decisions regarding our future planning and remained faithful to the mission of the Church and our College as we went about the important business of educating our students in 2018.

Under the leadership of the Chair Stephen Knott, the College Council continued to oversee the College, on behalf of the Diocese, most effectively in 2018. Executive Director of the Anglican Schools Commission, Ms Sherril Molloy, visited our College Council during the year. During this visit, we were able to report on how we fulfilled the

mission of the Church through the different elements of the ethos statement. As part of the ongoing accountability requirements of the Diocese, quarterly financial reports and regular financial updates were sent to the ASC.

Our College continues to operate in a positive manner thanks to good governance, strong fiscal management and excellent commitment from our staff, students and families. The continued growth of the northern Gold Coast has assisted us in our growth, but surrounding population alone will not ensure our success. There is a lot of competition in our area, with new schools opening on a regular basis. We enjoy an excellent reputation in the local and wider educational community. It is a privilege to lead Coomera Anglican College.

Fraser Coast Anglican College

Principal: Mr Joseph Wright
MEd, BEd, BTeach

Fraser Coast Anglican College is defined by its commitment to the holistic development of its students; its ethos encapsulated in its motto of 'Enriching Body, Mind and Spirit'. Building relationships, giving of your best and insisting on high standards are a hallmark of the FCAC culture.

2018 was a year of growth as the College reconnected with the community through relational leadership, guided by our new Principal, Mr Joseph Wright. The Parents and Friends was reformed, and enrolments rose steadily throughout the course of the year as FCAC focused on strengthening the links between the families and staff of the College, as well as the wider community.

FCAC produced some outstanding academic results with 100% of OP eligible students getting an OP 1-15. For the second year in a row, over one third (36%) of Year 12 students received an OP 1-5. It is important to note that 98% of the Year 12 cohort were OP eligible. FCAC also received positive media around our high Junior School NAPLAN results, being labelled as the highest performing school in the area. Additionally, we had three students selected for the State Honours Ensemble Program (SHEP) and our successful Invitational Rugby 7s event was awarded 'Event of the Year' at the Fraser Coast Sport Awards.

At the end of the year, FCAC farewelled two of its longest serving staff members, Mrs Barbara Baker and Mr Greg Lynch, as they retired from full-time teaching. Both had served our community with faithful dedication since the very earliest days of the College, and leave a legacy of going the extra mile for their students and colleagues.

Finally, we welcomed back our Foundation Chaplain, the Rev'd Jeffrey Jarvis, who has returned from the Navy to minister to the College community.

Workshop & Christian Ministry

In Prep to Year 2, fortnightly Chapels were a wonderful way to reinforce God's message throughout the year and to celebrate Easter and Christmas. A highlight in every Chapel was having the students being actively involved through ringing the Chapel bell, carrying the cross, candles and Bible to the altar during the Entrance Procession, reading the Gospel and saying prayers. Two main events that students really enjoyed were our Palm Sunday Chapel where they carried and waved palm branches and when students acted out the Nativity story. They always love to get dressed up and 'echo mimes' are a great way for all to be involved.

In Religious and Values Education classes in the Middle and Senior School, an ongoing theme throughout the year was 'Gratitude'. Through the year our young adolescents were encouraged to have a gratitude mindset, by recording and reflecting on moments of being thankful in their lives. As well as in the classroom, Chapel offered our students a time to reflect, and to be thankful for all the opportunities for an outstanding education not only for their own benefit but for the betterment of others. This approach instills an attitude of gratefulness that will enable our students to recognise and take up opportunities now and into the future.

Engagement with Local Parishes

We have continued to strengthen the connection between the College and St John's Parish through the school's positive relationship with Parish Priest, and former Chaplain, Father Greg Loumeau. Our first collaboration of the year was the Backpack Blessing service at St John's which encourages students from different schools to attend a morning service. During the Easter period, Junior School students created Easter cards for the residents at Kirami Residential Age Care.

FCAC Hospitality students provided a delightful High Tea complete with 'silver service' following a Mothers' Union Service at the College Chapel. It was wonderful to see the intergenerational interactions and the joy students experienced in serving others.

Money raised from the Year 9 Business Enterprise Projects was donated to assist with Water and Sanitation Projects in Vanuatu through the Anglican Board of Mission. Vanuatu was chosen as a worthy recipient of the funds raised after persuasive speech presentations by students given as part of their summative assessment in Religious and Values Education.

The final event of the school year, 'Community Carols' invited Anglican communities and other community organisations from Hervey Bay and Maryborough to attend for a wonderful evening of carols, community celebrations and giving. The 'Christmas Gift Tree', had its base filled with presents, and staff and students sold food, drink and crafts with gifts and proceeds going to local charities.

Through the College's weekly EDGE Program, close partnerships have continued to be developed and strengthened this year between St John's Hervey Bay Parish and Anglicare Southern Queensland. Service learning activities included students working in the St John's Parish Op Shop, preparing food for Messy Church and Mainly Music and packing items for Operation Christmas Child. College students also assist in activities at Messy Church and our Chaplain is a leader in the parish's popular Mainly Music program.

Grounds staff from the College provide much needed mowing and maintenance of the grounds at St John's Anglican Church. This is a great opportunity for sharing of resources, labour and skills.

For our College staff and students, interactions with our local Anglican Communities are highly valued by all parties as a way to strive together to grow the mission of the Church and build meaningful relationships.

Chaplaincy

Fraser Coast Anglican College welcomed back its foundation Chaplain, Father Jeffrey Jarvis, who is taking over from Father Greg Loumeau who was appointed as Priest in Charge at St John's Anglican Church in Hervey Bay in 2017. Father Jarvis is 0.3 FTE at FCAC and is supported by a 0.4 FTE Junior School RAVE teacher and a 0.7 FTE Middle/Senior School RAVE Coordinator.

Religious Studies

All students in the College studied Religious and Values Education (RAVE) in 2018. In the Junior School, Mrs Leigh Bebington, and in the Middle and Senior School, Mrs Lana Priebbenow, consider it a privilege to work with students sharing and developing their faith and spirituality. Each student, no matter where they are on their spiritual journey is encouraged to open their minds and hearts in RAVE classes.

From Prep to Year 12, the Religious and Values Education (RAVE) curriculum covers a range of topics using the recommended ASC Religious Education Framework six strand approach to Religious and Christian Education: The Bible and Christian Belief; Christian Traditions and Practice; Christian Living; World Religions; The Inner Life; Thinking about Religion. This is done using a variety of different technologies and hands on activities to engage our students.

Junior School students follow the GodSpace curriculum, which is designed to take students on a journey into a deeper experience of God and His love for each one of us. The focus of our RAVE lessons is for students be become more familiar with the stories from the Scripture and gain confidence in discussing and recognising the messages each story conveys. The underlying values of the lessons were inclusiveness, encouragement, caring and making good choices. Students explored the notion that everyone's invited to follow Jesus. Christian values are a part of the children's daily experiences and we endeavour to follow Christ's example in every aspect of College life.

At FCAC, Religious and Values Education is about encouraging our students to be compassionate in considering their response to current world situations and their own daily living as well as expanding their horizons by exploring matters of Christian faith and the big questions of life.

Missional Engagement

FCAC students are active within our community and always present their College and the Anglican Church in a positive light. In 2018, some of our Art students completed a mural at Torbay Aged Care and Retirement Village.

In Term 3, Mrs Sue Tyson a Teacher-Aide, championed a campaign to support 'Drought Angels' with generous donation of food received from across our College community. The food drive was so successful that it was picked up by local media and members of the wider community began to make donations to the appeal. What was initially intended to be a truck load of food and supplies ended up being a convoy of trucks and vehicles delivering items during the September school holidays. Also in September students and staff supported the Archbishops Drought Appeal with a 'Flannies for a Farmer' day, raising money through donations.

Reconciliation Action Plan

A representative from the College has met with a local Butchulla leader and devised vision for our RAP. We have sourced Aboriginal and Torres Strait Islander flags for flying at our College and have begun the process of completing the necessary action items before our RAP becomes formalised.

We hope that our school community will gain a better understanding of Aboriginal and Torres Strait Islander people and realise that we are all in this life together. We all have something to add to life's rich tapestry. We wish to strengthen ties with our local Aboriginal community – the Butchulla people and the Torres Strait Islander community residing in the Hervey Bay area.

School Values

FCAC has a high respect for individual endeavor, which is reflected in our outstanding academic results. FCAC is the top performing academic school in the region based on its NAPLAN and OP results. In 2018 we added our Edge+ program which challenges and extends Middle School students who have shown a strong proficiency in English and Mathematics.

Our College is well-known for celebrating the diversity and uniqueness of all students. We welcome families from all cultures, faiths and backgrounds. Regardless of their faith background, all FCAC students show commitment and respect to the Anglican tradition and dignity within worship and school life.

In the latter part of 2018, the College began a review of its Mission and Values statements. The review was undertaken in collaboration with staff, parents and students and, once finalised, will help determine the strategic direction of the College for the next chapter of our history. This process has been particularly effective in allowing our students to find their voice and to include them in defining what makes our College great.

Events

The year at FCAC started with a staff Eucharist at St John's Church, led by Bishop Jeremy Greaves. Bishop Jeremy gave an inspirational sermon which set the tone for the coming year. Bishop Jeremy returned at the end of the year to preside over a Chapel service for our Year 12 students on their final day of school and to attend the Valedictory Service that followed. The Chapel service concluded with Bishop Jeremy and Father Jeffrey dedicating a garden setting for the cohort's absent class mate, Kate Watson, who sadly passed away in 2017.

The Commissioning of Mr Joseph Wright as Principal, and Father Jeffrey Jarvis on 24 August, officiated by Bishop Jeremy Greaves, was a cause for celebration within the community. Mr Wright has a long history with FCAC, being a staff member for 19 years, and had held different senior positions throughout his career. His appointment was well-received by the community and many past staff made the journey to attend the service, including Foundation Principal Mr Grahame Ginn, and former Principals Mr Tony Wood and Reverend Canon Len Nairn – all three had mentored Mr Wright during different stages of his career. A 'Celebration of FCAC' evening was held the same night at the Hervey Bay Boat Club where past staff, students and parents were able to share their memories of their time at FCAC with current staff.

Major Projects

FCAC undertook an upgrade of its canteen facilities during the middle of 2018. The new facilities allow staff the capacity to provide a greater range of products for our students and improve this area as a revenue stream. Students participated in a competition to name the canteen, the most popular entry being 'The Mac Shack', which is a nod to the name of the building to which it is attached, 'Macadamia'.

Mothers Union Christmas luncheon that was hosted by the College and catered for by our hospitality students allowed for positive interactions with the elders of Mothers Union.

Our Year 10 students undertook regular visits to our Kindy to build connections between Senior students and those just beginning their FCAC journey. Year 10 Design Technology students also created hat racks and several toy trucks for the Kindy and Junior School students. Year 9 and 10 Visual Art students worked across the generations with Year 1 as buddies, with Year 9 and 10 students creating the artwork to accompany the stories the Year 1 students had written.

Students in our EDGE program made visits to St John's Church and Op Shop where they sorted, cleaned, gardened and performed general maintenance to assist and link up with elderly parishioners. They also made food for Messy Church and Mainly Music to connect with the younger parish generation and the organising teams behind these programs.

On Shrove Tuesday, the Senior Schools used the opportunity to serve pancakes to Junior School students as an act of generous hospitality. Book Week was an opportunity to promote reading across the generations with guest speakers invited to read to students,

culminating in a 'Family Reading Night' where students, parents and grandparents were invited to special book readings.

Future Plans

FCAC will continue to review its Mission and Values statements, in collaboration with our parent and student community. The result of this process will act as a guide as we plan the next strategic cycle. 2019 will be the beginning of a shift towards empowering our student body, offering them a seat at the table as we move forward into this next chapter for our College.



The Right Rev'd Jeremy Greaves, Mr Joe Wright and the Rev'd Jeffrey Jarvis celebrating the commissioning of Mr Wright as Principal and the Rev'd Jarvis as Chaplain of Fraser Coast Anglican College, on 24 August 2018 at Hervey Bay.

FSAC Ltd (Forest Lake, Springfield Anglican Colleges)

St John's Anglican College

Principal: Ms Suzanne Bain
MEd, MCurr Stud, BEd, Dip Spec Ed, Cert T,
FACEL(Q), FAICD, FAIM

St John's celebrated its 25th Year during 2018 with many events designed to reunite people associated with the school during its history. Some of the highlights were: the College Carnival which had a 25th Year theme, as did our Mothers' Day High Tea. There was a 25th Year celebration concert with the James Morrison Quartet and community cocktails and the Foundation's 25th Year Gala Dinner, where we were entertained by the Seven Sopranos. It was also an honour to host His Excellency, the Governor of Queensland, Paul de Jersey and Archbishop Phillip Aspinall, Archbishop of Brisbane, for the opening of stage two of the Performing Arts Centre on our 25th Foundation Day.

A particular highlight has been the launch of the official record of the first 25 years of the establishment of this community; Forest Lake College now St John's Anglican College. The book contains a list of all students enrolled during the 25 years, but more importantly, it's a great tale of human endeavour in the pursuit of establishing a Christian values-based learning community, committed to providing an excellent education for students of families who have joined us because they share those values. We thank wholeheartedly all who generously assisted esteemed historian, Mr James Mason OAM, to research and write the History Book '*Living Forest*' which has become central to the celebration of 25 years of College growth and development.

Our Vision is for St John's students to receive an extraordinary globally innovative and future-focused education from Kindergarten to Year 12. It's a tall order and we have made some strong progress in 2018.

To do this, we need to be using digital technology in every way possible. Several projects are in progress this year – the new learning management system, School Box, used for all teaching and learning, creates a whole new world of communication between teachers and students, and teachers and parents. This all in one learning management system, creates a virtual learning environment for Kindergarten to Year 12 students. Cloud hosted, integrated, flexible and secure, School Box allows students and teachers to share, teach and learn online, improve information flow, foster team work and collaboration, and connect people within our community.

A new human resources management system IntelliHR provides support for all St John's employees in their HR and Compliance needs and more recently in their professional review and learning program. Purpose designed, IntelliHR automates professional reviews, provides continuous feedback, keeps track of compliance systems, and fosters a culture of achievement, alignment and collaboration. The system provides school leaders with real time insights on a mobile friendly platform.

With the assistance of Bear Marketing, our website is now one of the most contemporary around and, acknowledging our cultural diversity, translates in an instant into six languages.

The college curriculum is backed by International Baccalaureate programs, insights and webinars; students and teachers track achievement data through Learning Analytics; and, through the highly individualised mathematics pathways, developed by Melbourne University, students are taught and encouraged to pursue learning at their own level and move ahead for mastery of more challenging mathematics.

Teachers at St John's are encouraged to find new ways to create the ideal learning environment for students; and have created mentoring programs for their colleagues along the way. For example, this year saw the culmination of a three-year action research program focused on mentoring, during which older primary school children mentored younger students in using new technologies. From this small beginning, not only have students mentored one another, but also teachers have mentored one another, and a new learning culture has emerged.

The annual St John's Innovation Challenge took place over two days in October; beginning with teams from Year 4 to Year 8 pitching their innovative ideas to judges. On the second day, teams of secondary students from Victoria and Regional Queensland came to St John's for the Australian Conrad Spirit of Innovation Challenge. Teams had been preparing for this event all year, using the Conrad Challenge guidelines and Design Thinking methods. Throughout the day we witnessed students taking up the team challenge of pitching their innovation to a team of judges; preparing for the new world of work where new and innovative ideas matter. St John's students have again been invited to participate in the Finals of the Conrad Spirit of Innovation Challenge at the Kennedy Space Centre, Florida, USA.

We certainly could not offer this fabulous opportunity to our students without the support of judges and mentors from the US Conrad Spirit of Innovation Challenge. These include College professors, astronauts, US Navy personnel, and entrepreneurs and venture capitalists; and, people from the Australian entrepreneurial hubs, universities, governments and Old Collegians. Our students are again blessed to have the support offered by these high calibre volunteers.

Not only does the Design Thinking process which is taught to St John's students assist them to secure stronger academic outcomes; but it also develops their intellectual curiosity and capacity to thrive wherever their future will take them. The self-confident and courageous young people who take up this extraordinary opportunity will reap the rewards now and in the long term. St John's strong reputation as one of the thought

leaders in educational innovation; will continue to go from strength to strength in the future with these solid foundations.

There is no system in the world or any school in the country that is better than its teachers. Teachers are the lifeblood of the success of schools. A large number have undertaken significant training using IB Webinars, MOOC's from Harvard University on Visible Thinking, and the new Queensland Certificate of Education for example. It's been a busy year for adult learning at St John's.

Feedback about St John's teachers includes the following: "The teachers respect us. Teachers go out of their way to help us. I am encouraged to do my best at this school. Our teachers are awesome. Everyone strives to do well at this school." A special thank you to our teachers who have encouraged our students and made all of our innovative programs and initiatives a huge success, guided students toward excellent academic outcomes and developed their own professional capacity by extending their learning in a myriad of ways throughout the year.

Worship & Christian Ministry

We began our 25th year celebrations with our Commencement Service and Year 12 Leadership Service at St John's Cathedral and ended the year for graduating students with the Valedictory Service held in the Cathedral.

The Archbishop's theme for the Diocese this year was working across the generations and the St John's team helped launch the theme in the Cathedral by sharing in the creation of a Prayer Space with other schools.

Another opportunity to celebrate this year was welcoming six children into the Anglican Church through Baptism, and ten children made their First Holy Communion. St John's prepares primary and secondary school students and families for these very important celebrations as part of our Christian ministry.

We marked changes of liturgical seasons through our special services, Ash Wednesday, Easter and Christmas to name just a few. Each term at the Secondary Campus, a chapel service is held to encourage serving others and connecting it to serving within the College and beyond. The symbolic foot washing ceremony has been introduced at St John's this year, though due to the large number of students participating, our Maundy Thursday service incorporated students coming forward to have their hands washed as a symbol of service.

At the Primary Campus, we celebrated our Palm Sunday services with every student receiving a palm cross. Our Easter celebrations at the Lake may have been washed out by rain, but the very dedicated team still created special celebrations as we remembered Jesus' death and resurrection indoors, at both the Primary and Secondary Campuses. The College was involved in four ANZAC services, three within the school and one in the community of Forest Lake. Several of our College families are currently serving in the

Defence Forces and our strong involvement with the Forest Lake Returned Services League is appreciated by the Forest Lake community.

Engagement with Local Parishes

St John's is very active in connecting with the local parishes of Springfield, Centenary Suburbs and Inala in the following ways:

- Advertising special services like Easter and Christmas in our regular newsletter, Ripples.
- Rev'd Carol (Inala) and Rev'd Tania (Middle Park) take an interest in our Prayer Space and support us by offering an afternoon to work with the students.
- Rev'd Susan attends the Anglican Deanery meetings and the local Ministers' Fraternal.
- St John's students and staff are very involved in fundraising for the Inala Parish.

The development of student's character and servant leadership qualities is a core part of our personal development program and we take our mission to reach out into the nearby suburbs and parishes seriously.

Relationships

The College is very proud of its connection with St John's Cathedral and keen to establish this as a genuine place of worship for our students and their families, now and into the future. In addition to our special liturgies, we also hold our annual Cathedral Concert which showcases musical performances by talented students from the College's Performing Arts Centre of Excellence. Students and staff from St John's also attend the annual Loaves and Fishes Luncheon supporting the missional work of the Cathedral community.

Rev'd Susan and Chaplain Juliana helped to create and lead the Anglican Schools' Year Six Transition Service at St John's Cathedral. Four Anglican Schools attended and participated in the Transition Service at the Cathedral in 2018. This is a tradition initiated by St John's and it very pleasing to see other schools joining us each year.

Chaplaincy

During 2018, Formation student Mrs Juliana Bate, joined the Chaplaincy team, assisting Rev'd Susan Crothers-Robertson in preparation of worship services and experiencing life in a school. Juliana has brought her many strengths and was a wonderful asset to the team. The College wishes Juliana the best in her placement at West Moreton Anglican College in 2019.

Each year Rev'd Susan attends the Year 7 camp. This gives her an opportunity to meet with new Year 7 students and to transition with the Year 7 students from the Primary Campus. A Prayer Station is created for the students, allowing them to write their fears

and excitement about entering Year 7. Rev'd Susan also leads the students in a liturgy so that the new students can begin to understand the Anglican ethos of the School.

Religious Studies

The College follows the Anglican Church Religious and Christian Education P-12 syllabus. Secondary students attend RaVE lessons to provide them with religious and values education. This subject comes under our Humanities Department, the head of which is Dr Fanny Odendaal.

Primary students have RaVE embedded in their PYP Units of Enquiry explicitly taught by their teachers, as well as attending weekly chapel services, a sacred space in their classrooms where students are encouraged to pray or silently reflect on the day.

Year 9 students also undertake the Rite Journey, a year-long journey which takes the students on a rite of passage from childhood in readiness for adulthood. Activities involve the “calling” where students are encouraged to let go of their childhood behaviours. Each year level plants a tree as part of this journey symbolising their personal growth. They are able to watch the tree grow through the rest of their educational journey. Old Collegians attending the annual reunion found their tree, and had some quiet reflection and conversation before joining the reunion activities, which is a testament to the impact that this journey has on students. Students undertake a series of challenges through the year and are rewarded with a badge and certificate at the conclusion of the year. Each badge is designed by each year level.

Rev'd Susan connects with the Kindy through the Prayer Spaces and also talking with the students about special Christian Celebrations like Easter and Christmas. She also reads with the Pre-kindy students. This also helps with their transition into Kindy and Prep as they have a familiar face in the chapel services.

The College conducts Prayer Spaces at both Primary and Secondary Campuses, as part of their RaVE lessons. The first term Prayer Space at the Secondary Campus was a pop-up Prayer Space outside over three days, due to a building project not being completed in time. The pop-up stations were well attended, however, holding the Prayer Spaces outside meant there was not the same quiet meditative space that we usually have. We held two Prayer Spaces at the Primary Campus in Term 2. The first was a pop-up Prayer Space for Year 3 and Year 5 students who were sitting NAPLAN tests and the second theme focused on quiet and peacefulness. We are fortunate that we have some college parents who help with our Prayer Spaces.

The idea of the Year 12 students creating the Prayer Space for the school as they were preparing to leave was guided by four connected design principles – equity, personalisation, authentic work, and collaborative design. It was with this principle in mind that in Term 2 this year the Year 12 students started planning the Prayer Space for Term 3 in the Secondary Campus. The students, along with their RaVE teachers, were asked to design, create, organise, put together, maintain and take down the Prayer Space. The students had to work in teams to develop eight Prayer Spaces to be presented to the

secondary students. Their insight and thoughtfulness were inspirational, and we congratulate the students and their teachers on their innovative work, inspired spirituality, creativity and commitment.

Missional Engagement

Our College is aware of the needs of others, serving others both locally and globally. Throughout the year students, staff and families gave generously to the needs of others through the Helping Hands Van and assistance at the Refugee Homework Club. At Christmas, the generosity of the school comes to the fore with Operation Christmas Child at the Primary school, and the Christmas giving tree at the Secondary school. Families give so generously to those less fortunate than themselves and we are grateful for their generosity.

Staff Development

A number of teachers attended the ASCENT Conference with Deputy Principal Mrs Robern Hinchliffe chairing the Conference. Rev'd Susan attended the Chaplains' Day held in conjunction with this conference, as well as Byam Roberts Days, Deanery Days and local clergy gatherings.

Mrs Bain and Mr Johnson attended the Anglican Schools Association Conference in August 2018, as well as other major educational conferences including Future Schools and the annual AHISA Conference and Forum.

Rev'd Susan Crothers-Robertson began her Doctor of Education during 2018. She is focusing on "An investigation into the formation needs of Religious Education Teachers as Leaders of Prayer Spaces". She also attended the Anglican School Summit facilitated by The Rev'd Dr Daniel Heishchman, Executive Director of National Association Episcopal Schools USA.

This year there was also an opportunity to spread the concept of Prayer Spaces in schools a little further. Rev'd Susan was invited by Catholic Education Melbourne to present two workshops on Prayer Spaces in Schools. It was a great privilege to offer these workshops to over 70 people attending a multi-faith conference, many of whom were interested in Prayer Spaces. Rev'd Susan also created a Prayer Space for the conference attendees.

St John's staff have attended two Professional Development Days on Christian values enacted in the school community. Brother Damien Price, a Christian Brother, spoke with the staff about serving others, being a guest and developing respectful partnerships with the homeless. Dr Stephen Harrison, ASC Director of Mission, presented a workshop to all staff on Christian Values in the classroom.

Reconciliation Action Plan

As part of our Reconciliation Action Plan, the College expanded its celebrations for NAIDOC week at both the Primary and Secondary Campuses. The College now proudly flies the Torres Strait Islander, Aboriginal and Australian flags at both campuses daily, and at the end of the year we installed NATSIACC acknowledgment plaques at both campuses. Rev'd Bruce Boase came to speak with the staff about RAP and share his own story, and encourage the staff to think with their hearts and minds.

Future Plans

The College looks forward to the redevelopment of its sports precinct commencing in 2019. This redevelopment will provide additional classroom space, together with fully enclosed multipurpose courts and seating. The redevelopment will also include additional storage space for sports equipment and viewing areas for the Oval.

Construction of a Senior Learning Centre and redevelopment of the Year 7 Precinct are in the early stages of planning for the next project. We thank our College Architects Brand and Slater, now BSPN Ltd for their commitment to the continuing development of the College precinct and particularly Mr David Anders, Architect.

Conclusion

At the conclusion of Term 1, I advised the college community that I was intending on standing down as Principal at the end of 2018. A selection panel was established to recruit a new Principal to commence in 2019 to lead St John's on the next stage of its journey. At the beginning of Term 3, Mrs Maria McIvor was announced to be the new Principal. Mrs McIvor comes to St John's with five years' experience as Principal of Whitsunday Anglican School, previously a Deputy Principal at St Hilda's Anglican School and experience from a number of different schools, both in Australia and New Zealand. I wish her well as she leads the College on the next part of its journey.

2018 also saw Dr Barry Kelly and Mr Ian Turner end their terms as Board Members and College Council members. We thank Dr Kelly and Mr Turner for their loyal service to the College during the past nine years and thank them for their considerable governance experience exercised and wise counsel offered during their tenure. Mr Stephen Scott took up the role of Chair, St John's Anglican College Council during the year as part of the transition.

At the end of 13 years of service, firstly as CEO and Executive Principal of EDUCANG Ltd, a joint venture between the Anglican and Uniting Churches owning five schools, and more recently as Principal, St John's Anglican College, I thank the College community for their unstinting support of my leadership and for the privilege of being their Principal for so many years. Much has been accomplished during that time and it has been an absolute joy to celebrate 25 years of history for, firstly, Forest Lake College, now St John's Anglican College. I have been blessed to serve in God's ministry in this community; students, families, teachers and members of the wider community.

The Springfield Anglican College

Principal: Mr Darren Pitt
BA (Hons), PGCE, MEd

The mission of The Springfield Anglican College (TSAC) is to provide a holistic education for young people, nourishing their bodies, minds and spirits. We aim to provide all students with opportunities to succeed, and to develop character so that they can take up roles as positive and active members of society as adults. We believe in instilling in our students a keen sense of justice, compassion and fairness, other person-centeredness and a lifelong love of learning.

Throughout 2018, the college continued to grow and by end of year had a student body of 1022 from Kindergarten to Year 12.

The College theme in 2018 was *Inspire Their Minds, Expand Their Horizons, Empower Their Future*. This phrase, was taken from the statement of vision in the Strategic Plan 2018–2022. It was the focus on auditing and improving our teaching and learning practices as part of our holistic offering, and introducing Student Care programs, to ensure that all students feel safe, happy and connected at school. It empowered students to do their best and, crucially, ensured that we were taking a future focused approach to educating our young people.

As the 2018 year commenced, TSAC welcomed a new Chaplain, Erika Williams. Working three days for the College and one day as a Parish Youth Worker for St Andrew's Parish, Springfield, Erika, in her role as Chaplain and as a member of the Student Care Leadership Team, made an excellent contribution to the College's daily life and conversations about its future. Erika was also ordained on 1 Dec, 2018, with many members of staff attending the ceremony in St John's Cathedral to support her.

Also new to the College in 2018 was the formation of an Executive Leadership Team, with new portfolios. Amongst them, a focus on student life which includes emphasis on Service. In 2018, we significantly expanded this service to include educational programs for students, and experiences such as a Year 8 Homeless Immersion Night and opportunities for students to serve the poor.

Worship & Christian Ministry

Meaningful worship continues to be a defining feature of the culture of the college on both campuses.

On the secondary campus, weekly assemblies are undertaken which include a reading, prayer and blessing. The assemblies are written to complement the delivery of the Religious Studies program being undertaken each week in classrooms.

On the Primary Campus, the students and staff meet each week for Chapel, which includes worship in the form of hymns, prayer, a Chaplain's reflection and a blessing. Many parents also attend Primary Chapel, providing an opportunity for parents to participate in worship and in building community. Chapel is a time of great energy, joy and celebration and is a highlight of the college week.

Engagement with Local Parishes

TSAC is the location of St Andrew's Parish Springfield services each Sunday and the parish's expanded offering for the community. This, and the fact that our College Chaplain works for both organisations, brings the parish and the college into a close working and mutually beneficial relationship.

In 2018, St Andrew's continues to be a fast-growing church plant, with regular Sunday attendance in the region of 70 congregation members. A thriving Kids' Church, with as many as 20 young parishioners, is a particular feature of services. Many college families attend St Andrew's and pleasingly, current students also semi-regularly assist with the delivery of music for services.

In addition, a new offering for students, the 3:16s multi-aged discipleship group, came on line in 2018 and has been highly popular with students from Prep to Year 7. Chaplain Erika Williams coordinates this.

As part of our Anglican tradition, we work very closely with St Andrew's, which has a vision to be an inclusive, welcoming Christian community: nurturing people, building disciples and knowing Jesus more deeply. The Church meets on our Secondary Campus and is at the heart of the college community.

Rev'd Charlie Lacey on occasions attends and participates in our Primary Campus Chapel, strengthening the relationship between the college and Church. As a college parent he is very engaged with the college, highly visible to the community, and very much respected and loved by them. In addition, Charlie regularly joins the college students in their Outdoor Education and this is also very helpful in strengthening the bond between the college and Church, and provides an excellent role model for the children.

Members of the St Andrew's Parish have also been active in school events, such as members of the congregation assisting at college events like the Year 9 Rite Journey Elders Day.

Relationships

The College enjoys a very strong relationship with the local parish, as outlined above.

In addition, our Service Program works in conjunction with Anglicare, Uniting Care, City Hope, Ipswich City Council, Orange Sky, Rosie's Friends of the Street and BarberAid to provide regular opportunities for service and other person-centeredness.

Additionally, Anglicare Southern Queensland worked with the College to organise a day for our Secondary Clan Students to visit the EM Tooth residents during our Service Week.

Chaplaincy

Our part-time Chaplain Erika Williams, worked on Mondays and Fridays, and half days on Tuesdays and Thursdays in 2018, attending Chapels and often conducting class visits. Rev'd Erika was also the Subject Coordinator for Religious and Values Education, ensuring a great deal of synergy between College worship and education.

In 2018, Rev'd Erika's role was also much more far-reaching, coordinating the Social Justice Committee and providing support to families in crisis, including several deaths in the extended community in 2018.

A significant impact Erika had in 2018 was strengthening worship opportunities, with far more formal and structured Ash Wednesday, Easter and Christmas services.

2018 saw the launch of our pro-active Student Care Program at TSAC, which included a number of new roles designed to ensure that all students feel safe, happy and connected at school, and therefore able to be at their best and flourish. Rev'd Erika was a crucial member of this team, as was our College Psychologist Majella Dennis, who was appointed in 2018, our Heads of Clan and Heads of Campus.

Religious Studies

We continue our commitment to delivering a Religion and Values Education program which is relevant to the students, and which compliments formal worship practices. Religion and Values Education is currently taught for one hour per week to all Grades 7-12. In 2018, a new P-12 RAVE curriculum was introduced, including a scope and sequence for Religious Studies which has been written for the students on the Primary Campus. Students from Prep to Year 2 are provided weekly lessons from *The Jesus Storybook Bible*. Students from Year 3 up undertake lessons from the Friends and Heroes series of lessons.

Missional Engagement

2018 saw the launch of our Service Program, which had numerous aspects such as working with Anglicare, Uniting Care, City Hope, Ipswich City Council, Orange Sky, Drought Angels/Buy-a-Bale, Leukemia Foundation, Mercy Ships, Rosie's Friends of the Street and BarberAid. These provided regular opportunities for service and other person-centeredness, and raised awareness in the minds of students about how they can make an important contribution to the world.

As opportunities arise throughout the year our students undertake service commitments. We hold an end of year Christmas giving opportunity where families can donate gifts and

we present to a local charity. Service is also provided through a variety of fund raising activities throughout the year.

Reconciliation Action Plan

In 2018 we wrote the first draft of our RAP, with a view to finalising it in 2019. Rev'd Erika Williams, the College Chaplain, has RAP as part of her portfolio. As an example of our changing practice, in 2018 for the first time all College events, Chapels and Assemblies began with the Welcome to Country.

In addition, in 2018 a Culture portfolio was introduced for our College Prefects. This resulted in our Culture Wall project, which displays the flag of each country that members of our community are from or have heritage in. This Culture Wall is on our Secondary Campus, in a high traffic area where all students and staff can see it.

School Values

At The Springfield Anglican College, we clearly promote Anglican values through our mission and values statements, and Christian morals and values are modelled in all that we do and supported by our families and communities.

As a Kindergarten to Year 12 school our goal is to develop a strong community in a Christian faith school. As such, all staff are encouraged to participate in and attend Chapel. Through all our daily interactions, focus is given to the Gospel values, and for students to work to achieve their personal best to develop their God given gifts and talents. Each Term begins with a Eucharist on our Corporate Days, and Eucharist services are delivered on major events in the College calendar.

As a physical reminder, a large wooden cross is placed in the central position of the courtyard of both campuses as a symbol of our values and connection to the Church.

The students of the College are warm, caring and service driven individuals who, regardless of their beliefs, are encouraged in aspects of their lives to model Christian behaviour and attitudes.

Achievements & Contribution

In 2018 we had an increased focus on Service, and on developing a culture of giving to the community on a local, national global sense. We were engaged in numerous initiatives which support local charities through programs such as our 'Year 10 Study, Skills and Service', which offers service opportunities to work in local care and charitable organisations.

In addition, the first stage plans were drawn up for our Service Immersion activity, which will be offered to students for the first time in 2020.

Events

In 2018, we celebrated our 20th year with a Foundation Service at St John's Cathedral. All students from Kindergarten to Year 12 were in attendance, in addition to all staff and many parents and community members.

In addition, we introduced a Service Activities Week to the Secondary Campus, with all students engaging in a series of service activities to the local community.

Financial Matters/Fundraising

In 2018, we raised charitable funds for Anglicare, Canteen Australia, Day for Daniel, Variety Hair with Hearts Campaign, Mercy Ships, the Solar Buddy Project, Dolly Everett – Suicide Awareness, the Leukemia Foundation, Indigenous Literacy Foundation, Wildlife Warriors and Fiver for a Farmer.

Major Projects

In 2018, the College added a significant building in the Rosewood Resource Centre on the Secondary Campus. The Rosewood Resource Centre has been designed with many functions in mind, all of which are for the benefit of our students. Upon entering the building, students are faced with a wide foyer in which there is an opportunity to sit and relax on a comfortable lounger, or wait to get the assistance of our Librarian or ICT Helpdesk staff if they are busy. Rosewood is of course equipped with a full loans desk and a comprehensive book collection, and also an ICT Helpdesk which student and staff can approach when they have a computer issue.

Rosewood is also home to four new classrooms, in which students can enjoy modern, comfortable and flexible furniture, including breakout spaces, which facilitate a variety of learning scenarios. A fifth classroom is home to Learning Enhancement, where students receive curriculum support work in small groups to maximise their potential.

A key feature of Rosewood is the flexibility it allows for our students to study. Equipped with furniture in a variety of configurations, it allows for independent, pair and small group work, including a learning terrace which, shaded from the sun, allows our students to work with the benefits of fresh air, natural light and overlooking our natural bushland setting.

A second major building project in 2018 was the refurbishment of the Jacaranda Administration Building. This upgrade was developed to enhance the functionality for TSAC staff and to improve the visitor experience to the College, and included new business service offices, a boardroom, an expanded staff room and a revamped reception and waiting area.

A third project was the opening of our new Year 1 classrooms in the Kangaroo Building. The building has been redeveloped to allow for connectivity between the classrooms. This space has created zones for learning, incorporating outside learning and play

spaces, creating areas which are larger, more colourful and conducive to the learning styles of our early learners. Kangaroo is proving to be a wonderful opportunity to enhance the learning experience for some of the youngest members of our College, and in 2018 was the winner of the Best Educational Architecture Award at the Queensland Architecture Awards.

In 2018, we also worked with architects to design our next two major projects – the Science Laboratory refurbishment and a new build, the Centre for Senior Learning – which will open in 2020.

Archbishop's Message

In 2018, as part of our revamped Service Program we focused on ways in which we can serve the local community, and in particular the aged in keeping with the Archbishop's Message. Anglicare Southern Queensland worked with the College to organise a day for our Secondary Clan Students to attend EM Tooth for the day to entertain the residents and spend time with them during our Service Week. Anglicare Southern Queensland produced a video 'The Springfield Anglican College visits Anglicare's EM Tooth' which can be viewed on YouTube. <https://www.youtube.com/watch?v=VO13Ge1JsFk>

Future Plans

TSAC is fortunate to be in a growing area of the state, with Greater Springfield steadily growing in population. As a consequence, our greatest challenge in 2019 will be ensuring not only that our offering meets the needs of the community, but also that it is carefully planning growth of the College so that we maintain our community school and inclusive culture where all students are known.

In 2020, our Secondary Campus will be short of facilities to accommodate our students and so in 2019 we are faced with the exciting building projects to meet this challenge.

In 2019, we will also be assessing our curriculum offering and structures, to test them against best practice thinking for student need. This exciting project will engage all staff, parents and students from Year 4-12.

St Andrew's Anglican College

Principal: Rev'd Chris Ivey
BEd, DipTh, Grad Dip Ed (RE), MAICD, FACEL, MACE

Underpinned by our strategic intent; ***Based on our Christian Foundation within the Anglican tradition, we leverage our positive energy and supportive community to enable our students to move confidently into their futures***, 2018 was another exciting year in the life of our College. We achieve this intent through our values.

Encourages Learning

Through our:

- Energetic staff
- Global perspectives
- Innovative thinking

Creates Opportunities

That:

- develop the individual
- embed Christ-like action
- promote personal best

Builds Connections

For:

- Respectful relationships
- Community engagement
- Service to others

Worship & Christian Ministry

Our weekly Chapel, held in our multi-purpose facility, continues to be an integral part of College life. In the primary school, year levels and classes have continued to be responsible for preparing and leading worship with Mr Lucas and this continues to be an excellent way of engaging with both staff, students and parents.

It was wonderful to welcome the Right Rev'd Jeremy Greaves to the college early in 2018 to commission our new Chaplain, Rev'd Gary McClellan. His commissioning took place in our normal secondary chapel service and was a significant moment in the life of our college.

At the commencement of the year, during our weekly chapel services, we presented all Prep and Year 1 students with their own 'Jesus story Bible'. The positive feedback from our parents about Chapel, particularly in the primary years has continued and their attendance at these and formal times of worship has been encouraging.

With Gary joining our team, a key component of secondary chapel continued to be bringing relevant and engaging messages to our students, founded in scripture. We looked at the Parables of Jesus and what they teach us about the nature of God. We also focussed on famous songs and the connections these so often have with key teachings from scripture.

As a college, we continued with our focus on significant services, including Anzac, Remembrance Day, and Valedictory as well as both Easter and Christmas. The all staff chapel at both the beginning and end of the year continued to be a highlight for many staff and a very appropriate way to 'book end' what happens in the life of our College.

Engagement with Local Parishes

Despite not having a Minister in 2018, the Anglican Church of Noosa, Peregian Springs congregation continued to meet and provides a tangible sign of the important link between parish and school. With the support of key St Andrew's staff, we were able to provide both pastoral and liturgical leadership to the congregation.

As in the past, Noosa Anglican continues to provide opportunities for the wider community to engage with the church through some unique and engaging programs, it has been encouraging to see many of our parents and staff take up these changes of 're-connecting' with the church in ways that are real and relevant.

The Christmas Spectacular held at the local ovals were, despite the inclement weather, a great success, providing a visible witness of the college and parish.

Relationships

Our greatest connection outside the parish is with Anglicare. In 2018, we continued with '*St Andrew's serves*'. This program sees around 15 students head into the local community each week on projects that assist those in need. Projects such as gardening, cleaning and general maintenance have been undertaken by our students and the feedback from members of the wider community has been wonderful.

Chaplaincy

With Gary now our full-time Community Chaplain we are in a great position to develop and increase our programs.

In 2018 we had the following full-time staff:

- **Head of Christian Ministry and Global Learning (Executive position)**, Tim Barrett
- **College Community Chaplain**, Gary McClellan
- **Primary Christian Education Teacher**, Andrew Lucas

Part-time staff/part-time teaching loads supporting the Chaplaincy team:

- **Youth Worker (two days a week)**, Jackson Lucas

Full-time staff who assist with Christian Education teaching:

- **Head of Digital Pedagogy**, Grant Harbour
- **Principal**, Chris Ivey

Religious Studies

The College continues to commit to quality teaching in this area and continues to employ qualified Christian Education teachers from Prep to Year 12. Our program is overseen by our Head of Christian Ministry and meets the diverse expectations of the Vision and Framework for Anglican Schools but is appropriate to the College and our approach to Christian ministry.

Each year we continue to revise the program to reflect the changing social issues and to ensure we are providing up to date and relevant sources to support what we do.

Missional Engagement

The College continues to regularly participate in charity programs. In 2018 the College was involved in the following activities.

- Charity Fun Run, raising money for Cancer research.
- Pink Day donation to Cindy Mackenzie Foundation
- Noosa Fun Run – Breast Cancer
- Walk for Breast Cancer – Coolum to Castaways walk
- Shave for a Cure
- Kokoda Challenge, Jim Stillman Cup, raising money for underprivileged boys
- Valentine's Day roses for GO Cambodia trip
- 40 Hour Famine
- World Vision sponsor of child
- Hosting residents of the Peregian Springs Country Club for IT classes
- Overseas trips to Cambodia and Thailand to assist in the building of new homes out of flood zones and the more permanent gardens to support local families.

Staff Development

The College had a commitment in 2018 to cognitive coaching and wellbeing. In addition, our secondary staff were preparing for the implementation of the new senior assessment and work programs. Many of our staff represent their subject at state panel.

The Principal is the Queensland Chair of AHISA (Association of Heads of Independent Schools) and on the National Board of AHISA.

The College has developed a strong connection with the University of the Sunshine Coast, and we have entered a partnership through our Learning Institute where we have access to in-service opportunities, and we support several pre-service teachers on a regular basis.

Reconciliation Action Plan

The College developed its RAP plan for 2018 and one initiative saw the introduction of performances by our Indigenous students at some of our major events.

School Values

The college is based on the Christian principles of respect, tolerance and understanding. The college encourages all – staff and students – to value the differences and gifts that each one of us possesses. The St Andrew's environment is one of mutual respect and consideration between staff, students and parents, and this upholds the gospel values on which we are founded. This isn't something we simply say in our marketing brochures or Synod reports! People who visit the college talk openly about the wonderful sense of community and positive encouragement they see and feel.

The college pastoral care teams work incredibly hard to ensure this continues to be a hallmark of our college. In 2018 the college updated its wellbeing strategic plan with a strong commitment to the wellbeing of the entire community.

The staff and student body are very open and supportive, and our rates of bullying are very low. We now track our pastoral care conversations in order to support these claims. People will choose this college because of the perception in the community that we care for and encourage the individual. Students feel comfortable at St Andrew's striving for academic success and stimulation and broadening their intellect.

Our global and service programs continue to grow in both numbers and depth of experience and opportunity. The careful balance of local, national and international opportunities is important, and we are seeing through our CQ (cultural intelligence) data the positive impact these experiences are having on our students.

Achievements & Contributions

A key component to our strategic plan is around measuring the impact of all that we do. People are our output and so we have worked hard to establish ways in which we can measure the impact of what we do on the lives of our students. Assisted by MMG, 2018 saw us implement several detailed surveys for our community in order to measure our success or otherwise and to highlight areas of strength and areas of concern. The College was incredibly pleased to receive the results which indicated that, rated against similar Independent Schools across the country, our parent and student satisfaction was well above the average, in the 'very high' category.

A major challenge for the council in the months and years ahead is the capacity of the college to grow. We occupy a constrained site at several levels and yet we want to explore the possibilities of more opportunities for sustained growth over the medium to long term.

Major Projects

The college commenced construction of our next development, a \$13m Aquatic Centre to feature a 52m pool, learn-to-swim pool, associated food and office facilities as well as classrooms and coaching facilities.

Reflection on the Archbishop's Message

St Andrew's prides itself on its community. Key to any thriving community is the presence of healthy, authentic relationships between different generations. Our simple premise is that every time a student leaves our grounds to be involved in an activity, they are learning to appreciate people from all backgrounds, all experiences and all ages.

However, there are also the real and tangible opportunities that we aim to foster. With the Archbishop's focus for 2018, we continued to embed and refine our existing programs. These are some of the established programs and events at St Andrew's that encourage intergenerational growth and understanding. As we have seen, there is a great deal of reciprocal learning that takes places in these opportunities, particularly with our neighbours, Aveo Peregian Springs.

Community

- St Andrew's Serves – weekly program helping elderly with gardening and social visits.
- Parents, grandparents and Aveo residents helping with reading group and on excursions each week.
- Choir and band visits to local nursing homes.
- Our students are involved in playing chess with the residents at Aveo.

- Working with the landcare volunteers on a regular basis through the Peregian and Coolum programs.

Church

- Anglican Church Peregian Springs – weekly service at the College where generations fellowship together.
- Christmas Spectacular. A community event run in conjunction with the Anglican Church of Noosa which is attended by over 1,500 residents and College families.
- Gingerbread House. A community event allowing families and the wider community to meet and work on a project together.
- Playgroup. Operated in conjunction with the Anglican Church of Noosa, a playgroup has been established for the local community.

College Events

- Grandparents' Day and Chapel – a celebration of the importance of older generations.
- Father's Day Breakfast and Chapel – honouring our Dads and the important role they play.
- Mother's Day Stall and Chapel – honouring our Mums and the important role they play.
- Weekly Primary Chapel Services – attended by all generations.
- Aveo Village ANZAC Day Service – students provide music and share why ANZAC Day is important to their generation.
- Inviting Aveo Village residents to College functions.
- Meet the Professionals Night – business people come in to share and mentor students.
- College Fair – all generations come and celebrate being part of the College community.
- Year 9 Connections
- Working with and learning from Indigenous elders from Stradbroke Island
- St Vincent de Paul staff and workers, working with the homeless in Melbourne
- Year 8 Trip to Thailand
- Integrating into the life of the local Primary school
- Supporting the School for disabled children
- Year 10 Trip to Cambodia
- Living with and working with local families to build homes and establishing gardens to ensure self-sufficiency
- Connecting with Rose Cottage, a palliative care program run here in Noosa.
- SAIL
- Parent and wider community conversations that support families with the challenges faced in raising children.

Planned for 2019

- Re-introduce the offer of ICT classes to Aveo and Arcare Residents after school by our students.
- Re-introduce Memoire collection, an English task undertaken by our Year 7 students where they interview, record and produce a biography of one of the Aveo residents.
- Alumni mentoring and coaching program.

Future Plans

The college strategic plan is in place for a few more years, and much of our work in 2019 and 2020 will be about embedding many of the exciting projects that came out of the plan. In particular, building personal capacity, creating a culture of thinking, developing a greater focus on faith and service as well as college wellbeing.

Summary

St Andrew's is a place where it continues to live and breathe its motto of *Vision and Spirit* and I pay tribute to all those involved in making it such an exciting place to work. St Andrew's enjoys a wonderful reputation across the Sunshine Coast and I give thanks for the wisdom and support of our College Council and Executive Leadership team for their passion and commitment.

We are blessed with an engaged and wise Council and passionate and forward-thinking Executive team.

St Hilda's School

Principal: Dr Julie Wilson Reynolds
BA, Dip Ed, MA, Med, PhD, MACE

The Principal's professional memberships include: the Association of the Heads of Independent School Australia, President of the Queensland Girls' Secondary Schools Sporting Association and the Australian College of Educators.

The Principal represents St Hilda's by an active involvement in the Isolated Children's Parents' Association, Independent Schools Queensland, Australian Boarding Schools Association, Yalari, the Anglican Schools Commission Heads Advisory Network and Anglican Schools Australia.

Under the leadership and guidance of our Chair, Professor Susan Brandis, and our School Council, 2018 saw the development and launching of our strategic plan 2018-2025.

Our Purpose: St Hilda's School offers a rigorous learning experience, which is active, creative and innovative; targeted at developing the whole person. Our purpose is to give girls the values, knowledge, skills, voice and faith to enrich our world by living out our Motto: *Non Nobis Solum – "Not for ourselves alone"*.

Central Tenets: Our Christian Faith, Anglican tradition, Motto and Homily

Our Values: Grace, Compassion, Forgiveness, Hope and Love

In 2018 we focused on the strategic development of our four Platforms: Learning, Enriching, Engaging and Sustaining.

Worship & Christian Ministry

Each week during term time there is a worship service for the Junior School from Prep to Year 6. The Senior School meets for worship fortnightly as year groups, and comes together as a single unit for special services twice a term for occasions such as Ash Wednesday, Easter and St Hilda's Day. These services usually take the form of Eucharists. There is also a Boarders' Service held each Thursday evening in the Chapel.

The Year Chapels and the Junior School Chapels were held in the Chapel building while the other larger gatherings are held in the Multi-Purpose Centre or the Sports Complex. Each weekly assembly contains the school prayer and often a hymn. Staff meet weekly for morning tea and share a brief devotional time.

All student leadership roles are inaugurated in a worship service, where students and staff are invited to commend their service to God. Year 3 students are prepared annually

for Holy Communion. In 2018 two students were baptised, 12 made their First Communion and there were 531 acts of Communion throughout the year.

Engagement with Local Parishes

There is an annual service at St Peter's Church Southport in which the School provides musicians, choristers and readers. In 2018, the Principal spoke on the message of *Romans 8:12-17* and what it really means to be heirs with Christ.

There are three local parish priests who are members of the school council. They, and other priests (former members of the School staff or present parents), are invited to assist at the Eucharists and special services such as the Year 12 Reflection Liturgy.

A number of our staff worship and serve in local Anglican Churches which provides a meaningful connection across the region.

Chaplaincy

There is one full-time chaplain who is assisted in services by students and other members of staff. Our Chaplain, Father Patrick Duckworth teaches across the Junior, Middle and Senior Schools and takes time to build positive relationships with girls and their families. He leads our 190 Boarders in Chapel each Thursday evening and joins them for dinner regularly.

Curriculum

During 2018, the RE department continued to review and update the St Hilda's RE curriculum based on guidelines within the new ASC syllabus, particularly in terms of approach and content. The team has reflected upon, and developed, a school-based rationale for the purpose of Religious Education at St Hilda's within the context of the ASC syllabus and the School's Mission Statement. In the context of a broader school wide curriculum review and restructure during 2018, we have moderated and revised the content of specific units of work, particularly in the senior years.

There is a separate head of the RE faculty, while the faculty itself has three teachers plus the Chaplain in the Senior School and one teacher in the Junior School. The Chaplain also teaches RE in the Junior School. After a decade of leadership Richard Larsen took the opportunity to step down from his role as Head of Faculty for Religious Education. Richard continues to teach in the department in a part-time capacity. Catherine Syms was appointed Head of Faculty for Religion and Ethics in July 2018.

The Junior School curriculum is based on ASC guidelines and utilises a 5-point rubric based around Knowledge and Understanding and Reflection and Empathy. The Chaplain, the Head of Curriculum in Junior School and the Religious Education teachers collaborate regularly. The program links the subject to our school values and other

curriculum areas, for example Year 6 English. During 2018 we have been reviewing our reporting of Religious Studies.

Missional Engagement

In keeping with our school motto: *Non Nobis Solum – Not for Ourselves Alone*, our girls have reached out to their local, national and international community to provide support and fundraising.

The Junior School has supported a range of charities, often through creative events through our house structure. Just some of these include: 4ASD kids Charity, Abri Aged Care, Animal Welfare, Christmas toys to the Anglican Crisis Centre in Surfers Paradise, the Currumbin Wildlife Hospital Foundation and RizeUp. Some of these involved the girls giving gifts of their time, money, support or information sharing.

In our Middle School, Focus Weeks engaged the girls in purposeful, authentic activities, which were not only valued by the girls themselves, but connected them to the broader community. They raised awareness for different causes:

One group chose the Time's Up movement to draw attention to the issue of sexual harassment in the workplace, emphasising their message of empowering women.

Girl Up works to create opportunities for girls to reach their potential in education, community and work. The girls felt that this resonated with how they wanted to celebrate the individual and also encouraged us to celebrate our colourful community.

A number of Year 9 girls were involved in the Student-2-Student program run by the Smith Family Charity, volunteering their time over an 18-week period to help younger disadvantaged children who have difficulty reading. Year 8 students undertook the responsibility of selling the poppies for both ANZAC and Remembrance Day in support of the RSL. Girls participated in events and raised funds in support of Gold Coast Homeless Youth, the Aussie's Farmers Foundation, the Make a Wish Foundation and the National Breast Cancer Foundation.

Middle School students supported the Surfers Paradise Anglican Crisis Centre (SPACC), by donating toys, groceries and essential items to assist families within our local community to experience the joy of Christmas.

Our senior school girls demonstrated their commitment to *Non Nobis Solum* in many ways over the year. One of the most significant was their service trip to Tanzania with Camps International from 30 November to 22 December 2018. Twenty three students from Years 10-12, travelled 2,000 km from Manyara in the West to Eagle Fish Point in the East over 22 days experiencing the dry of the inland, rainforest of the Usambara Mountains and the sands of Camp Tanga. They visited five camps with varying conditions, visited two National Parks, Manyara and Tarangire, completed a walking safari and an urban safari through Moshi. Five service projects were completed, concreting a school staffroom, building a concrete ramp for students' access, planting trees in a school yard, painting a classroom and building a mud hut (first phase completed). The manner in which the

students conducted themselves and their willingness to step outside their comfort zone was a credit to themselves and the school. They worked so hard to ensure the projects were completed, never once complaining about how hard. Their interactions with local villagers and children was inspiring. The change in their perspective, their appreciation of third world conditions and their growth as young women were all evident. A number made comment that it was life changing and one girl, leaving school to study medicine, stated she would return when qualified.

Reconciliation Action Plan

In our Pre-Prep, the totemic symbols – Koala, Pelican and Echidna – of the Kombumerri clan of the Yugambah people – are displayed in the play area. There is also an Acknowledgement of Country on each of the classroom doors while the opening greeting of each morning is given in Kombumerri. Each term, Uncle Boomerang, a local Kombumerri man, visits and spends a full day with the students showing them different aspects of Indigenous culture such as bush tucker, dance and arts and crafts. The students also have access to a bush tucker garden.

In the Junior School curriculum, learning about Indigenous culture is embedded in the curriculum. Thus, from Prep to Year 2, Aboriginal stories and symbols are studied through units of work which deal with the development of oral language. In Year 4 through the multi-cultural unit of study, students revisit these stories especially those that stem from The Dreaming. In Year 4 Science there is explicit reference to Aboriginal knowledge and culture. For example, the unit that studies soil and soil composition makes reference to ochre being used by Aboriginal people as part of their cultural practices. There has also been an audit of the Junior School library so that all Junior School teachers are aware of books and texts that have an Indigenous content for class and individual reading. The Junior School begins each weekly assembly with an Acknowledgement of Country while NAIDOC is recognised and celebrated in a special Chapel service each year (as it is in the Senior School). The Junior School teachers have also had an afternoon's professional development on the integration of Aboriginal culture within the set curricula. The staff of the Junior School are also exploring the possibility of including some Indigenous language learning more broadly into their curriculum.

In a similar way to the Junior School, Indigenous culture is embedded within the curriculum of the Senior Schools. Each assembly for both the whole Senior School (Years 7-12) and the Middle School (Years 7-9) is begun with Acknowledgement of Country. In the English curriculum, the Indigenous perspective is studied through poetry by Indigenous poets in Years 8 and 9. Also in English, the students undertake a film study on *The Rabbit-Proof Fence*. In Year 7 Humanities, there is a unit of work that explores the concept of history and this brings in the significance of the discovery of Mungo Man, while in Year 8, Aboriginal culture is examined in the unit of work which deals with landscape and land forms. Aboriginal perspective is also seen in the Art Faculty. For example, Year 10 students undertake a unit of work which bears the title of *Serendipity: Exploring the Creative Process through Indigenous Perspectives*. In this unit the students study two Indigenous artists and compare their work. In studying the work of the traditional Aboriginal artist, John Mawurndjul, the students are asked to "write about the visual language and techniques used by Mawurndjul using art terminology e.g. colour schemes

and their relevance to his ideas, line work and techniques.” While examining the work of Judy Watson, who uses contemporary art techniques, one student wrote of her painting entitled ‘Sacred Ground Beating Heart’ that “Watson creates a deeply intimate connection to the pulse and breath of the earth, the land, heat and air. The composition is of a heartland – more specifically, the heartland of the traditional, ancient owners of the Australian land.”

There are 16 Indigenous students at St Hilda’s. We are supporters of the Yalari program and we are proud of the ways in which our Yalari girls contribute to our School community. The Principal regularly meets with the Yalari students to encourage them to share their stories. Yalari staff regularly visit the school, especially the Boarding House and, as part of the celebrations of NAIDOC Week, a senior Yalari representative addressed the Year 11 and 12 students in Chapel. A member of staff has been appointed recently to mentor our Ingenious students so that they would be more comfortable in sharing their heritage and culture with other students at assemblies.

Our boarding community embrace the stories of our Indigenous girls in varied ways. The pastoral care of our girls is often intertwined with cultural sensitivities and we acknowledge and support the importance of family in all our interactions. We have also embraced suggestions from our Indigenous students, one example is the placement of three flag poles adjacent to our main oval so that the Australian, Aboriginal and Torres Strait Islander flags can be flown.

School Values

Our approach to wellbeing in the Junior School is guided by our framework of Engagement, Relationships, Attitude and Responsibility. A comprehensive, developmentally appropriate wellbeing curriculum, through the explicit teaching programs of Kimochis and You Can Do It, and the integration of wellbeing within teacher methods and practice, is guided by our framework. There are many opportunities to practise the skills of wellbeing and build community wellbeing through interaction with each other and the wider community.

Additionally, our framework is guided by our expectations as a learner and being part of a community:

- Being effectively engaged to optimise my learning.
- Being respectful and treating others with respect.
- Act safely and owning actions as a member of the learning community.
- Practicing optimism, being resilient and showing perseverance.

In our Middle School we have a tolerance and respect for difference; a high respect for intellectual endeavour; a commitment to tradition and dignity within worship and school life; and a strong sense of social responsibility.

We stress to our students the importance of the school values as a strong foundation to help guide their lives. Leadership opportunities, such as the student committees, emphasise service to others, teamwork, taking initiative and developing responsibility.

The Year 9 Student Leadership Team organised activities for *Non Nobis Solum* week that encouraged collaboration and creativity whilst providing an avenue for new girls to make connections.

Activities undertaken by the Cultural Connection Committee illustrate this philosophy in action. The girls hosted a trivia event, asking a range of questions about cultures and traditions of countries around the world with the aim of raising awareness about our cultural diversity and its importance in facilitating collaboration and communication here at school.

The Environment Committee sought to shed light on environmental concerns; actively encouraging others to be more aware of how we use resources through monitoring and the promotion of energy conservation.

Student Academic Mentors made themselves available to support other Middle School students with their learning. Showcasing our core values, they were invaluable in helping younger students access the resources available and assisting them with the development of skills necessary for academic success.

The Middle School tradition of acknowledging Lent by cooking and serving pancakes to the school community on Shrove Tuesday continued to be popular. The House Leaders organised pancake races at lunch time, whereby teams balanced pancakes on spatulas in a series of relay races, cheered on by an enthusiastic group of their peers.

Achievements & Contribution

There have been many contributions to the wider political, social, economic and artistic life of our culture. Just a few to mention include:

- Child Soldier Day commemorated in Term 1 with a special display of red hands
- Share the Dignity drive for female sanitary products – acting locally while thinking globally
- Weekly discussion of key national and international events by the International Group
- Guest speaker, Baroness Caroline Cox, speaking on Humanitarian Aid Relief Trust and their work in East Timor
- Guest speaker, Trevor Syms, speaking on NATO

The Junior School held the Create Festival – a combination of the arts where the girls were involved in workshops or experiences relating to drama, dance and or visual art. Students from Years 3-6 were involved in a *Musica Viva* performance workshop that was planned outside of the Create Festival.

The Middle and Senior School Musical, *The Wizard of Oz* was performed at HOTA, and our musicians worked with distinguished conductors in choirs and ensembles as part of the Queensland Conservatorium Griffith University State Honours Ensemble Program.

In 2018, we welcomed 28 girls to St Hilda's school from Scotland, England, United States, South Africa, Canada, Netherlands, New Zealand, South America and Japan. This allowed the Senior School to be exposed to a number of different cultures and provide a fantastic opportunity of immersion for our partner schools. Twenty six St Hilda's girls spent time in England, United States, Scotland, South Africa, Canada and New Zealand ultimately enriching their Cultural understanding and developing crucial life skills.

We also supported the annual ANZAC Day March at Southport, the Mother's Day Classic – as winner of largest School entry – and participated in the National Day of Action Against Bullying.

Sustainability

Our focus on sustainability continues through several initiatives including:

- A sustainability Prefect portfolio, as well as sustainability initiatives in the curriculum for each of the sub-schools. The sustainability Prefects have established a yearly commitment to the Clean-up Australia campaign, with in excess of 65 students each year attending the Gold Coast Spit site on a Sunday morning to assist the campaign. They also choose an initiative to champion through the school, such as the use of sustainable plates, bowls and cutlery consumables in boarding, in place of previously used plastic. In 2019 the Sustainability Prefects are focusing on the impact of the fashion industry and the volume it contributes to landfill. This project will connect with a local organisation to have students recycle rather than dispose of excess clothing.

Specific project-based works carried out for sustainable measures, in particular water and energy, include:

- Approximately 90% of campus grounds watering is achieved through a combination of on site water storage and bore water.
- A new pool filtration and water treatment plant is saving approximately 1m litres per annum.
- Implementation of solar panels on existing roof structures produces 286kw of power equivalent to approximately 23% of the School's consumption.

Archbishop's Message

Parents and Grandparents regularly attend Junior School Chapels especially when their daughter is involved leading the worship. The St Hilda's Day Service at St Peter's Church is open to the whole school community as well as the local congregation. The Junior

School have a long-standing commitment to the L'Abri Aged Care Centre where the girls spend time to talk with the residents.

The Father/Daughter Breakfast provided a wonderful opportunity for fathers to spend time together with their daughters to celebrate this special relationship. Proud parents delighted in attending our Middle School Connection Breakfast which acknowledged and celebrated the completion of the Year 9 journey through the Middle School. Inviting past students to be the guest speaker for this event, provided strong role modeling to the next generation.

The tradition of parents attending the Final Dance class for Year 9 to watch their Daughters showcase their newly acquired dance skills was a truly memorable evening. The Father and Daughter dance remained a 'rite of passage' celebrating the girls' progress and reminding us of the journey we are on together.

St Luke's Anglican School

Principal: Mr Craig Merritt
BA, DipEd, MEd (Leadership & Management), MACEL

2018 has been a very busy and exciting time for St Luke's Anglican School. The numerous events, activities and learning experiences our staff, students and parents have been engaged in throughout the year have certainly provided the challenges and opportunities for our students to be the best they can be.

A significant achievement in 2018 was the release of *Our Future: Strategic Priorities for 2019-2022*. Our Future outlines the key priorities and associated goals for the next four years. In striving to further improve these areas of strength, we continue to provide our students, staff, families and community with a school of which they can be proud. These priorities are not a dream or a vision they are a commitment. This document is readily available on our website.

Opportunity for Meaningful & Relevant Worship

There is a sense of joy and happiness when the school community gathers for both Primary and then Senior Worship every week. Using songs and dancing, we create a worshipful space where the scriptures can be heard and prayers can be said. Enabling all of this to occur are the incredible talents of those who play in our bands and lead our singing and dancing.

Increasingly, our worship has become more and more student led and this has brought its own benefits. The students thus feel enabled to contribute and be a part of the worship of our community, even to the point of students providing the message to the community as well as participating in the other elements of our worship.

Over the course of the year, we have celebrated Shrove Tuesday (with pancakes!), Ash Wednesday and Lent, Easter, Pentecost, St Luke's and ANZAC Day Services and marches. The sacraments were conferred on some through the year: seven Baptisms, 15 Admissions to Holy Communion.

Each week there is a celebration of the Eucharist on Tuesday mornings to which staff, students and parents are most welcome. At the term's end there is also a whole school Eucharist attended by staff and students from the Preparatory to Year 12. There is also a fortnightly Eucharist on a Sunday evening and, once a term, there is a Community Worship Service to which everyone 'brings a plate to share' following the Service as a way of gathering together for a while following the Service and getting to know one another a little better. The staff also gather as a staff to celebrate the Eucharist at the beginning of each term.

Relationships

We continue to support the Anglican Parish of Bundaberg through their Soup Kitchen. Our Lenten Appeal calls on students in Pastoral Care Classes throughout the middle and senior schools to collect food stuffs for the Parish Pantry. Our Christmas Appeal does the same, but this time with the students from the primary school. In both appeals, the food collected is presented to the Parish at our End of Term Eucharist.

As well, during Lent, the Anglican Men's Society holds a Lenten Soup Dinner. The School is represented at this meal by students who assist with the serving of the soup as well as by the presence of some staff and students as guests.

Our primary school students have forged a relationship with the residents of Meilene Aged Care Home next door to the School. The students regularly visit the centre and have built a wonderful relationship with the residents. In addition, there is a group of students who have been writing letters to those in the Independent Living Units at the home.

Once a month, students regularly visit the Parish Hall to assist in setting up tables and preparing food for the Soup Kitchen. Members of Staff also give of their time and energy to assist with the sausage sizzle on Saturday evenings once a month, cooking sausages, making coffee and talking with the homeless folk who come along for the evening.

Chaplaincy

Implementation of an Appropriate Program of Religious Studies

Within the Primary School, we continue to use the Connect and Big Questions materials published by CEP. The material helps to communicate many of the great Biblical stories of which many have no knowledge. These stories provide opportunities for the students to relate the stories they have heard in class to their everyday life.

Our Middle School students are still using Rev'd Elroy Mee's curriculum, however, it has been revised and enhanced for our use. The result, a new framework that is more accessible to the students. In addition, there is now included a greater emphasis on spirituality and its development as well as reflection activities.

Our Year 10 course is broken into four different units:

- The Concept of Creation,
- Links to Christianity through exploring the Abrahamic faiths,
- Living in the Kingdom – investigating social justice issues; and
- Christian Worship, and how our view of spirituality can have an effect our journey through life.

In Years 11 and 12 the students are involved in a number of workshop groups studying the Scriptures, social issues, cults and different religious traditions.

Opportunities for Christian Ministry & Service

The Mayoral Chaplaincy Support Breakfast is a gathering in early May of the State School Chaplains and representatives of their individual school communities. At the breakfast, cooked by the Bundaberg Rotary Club, there is an expose of school chaplaincy and a guest speaker, usually a prominent public figure. The Chapel Captain, Sacristans and School Chaplain attend the Breakfast in support of them each year.

During our now annual trip to the Solomon Islands, our students have an opportunity to build relationships with students from our sister school, Tawatana Community High School. Our sister school is much the same as ours in student numbers from P-12, however, it is very poor in the way of resources. In our last visit we took over some sewing machines for them to learn how to sew, some microscopes for their science classes and many books to assist with replenishing their school library. Currently, we are involved in sourcing more books and equipment so that we can send them on to the School.

In early December a number of students travelled to Nepal for three weeks. Whilst on tour, the students spent one week at a Mother and Child School in Chitwan, rebuilding from the 2015 earthquakes. After their tireless efforts fundraising, the money raised will be spent on resources, sourced from Nepalese suppliers, to support the school community. Students also shared experiences with school students and local craftsmen, highlighting the value of diverse outlooks on life.

The students taking part in both of these tours, Solomon Islands and Nepal, must be commended on their participation and determination to reinforce the importance of service, not only in our community but also internationally.

Throughout the year, students continued to show outstanding participation and involvement in a variety of service activities. At each activity and event, students participated with little hesitation, exceptional efforts and tons of enthusiastic and excited smiles. There have been many service fundraisers held throughout the year, which have included annual house service events, visits to aged care facilities, raising money with the community, a range of Interact club fundraisers and participation in service tours.

As usual, love was in the air the first couple of weeks of school as students took turn expressing and receiving declarations of love with the buying and selling of roses for Valentine's day. Profits raised from this school-wide event went towards the Salvation Army's North Queensland Flood Recovery Program, donating much-needed funds to support them in their endeavours.

The students also participated in the National Day of Action Against Bullying and Violence. To increase awareness of the worthy message, the whole school came together and placed individual blue handprints around the school's gardens. Each handprint was decorated with a message of support to say no to bullying, as students came to

understand that bullying and its consequences still have a devastating impact on our community.

As well, the students helped to raise funds for disadvantaged women and children in Papua New Guinea, in conjunction with the We Care foundation. Several donations were received and were all packed and sent to Papua New Guinea to support this worthy cause.

As Term 2 commenced, students were inspired to 'pay it forward' as a part of International Pay It Forward Day. This day was about doing something for someone else, being a bit selfless and trying to consider the greater good. This day clearly had an effect on students, as the term went on.

Volunteers were abundant for the annual Red Shield Appeal. Several students put on their best smiles and charmed the likes of many over the weekend rattling donation tins at the local Bunnings (whilst enjoying a snag or two). Every student took pride in wearing their St Luke's uniform and approached every member of the public with respect, raising a significant amount of money for the Salvation Army.

Students then showed incredible persistence and participation in this year's Relay for Life. Once again, St Luke's truly dominated in team numbers with a significant amount of students dedicated to the cause. This year, the event really hit close to home, as a recent loss in the school community sparked student's determination in reaching fundraising goals for the Cancer Council. For the many weeks beforehand, team members held numerous fundraisers in order to make the most out of the annual event. The students treated the event with respect and dignity, upholding the reputation of the school and showing the wider community the quality of St Luke's students.

School Values

Our core values of Faith, Performance, Honour, lived out in following what we call the *St Luke's Way*, all of which being grounded upon gospel values, underpin, the way our school operates. We continue to pride ourselves on the strong sense of tolerance and respect which we have and will continue to build, amongst our staff and students.

As an Anglican School and as part of our heritage, our dedicated staff strive to give our students the benefits of being educated with a high sense of intellectual rigour. This is evident through the programs put in place and by the measuring standards used to monitor student progress.

As a school community, we continue to follow the tradition of the Anglican Church and have built many of our own, which run alongside these. Our worship and school life, are dedicated to preserving these traditions with the dignity they deserve.

Our students are expected to follow the school motto of Faith, Performance, Honour through the *St Luke's Way* by serving God, showing respect both for themselves and others, being tolerant and socially responsible. Students are expected to be organised

and set personal goals, be committed to being involved in the life of the school community and to take pride in their work, presentation and their school.

As part of their Art Program, the Year 6 students explored aboriginal art and they produced a wonderful piece of student artwork, which made up the items given to the Parish for their Silent Art Auction at the annual Parish Fair.

Academic Results

Our 2018 Year 12 students have finished their schooling journey and are now on their way to fulfilling their dreams and goals beyond school life. 24.5% of the cohort received an OP 1-5 with 27.8% received an OP 6-10. This was a fantastic result for the year and whilst the high achieving academic students are excited about the opportunities for their future, 19 VET qualifications were gained by the students in 2018. 94.9% of students received a QCE. 94.5% of all applicants to QTAC received an offer.

NAPLAN results from students at St Luke's far exceeded the mean national results in all domains, but particularly in Year 7 Numeracy where students' scores were considered 'substantially above'. Most pleasing, however, was relative student gain between testing periods. Considering these measures, students at St Luke's scored stable or above average in the majority of domains.

At St Luke's, excepting some minor test readiness training, teachers do not engage in NAPLAN practice, or specific coaching with the goal of boosting NAPLAN performance. Instead, teachers focus on improving student outcomes in general, which clearly has an impact on student results when it comes to NAPLAN. As such, teachers use NAPLAN as well as other external and internal diagnostic tests to form a picture of where each student is at so they can be supported appropriately.

Service

To start off the service activities for 2018 St Luke's began selling Valentine's Day Roses in support of the North Queensland Flood Recovery Program. This is a very popular event in the school which the Interact Club has been running for many years. The Interact Club was also involved in a Spectacles Collection for Pacific Island countries and the Relay for Life in which they raised over \$2,000 for the Cancer Council. They attended the White Ribbon breakfast to support an end to Domestic Violence and assisted the local Rotary Clubs with events such as Oceanfest and movie premieres.

The students have been involved in assisting at many charity events during 2018. These included:

- The National Day of Action against Bullying, where students used blue handprints to give messages of support to stamp out bullying;
- Obtaining donations for the We Care foundation for disadvantaged women and children in Papua New Guinea;

- Pay it Forward day to do something for someone else, being selfless and considering the greater good;
- Red Shield Appeal for the Salvation Army;
- Seven Women, charity event by Stephanie Wollard founder of SevenWomen;
- Chaplaincy Breakfast for school chaplains;
- Dorcas Soup Kitchen, weekly preparation of food for the homeless run by the Christchurch Anglican Parish, Staff also participate in this once per month.

Students have also been involved in overseas service tours. In September students travelled to the Solomon Islands to visit our sister school, Tawatana Community High School on the island of Makira where they helped to repair classrooms damaged in a cyclone earlier in the year. In December, a group of students travelled to Nepal with students from Fraser Coast Anglican College and spent a week repainting classrooms and paving playgrounds damaged following the 2015 earthquakes. Students have now started fundraising to buy a water filter for a pump contaminated by arsenic in the school. Two ex Year 12 students also spent their schoolies week in Kenya participating in service projects at local schools.

Cultural

A highlight for 2018 was the School's Musical Production *The Time is Now* which was held in the Performing Arts Centre on May 31, June 1 and 2. This production was written by the students and Performing Arts teachers. The story was centred around a young man, Theo, who had just graduated from Year 12. He had the world at his fingertips. He was the top of his class, had a supportive family, great friends and an amazing girlfriend. On the surface, life was perfect. But Theo had no idea about who he was, what was important to him and what he wanted to achieve. He decides to call his Grandfather and together they go on a journey through the past, present and future. Theo has an incredible experience discovering that there is more to finding happiness than he ever imagined. This script was a beautiful story of a young man learning what really matters in life and love. This production was a wonderful engaging experience for our students, staff and parents. The comradery and teamwork was magical. This was a most rewarding experience for all those involved.

Sport

2018 has seen another incredible year on the sports field for St Luke's athletes. Not only did we excel again in the Bundaberg District Carnivals, Competitions and Regattas, but we also had some great representation again in Bundaberg, Wide Bay and Queensland teams. In 2018 we had nine students who represented Queensland Schools in Athletics, Swimming, and Triathlon. One athlete won a gold medal at the Australian Schools Championships in Athletics, whilst three other students each won a bronze medal in their respective age groups in Athletics, Swimming and Triathlon. This is a phenomenal achievement for a school of our size and it was all made possible through the hard work and effort of our athletes, the commitment and support of their parents and our wonderful teachers, who supported these athletes to maintain a balance between their sport and

academic commitments, and to catch-up on missed school work when they needed to travel to represent their state or region.

Our High Performance Program this year saw the establishment of new partnerships with the University of Sunshine Coast, where we took athletes to visit their High Performance Sports Unit and Sports Clinic, as well as Coral Coast Physiotherapy and Sports Clinic came on board to assist our athletes with an Injury Prevention and Rehabilitation Program and also a Strength Conditioning Program.

At St Luke's it's not just about winning and to be the best, but to be the best that you can be. We encourage our students not to think about it as winning or losing, but rather winning and learning. We encourage students to have a go and learn from their failures as well. Our students' achievements would not have been possible if it wasn't for their team mates. Participation is very important to us, and we believe that our high participation culture is contributing towards the above mentioned successes we had. That is something in our sporting culture at St Luke's we will always uphold and is reflected in the high number of participants we have in our various After School Sport Activities, Interschool Sport teams, as well as our Inter House Sport Carnivals.

School Council

The positive outcomes of dynamic leadership, differentiated learning and teaching, strong growth, consistent hard work and perseverance of our students and staff were evident and witnessed by all in the St Luke's community. Our OP results were very strong with 25% of our students completing their school journey with an OP of five and below (our best since 2013) and more than 50% of our students achieving an OP of ten and below, which is remarkable and a result to be very proud of. We are grateful for supportive parents who put their trust in our school and fortunate to have a school community who is serious about educating the "whole" student. This strong parent-school relationship certainly is vital in creating a positive, mutually respectful and welcoming school culture.

In support of our strong learning culture, key improvements to facilities included renovations to all primary classrooms and three science labs, completed with new furniture and equipment to support 21st century learning. Continued renovations of middle and senior school classrooms are planned, in support of Dynamic Learning and Inspired Teaching, which aligns beautifully with our future strategic direction.

At the end of 2018, we were happy to announce no increase to our tuition fees as we are aware of the financial challenges of our community. Minor adjustments to fees were announced to the Early Learning Centre as well as private music tuition to manage increased costs in these areas. The efforts of the financial team at St Luke's certainly is highly valued and appreciated.

Extensive consultation and discussions with professionals lead to the release of our new strategic plan, or rather strategic priorities, which we are very proud of. Students and staff, all played a significant role in the development of this new strategic direction, which means that it is owned and lived by the St Luke's community. As a school we aspire to

develop each student to the best they can be, and as our brochure says: "inspired by Christ, to develop exceptional individuals".

Conclusion

At St Luke's Anglican School we are inspired by Christ, educating to develop exceptional individuals. Our graduates will be known for their strength of heart, mind and character, with a clear understanding of their place in God's world. Thank you for your support of our School throughout the year and what an exciting time to be part of the St Luke's community.

St Paul's School

Headmaster: Dr Paul Browning
Dip Teach, BEd, MEd Admin (Hons), PhD, MACE, MACEL

The purpose of St Paul's School is to be a student-centred Anglican community preparing resilient global citizens, who are innovative thinkers, with a heart for servant leadership. Our core values are Faith, Learning and Community, and our vision is to be leaders in educational thinking and practice.

The School is a co-education Anglican Day School catering for students from Pre-Prep to Year 12. In addition, we have an International School. Central to the International School is the High School Preparation Program. In 2018, we had 140 full time international students enrolled at the school from various countries from across the globe.

In 2018, St Paul's School was listed amongst the world's 100 most innovative learning organisations by an arm of Cambridge University. This was in addition to the School's listing amongst the 40 most innovative schools in Australia. At the inaugural Educator Magazine Awards held in Sydney, the School won four of the 24 categories, making it the most awarded school in the country.

The recognition we have received is for the work we have done around entrepreneurialism and creativity. Central to this work is our Realms of Thinking, innovative approaches to teaching and learning that embed creativity into every curriculum area.

Realms of Thinking help students to become innovative thinkers. They are approaches to learning which help students master the basics while also growing their capacity to ask better questions, navigate failure, develop empathy and spark their imaginations. The *Realms* encourage students to imagine and aspire to any possible future, from starting and shaping a business before they graduate; applying creativity and design thinking to real world problems; and collaborating through global connections of learning and friendships.

Worship & Christian Ministry

The form and pattern of worship at St Paul's seeks to be accessible to all students regardless of their faith or cultural background while also providing opportunity for specific worship within the Anglican tradition. The school year and four terms are bracketed by celebration of the Eucharist for all secondary students and on most occasions also includes the upper Junior School classes of Years 3 to 6. Special occasions such as the School's Foundation Day see all students from Prep to Year 12 attend Eucharist in the Walker Centre. Throughout the term, all Secondary students attend a more contemporary

prayer and praise service with scripture and teaching. These are held fortnightly in the Walker Centre. On the alternate weeks, Secondary Assembly is held which includes the School Prayer and the School Hymn. Years 3 to 6 students attend a weekly worship service in the Chapel of St Paul using a similar structure to Secondary Worship, but with age appropriate teaching and activities. Prep to Year 2 students attend the Chapel of St Paul fortnightly for an age appropriate praise, worship and teaching service.

Where suitable, special festivals and services are observed outside the regular pattern of worship usually within a Eucharistic setting and include occasions such as Ash Wednesday, Holy Week or Easter services, and the Induction of Student Leaders. On some of these occasions, the regional Bishop is invited to attend and when possible preside and/or preach. Baptism enquiries are not uncommon and where possible parents are generally encouraged to be prepared and celebrate baptism within their local Anglican community. However, there are occasions where reasons dictate baptism within the School Chapel as the preferred option.

Relationships

St Paul's location and catchment sees us geographically situated near five Anglican parishes and, as such, most of those parishes have members of the school community within their congregations. When appropriate, we will advertise and encourage attendance for events and occasions as well as invite clergy into the school for celebrations and worship. At this stage, relations with Anglicare etc. are generally confined to fundraising or specific appeals. Part of our annual calendar of mission events is to support the Anglicare Christmas Hamper appeal working directly through the Strathpine office. This has been very successful and well supported by secondary students and staff, now being in its fifth year.

There have been recent meetings between the Headmaster, the Executive Director of Faith and Community, the Chaplain and local clergy to begin exploring ways we might grow relationships between parishes and the School, but what shape that may take is yet to unfold. We continue to give this prayerful thought.

Religious Studies

The St Paul's *Religion and Values Education* (RaVE) P-12 Program encompassed Religious Education and Life Skills. RaVE sought to develop students' knowledge about Christianity and Religion while enlarging their perspectives about what can be learned from Christianity and Religion. In the Junior School, the CEP's Connect Program exposed students to the key components and themes of the Bible and Christian belief, while encouraging them to apply what they had learnt to their own lives. Knitting scarves for the Homeless and the *Mission to Seafarers Australia* gave the students a wonderful opportunity to reflect on those less fortunate than themselves and "walk in their shoes". The School's Vanuatu Outreach Program provided mission opportunities for the Junior School RaVE classes to assist others in countries that lie beyond our shores.

The Secondary School Program, underpinned by the values of Faith and Learning, encouraged students to grow in community with God and with each other. The Year 7 students' focus on Anglicanism and how the Anglican ethos shaped the school community, culminated in a pilgrim trail for the Year 6 students. The reading of scripture, meditation and prayer occurred at the sites in the school that represent elements of fellowship, meditation, prayer, hospitality and service. A highlight in the Secondary School afforded the students and staff the unique opportunity to view an exhibition of ancient coins and manuscripts, provided by *The Centre for Coins, Culture and Religious History*, at the School. The Year 9 students' study of the life of Jesus in the first Century and the main world religions concluded with an excursion to a range of Brisbane's places of worship, described by one student as "an eye-opening experience".

The upper secondary school program sought to explore ethical systems and theories, ethical behaviour and several current ethical and moral issues. The Year 12 course gave students the opportunity to investigate a range of adolescent issues while gaining the skills and mindset to deal with challenges and the prospect of life beyond school. Outside speakers from RZIM and Peer Power engaged our students with various topics to help them navigate Year 12 and reflect on values within the Anglican ethos.

The scope of the Life Skills Program included a myriad of topics such as careers, digital citizenship, bullying, relationships, and a range of mental health issues. The year ended with a notable student-led Year 12 High Tea, during which the students enjoyed rich conversation and the giving of two plates: one plate of food to share with fellow students, and one item to donate to the *Anglicare Southern Queensland Christmas Collection*. Having an outward focus on the needs of the wider Anglican community was a fitting way to end the year.

Community Service

In 2018, priority was placed on continuing and strengthening the service partnerships and initiatives which were already in place from previous years. The school's key service project, the Vanuatu Outreach Program, continues to flourish. Each year there is growing interest in the student body to take part in the program of visits to the villages the school supports in Vanuatu. Whole school fundraising for this program raised over \$2,400. This money is then used to fund infrastructure projects such as the provision of water tanks for the villages.

St Paul's again supported both men's and women's health through whole school initiatives involving Free Dress Days and fundraising stalls and raffles during Saturday sports fixtures. Themed as Pink and Blue Days, these events support organisations leading research in breast and prostate cancers. Both these events have become annual celebrations and a chance for the school to remember families who have been touched by these diseases. Funds raised across these events totalled \$4,116.

Other significant charity fundraising ventures included \$2,064 collected for Drought Relief, \$1,494 raised to support the Hear and Say Foundation, and \$527 raised through the sale of bandanas in support of Canteen and young people living with cancer.

Projects of a purely service nature included the preparation of birthing kits through our Interact Group in association with Zonta. We remained committed to our support of the Indigenous Reading Program with our partner school, Bald Hills State School. Students from St Paul's travel to Bald Hills State School each Tuesday afternoon throughout Terms 2 and 3 and work with indigenous students, supporting the children with their reading. Also in partnership with Bald Hills State School, the Eat Up Program continued where simple lunch packs are provided to students from Bald Hills whose families are experiencing difficulties and whose children might otherwise miss out on lunch while at school.

A major environmental project was launched in 2018 at St Paul's, involving the creation of a Koala Corridor linking green spaces that adjoin the school's grounds. The green corridor will provide a safe pathway for koalas to move through the school from one area of bushland to the other. The project was funded through the sale of reusable coffee cups. This initiative provided funds for the purchase of native saplings. Over 400 of these were planted by students and staff in the final term of the year, covering the first two acres of the proposed corridor. The sale of the reusable cups also signalled the start of an ongoing project to reduce the amount of waste the school generates.

Missional Engagement

Service at St Paul's is balanced between projects geared toward either social justice or environmental stewardship; priority is directed toward programs which allow for an ongoing relationship to be built with our partner organisations. At St Paul's we strive to cultivate partnerships which lead our students to gain a deeper understanding of the issue to which the charitable organisation is geared. In this way each individual student can understand the role they can play in actively contributing toward positive outcomes for the stakeholders involved.

Our service program is currently balanced between fundraising and the offering of service through the contribution of time and energy, however, we are focused on increasing our commitment to those programs which require students to personally engage with their environment and their community, rather than simply giving in a financial sense. We are currently focusing on a limited number of initiatives and seeking to enrich our community's contribution to these initiatives, rather than broaden the scope of our contribution and lessen the depth of individual engagement.

Service is increasingly underpinning programs related to the School's House System, Entrepreneurial Program, Outdoor Education Program and Religion and Values Education Units. The aim is to establish service as a natural and fulfilling aspect of each student's experience at St Paul's School, leading to a lifelong commitment to social justice and environmental responsibility.

Reconciliation Action Plan

Our collaboration of over four years with ISQ and Indigenous Elder, Aunty Gina Archer, to embed Indigenous Education into the curriculum, culminated in the decision that St Paul's School was ready to formalise our commitment to reconciliation. At the beginning of 2018, a working group of passionate staff, parents, an ISQ representative, Indigenous Elder and students from across the school, embarked on the journey to develop a Reconciliation Action Plan (RAP). The process was guided by Narragunawali, a platform to assist schools to develop their RAP.

Meeting regularly throughout the year, the working group created the Vision, Acknowledgment to Country and identified actions for reconciliation in the three areas of Relationships, Respect and Opportunities in the classroom, school and community. The actions will drive the RAP, with each member of the working group being responsible for specific tasks.

The RAP was approved by Reconciliation Australia in February 2019 and is now published on their website. The working group at St Paul's will now develop a strategy to share the RAP with the wider school community and continue to focus on their actions. The RAP will be reviewed annually.

Archbishop's Message

Schools are a natural environment for cross generational relationships to occur within the regular pattern of school life both in and out of the classroom. However, the invitation to further develop opportunities for this to happen was promoted throughout the year. All staff were shown the Archbishop's video at the Beginning of Year Staff Service, where the message invited staff to consider ways to promote and encourage cross generational relationships. Students from Prep to Year 12 also saw the appropriate age video as well as hearing related challenges and reflections during the worship messages.

The challenge was the explicit theme through Term 1 and was woven into messages throughout the year. Apart from the ongoing roles of house leaders, tutors, coaches, mentors, staff and student relationships etc. that occurs within the school, there were occasions explicitly designed to bring generations together. In some Junior School year groups, part of the curriculum involved parents, grandparents and staff spending time with the students talking individually and in groups about life in the past. Students developed questions to ask the "older folks" and solicited answers and information to understand more about life in the past. Many of the adults brought in items the students would never have seen before, providing them with a chance to share each other's stories and questions.

Junior School also holds its annual Grandparents and Special Friends' Day, where students invite a grandparent or an older special person in their lives to spend time at School. The day begins with a worship service in the Chapel with students and their friends, followed by a morning tea, and then some time in class activities. This is always a highlight of the Junior School calendar.

The Glennie School

Principal: Mrs Kim Cohen
BSc, HDipEd, MEd (Leadership)

Our theme for 2018 was 'Be Like a Girl' and what a year it was – we experienced joy, tears, exhilaration, challenges and change – and our girls embraced them all in the spirit of Being Like a Girl. In fact, the students were so inspired by the theme that I was tempted to keep it for another year – but there is no need, it is already instilled and so much has been achieved. Every step of the way, our girls have been supported, encouraged, coached and taught by passionate staff standing on the sidelines cheering them on in true Glennie spirit.

In 2017, we introduced our core values: Integrity, Respect, Compassion and Courage. Along with our annual theme, these were a focus during 2018.

Staff spent much time drilling down into our core values, determining what they mean to us and what they look like in practice – in the classroom and beyond. We determined that it is important for us, as staff, and the students, to understand exactly what our values mean – they aren't just words on a page – they are living actions.

During these sessions it became clear that our core values – decided upon as a community – are closely linked to our beautiful school prayer. I have included the values into the prayer to demonstrate this:

*Teach us, good Lord, to serve thee as thou deservest; **Respect**
to give and not to count the cost; **Compassion**
to fight and not to heed the wounds; **Courage**
to toil and not to seek for rest;
to labour and to not ask for any reward save that of knowing that we do thy will, **Integrity**
through Jesus Christ our Lord
Amen*

We are excited about how these values are to be lived within our school environment and specifically within our pedagogical framework, which is in the process of being finalised.

Worship & Christian Ministry

Worship and Christian Ministry is central to life at Glennie. Students in the day school attend chapel fortnightly in various combinations of year levels. We began working through the *Habits of Heart*, encouraging the girls to work on developing new good habits in their lives. Boarding students have a weekly chapel service before dinner on a Wednesday. The central theme for boarders was 'The Games People Play', taking a well

known board game and relating it to life inside and outside the boarding house. This added some fun each week as the girls anticipated which game we would play next.

Additionally, House Eucharists are held in the Middle and Senior Years and there is a weekly service of Holy Communion before school for all in the community who wish to attend.

Special services were held in 2018 for Ash Wednesday, Easter, Founders Day, ANZAC Day, Remembrance Day and Christmas.

This year, for the first time, services were held for the whole school, Prep to Year 12. While this presented some logistical challenges (complicated by bad weather on occasion), it was wonderful to worship together as a whole school community. We look forward to the opening of the new Sports Centre and the space it will provide for these events.

Family Communion Services are held twice per term on a Sunday morning followed by a time of fellowship. This gathering is growing in numbers, welcoming current families, Old Girls and others connected with our school.

Engagement with Local Parishes

Glennie has a number of connections with the parishes in Toowoomba and further afield. We hold significant events in St Luke's Church and the Rev'd Paul Mitchell has assisted at a number of school services e.g. Ash Wednesday and Easter services. We held a combined Confirmation service with girls from Glennie and Fairholme schools and members of the parish of St Luke's. Students support the St Luke's Parish Pantry with goods to be given to those in need in our local community.

Boarding students in Years 7 and 8 attended the St Bart's parish youth group in 2018. The Principal and Chaplain presented at a number of local parishes this year introducing the Chaplain and outlining the values and activities of Glennie to the parishes.

The Chaplain also visited the parish of St George with Dirranbandi, connecting with Old Girls and current families as part of the new partnership arrangement with St Luke's Church.

Relationships

Glennie raised money for the Bush Ministry Fund, Anglicare Southern Queensland Toowoomba Region and for the Archbishop's Drought Appeal during 2018. We are expanding our relationships with the wider church during 2019, particularly in the area of service learning.

Our Chaplain is a member of the ASCent Conference organising committee and attends local area deanery meetings.

Chaplaincy

In 2018 we welcomed our new School Chaplain, The Rev'd Sharon Baird. Her commissioning by Bishop Cameron in February was a blessed day with representatives from Hillbrook and St John's Cathedral making the trip from Brisbane to participate in the service.

A change for this year was that Rev'd Sharon is Chaplain across the whole school, spending time on both the Junior Years and the Middle and Senior Years campuses and conducting Chapel and special services for all students.

The Chaplain mentors a group of Year 12 leaders as the Chapel Committee. Their role is to lead the community in Anglican ethos, services and activities. This year's group was ably led by Captain Josephine Mahoney and Vice-Captain Rachel Turner. Their enthusiasm and commitment made for an easy transition for our new Chaplain, particularly with celebrations for Ribbon Day and selling pancakes for Shrove Tuesday.

The Liturgical Team are also a great support to the Chaplain. Mr Steve Warren and Mrs Brenda Suhr, Head and Deputy Head of the Junior Years, assisted with Chapel services and served as LAs along with Mr Leigh Duffin (Senior Years Teacher). Two additional staff began training during 2018 to be licensed as LAs in the School.

Religious Studies

Religious Studies in 2018 included:

- A revised curriculum overview developed for Years 7-12 under the direction of the new HOD Religious Education, Ms Emma Kann and new School Chaplain. This now consists of term units for Years 7-10 and semester units for Years 11-12.
- The topics of these units range from studies of Christianity, Judaism and Buddhism, to discussions about religious persecution and what it means to live a spiritual life. In the senior years, topics start to take on an element of ethics, as students deliberate over issues such as capital punishment, euthanasia and the morality of scientific developments and possibilities, such as stem cell research and cloning.
- There has also been an introduction of the teaching tool of Philosophical Inquiry, where students will get to learn how to think, rather than what to think.
- This curriculum overview in the Middle and Senior Years has been accompanied by the development of a redesigned curriculum in the Junior Years.
- This new overview will allow students to explore and engage with lessons about what they can learn from studying religion, spirituality and ethics.

Missional Engagement

This year, Glennie raised over \$20,000 for a diverse range of charities and organisations. Girls have served the community with visits to Glenvale Villas and Broadribb Home. They also participated in the Smith Family Student 2 Student reading program and made shoe boxes for Operation Christmas Child.

One of our major fundraisers during the year was Ribbon Day – a day set aside to raise money for cancer research and learn about why it is so important that we continue to fund this research. We were privileged to receive a certificate of thanks from The Australian Cancer Research Foundation acknowledging our support, raising over \$38,000 over the last five years from our Ribbon Day events.

A second mission focus is the support we provide for the St Luke's parish larder. Girls are encouraged to donate non-perishable goods that can be given to families in need in our local area. The demand for this service has increased dramatically in recent times and we hope to be able to provide more assistance into the future.

Throughout the year we also raised money for the Bush Ministry Fund during Lent and Easter and contributed to the Archbishop's Drought Relief Appeal.

During 2018, Rev'd Sharon began developing a new Service Learning program. *Be of Service @Glennie* will be launched in 2019. Sharon attended the National Service Learning conference in Melbourne to gain insights and learnings for beginning our service learning initiative.

Staff Development

Staff Development in 2018 included:

- Further training of Student Protection Officers as well as all staff
- Training of staff and embedding Philosophical Inquiry practices in Religious Education Years 7-12
- Staff development of the School Values framework and expectations
- Development of Whole Staff Mission Statement
- Attendance at ASCent Conference
- Collaborative development of Pedagogical Framework underpinned by School values
- Building conversational practices
- Supported numerous pre-service teachers across all year levels and subject areas
- Developed and hosted Ancient and Modern History Teachers Conference on contemporary teaching practices and new QCAA Senior Curriculum

Reconciliation Action Plan

Our school is working towards reconciliation as a way of assisting, encouraging and supporting Aboriginal and Torres Strait Islander girls at school. We have a small number of Indigenous girls at Glennie and have an Indigenous support teacher aide. The support worker assists the girls in classes, and Language Skills classes are offered to all Indigenous girls. The Teacher Aide also helps with after-school tutoring and mentoring.

During the year the Indigenous girls used NAIDOC week to spend time in both the Junior Years and Middle and Senior campuses to educate fellow students about what NAIDOC week is, through storytelling, dance and jewellery making and as a connection to culture.

Chapel time was also used to pray for continued understanding in working towards mutual understanding and respect. Dinner for the boarders was a time to share their culture with the girls they spend so much time with and included traditional dancing and singing.

Glennie displays both the Aboriginal and Torres Strait Islander flags regularly at the entrance of the School. Professional development has been given to enhance knowledge on how best to teach Indigenous students. At weekly assembly, the Indigenous girls say the Acknowledgement to Country, which has been a way to show respect to our students and their culture. After school Indigenous art classes are also available for the girls.

School Values

The Glennie School aims to develop in each Glennie girl the intellectual, physical and spiritual potential to be All She Can Be ®. As a community where tomorrow's women learn, our mission is to provide girls with dynamic opportunities in education, training and personal growth, which develop their individual potential and prepare them for life. We incorporate traditional values within a caring, Christian environment, together with the best contemporary teaching methods and learning experiences.

Our four core values underpin all that we do and stand for as the Glennie community, and are continually reinforced and practised in daily life; in our policies, procedures and codes of conduct.

Integrity: We are truthful and sincere. We ensure consistency between what we say and what we do, as well as between what we believe and how we behave.

Respect: We respect ourselves and treat others with courtesy, dignity and positive regard. We honour the rights of others. We respect our school, the environment and the world around us.

Compassion: We are sensitive to the needs of each individual. We support and nurture those less fortunate than ourselves. We treat each other as we wish to be treated ourselves.

Courage: We continue to strive to improve as individuals and we remain positive, resilient and forward thinking, despite adversity or challenge. We know that perseverance, effort and a growth mindset can help us as individuals and as members of a team, for the benefit of ourselves and our community.

Achievements & Contribution

- Construction began on the new sports centre
- Glennie hosted the State Honours Ensemble Program (SHEP) Darling Downs.
- The Glennie community created a poppy installation to mark Remembrance Day.
- Aquaversity and School based trainee programs.
- Thirteen Artworks from Junior Years girls were selected to hang in The Toowoomba Regional Art Gallery with one student receiving the Printmaking Encouragement Award

Events

February

Shrove Tuesday Pancake Stall and Junior Years Pancake Races
Whole School Ash Wednesday Service
Commissioning of School Chaplain

March

Study Tour Kyoto Junior High School
Junior Years Grandparents' Day

April

Junior Years Easter Service
Middle and Senior Years Easter Services at St Luke's Church
ANZAC Service

May

Confirmation Service at St Luke's Church

June

Anglican Clergy Muster at Glennie

August

Founders' Day Service at St Luke's Church
GOGA Reunion Holy Communion Service
Ribbon Day to raise money for Cancer Research

September

K-6 Teddy Bears Picnic SRC Fundraiser (Life Flight)
Year 10 Shape your Destiny Retreat
MSY Grandparents' Day
Women of Faith Conference at Glennie

October

Gathering of Graduates (2005 Kindergarten Reunion)
World Teachers' Day Celebrations

November

Remembrance Day Service and unveiling of Poppy Project

Year 6 Celebration and Service of Thanksgiving

JY Carols Service

MSY Carols Service

Speech Day

December

Buddhist Monks' Conference

Major Projects

The School is currently constructing an indoor sports centre with three ball playing courts, two classrooms, fitness gym, staff room, and amenities. The new foyer will provide access to both the sports centre and the existing aquatic centre. This is due for completion in March 2019.

Archbishop's Message

Projects that students at The Glennie School have been involved in:

- Kindy visits to Glenvale Villas Retirement Village
- Year 6 Student Representative Councillors 'adopted a grandparent' for the year and visited them regularly after school, playing games and sharing stories over afternoon tea.
- Glenvale residents visited Kindy once a term
- Middle and Senior Years girls visits to Brodribb Retirement Village
- Two Glennie grandparents regularly spent time with the children in the Kindy classes.
- Grandparents' Days
- Junior Years – 400 grandparents spent the day with their granddaughters, taking part in activities and spending time with them in their classes.
- Middle and Senior Years – 300 grandparents spent the day with their granddaughters, taking part in activities and spending time with them in their classes.
- Grandparents/Granddaughters Ball Games
- To commemorate the 100th anniversary of both the Glennie Old Girls' Association and the end of World War I, the Glennie and Toowoomba communities joined together to make a large poppy installation that was unveiled at Glennie's 2018 Remembrance Day Service. Poppies were sewn, knitted and crochet by students, staff, parents, grandparents and members of the Toowoomba community. Many of our Glennie students spent time with older relatives and community members learning how to knit and crochet. Some of our poppies were even laid at a war memorial in France.
- Local retirement homes invited to Remembrance Day service.

- Invited grandparents to the science fair to be an audience for the girls. This provided opportunities for girls to interact with grandparents (theirs and others) to practise engaging with others and communicating their scientific ideas.
- Our Year 10 language skills girls visited Brodribb Home and were matched with an elderly resident. They asked questions and spent some time sharing stories. They produced a recount of their buddy's story and presented this as a PowerPoint, video or scrapbook.
- Middle and Senior Years' students organised weekly lunchtime activities for students in Junior Years
- Middle and Senior Years girls supported Junior Years students in various classes such as Numeracy and Literacy.

Future Plans

- Implement revised RE program – begin in full 2020. This is currently underway and staff are now working on creating more in depth course outlines for each year level that includes topic, student activities and resources.
- Develop learning plans for the teaching of awareness and respect for the diversity of beliefs in society and, in particular, the beliefs of our own Glennie community.
- Identify cross curriculum priorities for developing awareness and respect for the diversity of beliefs in society and investigate opportunities outside the classroom.
- Boarding students have an outreach focus for each term tied in with a guest speaker, themed dinners and fundraisers
- Develop a whole school philosophy for outdoor education (camps) based around the core values.
- Create in the calendar a Junior Years International Day - cultural day to celebrate and highlight student backgrounds and beliefs. Encourage families to share their culture with classes on special national days.
- New three court sports centre to be opened by Archbishop Phillip Aspinall.

The Southport School

Headmaster: Mr Greg Wain
KSJ, DipTeach, BEd (Psych),
MBA, MEd Admin., MACEL, FAIM

Our Vision

The Southport School is a world-class day and boarding school for boys, a balanced and holistic Christian learning community in the Anglican tradition, working with families to nurture outstanding young men who are confident, healthy and responsible, imbued with intelligent dispositions and advanced skills in academics, creativity, and higher order thinking, and who have developed leadership capabilities enriched by the principles of Positive Psychology

Faith

The Chapel of St Alban, built on the highest part of the campus, is the spiritual and community heart of The Southport School.

Senior School Report

By the senior school chaplain – the Rev'd Jonathan Whereat

Every year at TSS we enjoy outstanding activities across both campuses in a huge variety of arenas, so to say that there were two highpoints for me in 2018 is to understate the other significant events which are all part of the high quality experience boys and staff enjoy. The first was my long service leave. The second was totally unexpected and unplanned: the visit of Baroness Cox, a formidable woman who in her mid-80s is still rampaging around the world to campaign against modern slavery and other global justice issues that are often not being reported in the media.

Training a Deacon

From Term 3 in 2017 to the end of 2018 we had Dr Debra Tedman on staff in the Life and Faith Department. Debra was ordained a Deacon at the end of 2017 and was able to assist me in the Chapel as well as being attached to a parish. Debra did a number of services in Term 2 while I was away and it was good to know that I did not have to worry about this while I was away.

Baptisms

I officiated at 18 Baptisms during 2018. Most of these families are already part of the TSS community in one way or another. Of course most Baptisms are babies but this year the Baptism with the biggest congregation was held during the McKinley House annual service when the House Captain and School Vice-Captain, Hugh Robinson, was baptised. Ashley Cronin's wife Candace was also baptised the same day as their son Jack.

Weddings

We continue to offer weddings to old boys and staff. I have been involved in three weddings this year, two in the Chapel and one off campus.

- Yuehao Zeng and Weixin Kevin Zeng were married in St Alban's on 22 February.
- Mitchel Hamilton and Lauren Bond were married in St Alban's on 8 September.
- Adam Harrison, the Head of Rowing, married Rebecca Price on 22 September in a Garden wedding surrounded by many of his mates from New Zealand. It was a great occasion.

Funerals

The saddest news was the death of much loved Housemaster Dylan Devries. Naturally the boys of Radcliffe House were highly affected by his passing. A memorial service was held on Monday, 21 May, in the TSS Chapel.

In Term 3 there were two funerals in the Chapel – both held in August. A memorial service was held on Friday 17 August for old boy Aaron Zalewski who had been living in the USA.

A memorial service for Mandy Vaggelas, the mother of Edward Vaggelas in Year 12, was on Wednesday 29 August. It was very special to see all the Year 12 boys gather around Edward at the end of the service for a war cry and each one greeting him individually.

Old Boy Nathan Sharpe's father's funeral was held on Thursday 25 October.

Weekly Chapel Services

Every week in term time a short service of about 20 minutes is provided for the School. The weekly Chapel services are held on Monday prior to lunch for two of the day houses; Monday night for the five boarding Houses; Tuesday before lunch for three of the day houses; and concluding on Wednesday with the last three of our day houses prior to lunch.

'Let go of the comfortable life to do the right thing'

This was my theme for each of the 12 Houses' Annual House Services. These services aim to remember and honour the patron of the house; to acknowledge the seniors of that house; and to celebrate all aspects of house life. These services are a Holy Communion service and as many family members as possible also attend these wonderful occasions. In 2018 the focus was on the story of Moses and his epiphany at the burning bush. Moses was living a life which was very comfortable but God calls him to go back to Egypt to speak for the Hebrew people and lead them out of slavery into freedom. The point was made that each boy will have moments in life when he has to 'give up' the present comfortable life to assist others who are not in a good place.

The Foundation Prefects' Service

At TSS we pride ourselves on the fact that the School Captain and Prefects are not only commissioned at a whole School assembly but they are also instituted during one of the first Chapel services in the year. During this service, the School Captain is installed in his own stall at the back of the Chapel. New Prefects are also appointed and instituted at the beginning of Terms 2 and 3. During these services, the Headmaster addresses the boys and speaks about servant leadership, as taught by Jesus.

Chapel for Sports Teams

As sport is a major part of TSS it is not uncommon to have a service in the Chapel prior to the home games and the major competitions. A palm cross is often given to each player to remind them of the school motto to the effect that ***he who wants to hold the palm of victory must merit it***. When possible the Headmaster leads the boys in a simple set of prayers and invites a number of them to offer a sentence of prayer.

Each year I do the blessing of the rowing and sailing fleets. The swimming and gymnastics teams have their own services each year just before the GPS competition.

Connecting beyond TSS

I am encouraged to participate in Anglican Schools Chaplaincy meetings that occur once a term and also attended the National Anglican Schools Conferences.

I regularly attend St James Biggera Waters in the parish of Gold Coast North and occasionally preach and celebrate. I attend the Gold Coast Deanery meetings and special occasions when possible.

Baroness Cox, the Unexpected Annual Chaplain's Visitor for 2018

In a normal year I would organise an annual visitor to be a guest speaker at a dinner and also in the Chapel. This year I had not organised anyone when opportunity knocked. Dr

Panther, a father of an old boy. who had visited TSS on previous occasions, rang and asked if we would like to host Baroness Cox. It turned out to be an exceptional visit and a wonderful dinner with an opportunity to speak to the boys of Round Square. Baroness Cox is a serious warrior for people who are being forgotten around the world. She has written books on the modern slave trade and the modern martyrs of the Christian church, especially those aggressively attacked by Islamists like ISIS. What an inspiration, as she is in her 80s, and has the energy and passion of a person at least half her age.

Preparatory School Report

By the preparatory school lay assistant chaplain – Robert Baker

Since the last report to Synod, the Religious Education and Chapel program of the Preparatory School has continued to be an effective expression of our Faith. We continue to develop our services to ensure that all who attend have an opportunity to connect with that Faith, despite the diversity of faiths represented in our School community.

One of the major themes in presenting our Christian perspective is to have all boys recognise their worth before God. It is imperative that boys have a sense of worth, and worthiness, as they enter their teenage years.

Our Weekly Chapel services with the boys are very well received by the boys and staff. Other services we conduct during evening times, such as House Chapels and gradual services, are well attended by families and provide the opportunity to share our faith with the wider community.

Sadly, 2018 was again a year when many boys and staff experienced bereavement. A number of staff were faced with the passing of aged parents, while two faced the loss of a spouse. In each case there was a different response to the situation, but always the prayerful support of the school.

As we look forward to 2019 we ask God's blessing on all we attempt to achieve in furthering His mission in our school.

Service

Round Square

The Southport School is a member of the international Round Square group of schools that have particular emphasis on service, environment, leadership, international understanding and adventure.

In 2018, the Deputy Headmaster, a staff representative and four boys attended the annual International Round Square Conference in Germany. Many other boys and staff attended local and regional conferences during the year.

During the year all boys participate in Round Square fundraising projects for worthy causes.

Community Service

The commitment of the school to community service is often highlighted by virtue of our Round Square membership, yet fundamentally it flows from our Christian, Anglican ethos.

Projects undertaken during 2018 involved all boys at the School. Such projects included raising money and participating in services for: the School of St Jude in Tanzania Queensland Cancer Fund, New Hope Project in Cambodia, sponsoring Kenyan boys to attend Starehe School in Nairobi, "Feeding Dreams" orphanage in Siem Riep Cambodia, Rosies Youth Mission on the Gold Coast, Shave for a Cure; Red Cross, Beyond Blue; the Anglican Bush Ministry Fund; and the Surfers Paradise Anglican Crisis Centre.

During the September school holidays, Year 12 students from TSS acted as 24-hour carers for a group of 25 disabled children at the *Sony Camp for Disabled Children*, to provide respite for parents and a fun-filled holiday for the children. Some of our boys were one-on-one 24-hours-per-day carers for the three and a half day camp, and other students assisted with the various activities.

Indigenous Education Program

Over \$85,000 was raised during 2018 from the TSS Foundation Business Breakfasts to support the TSS Indigenous Education Program involving 26 indigenous boys.

Vocation

2018 OP Results

The highlight of the 2018 OP results was four boys achieving an OP1 and nine boys achieving an OP2. The 2018 TSS Dux, Harrison Chen, applied for a place in Medicine at Melbourne Uni. His OP1 put him in the top 1.3% of Queensland Year 12 OP students, but the top 1.3% is not enough to get into Medicine at Melbourne so they asked the Queensland Curriculum and Assessment Authority for Harrison's ATAR equivalent. Within the OP1 band there are approximately 20 ATAR scores, and Harrison Chen scored the top one, 99.95. Forty-six students in NSW, out of 76,000 Year 12s, plus Harrison Chen from TSS scored an ATAR of 99.95.

Our Proxima Accessit to the Dux, Josh Moss, achieved an OP1 and an ATAR of 99.75. This placed him in the top 230 students out of 76,000 in NSW, the top 0.2% of the Year 12 population in NSW. Josh has been offered a place at the London School of Economics.

NAPLAN results

The boys' results in Year 3 and Year 5 were excellent and place our school's achievement at the highest levels for schools on the Gold Coast.

TSS Preparatory School ranked 5th overall in the list of Primary Schools which is an outstanding result. In the list of schools at Year 3 level we ranked 7th, while our Year 5 boys ranked in 3rd place.

It was most pleasing to note that our boys finished in first place for Year 3 mathematics and 2nd place for Year 5 mathematics. Spelling of course continues to be an area in which our students have shown consistent improvement and our schools' results place them in the very top group of schools in this important area. The other key components of writing – grammar and punctuation, also recorded pleasing results. Year 5 boys scored second on the Gold Coast in this area.

Improving the boys' reading has been a big focus for us over the last few years and this year, both in Year 3 and 5, the boys scored in 6th place of all schools on the Gold Coast. A great result, but still an area we will continue to focus on, moving forward.

One of the most pleasing features of our NAPLAN results is the consistently strong growth our boys demonstrate from Year 3 to Year 5. When the current Year 5 cohort were in Year 3, they ranked in 8th place on the Gold Coast when compared to all other schools. Now in Year 5 and they have moved into 3rd place. We consistently demonstrate that the extended exposure to the quality teaching programs in place and the strong skill set of our teaching staff, is able to make a real difference in the boys' learning outcomes. Year 7 and Year 9 NAPLAN results were pleasing – particularly in the area of numeracy. More work is required to lift scores in the writing component.

Headmaster's Parent Survey

In 2018, 551 parents responded to the Headmaster's Biennial Parent Survey. Two of the questions that the Headmaster has tracked since the survey's inception back in 2004 include 'areas most in need of improvement' at the School and areas that parents rate as 'the best aspects of the School'.

The best aspects of the School were:

- **Culture...Spirit/Community/Brotherhood/Team/Camaraderie/Belonging** (62%) ... *'positive culture of achievement ... amazing spirit ... you can sense it... encouraged by peers and staff to be the best you can be'*;
- **Teachers** (57%) ... *'fabulous, amazing, dedicated, enthusiastic, compassionate, committed above and beyond our expectations, kind, enjoy their work, intelligent, involved, encouraging ... embrace new methods ... they respect the boys and the boys respect them ... quick to respond,*
- **Facilities and Resources** (40%);
- **Sport** (38%);

- **Opportunities** (36%), including academic, co-curricular and extra-curricular opportunities.

Aspects most in need of improvement included:

- **Communication** (13%) ... *more communication needed about School events ... we want teachers to respond faster to emails and provide more regular feedback* ;
- **No Areas for Improvement** (8%) ... *"Perfect, keep up the great work"*;
- **Bullying and poor behaviour** (7%) ... *the School is doing a lot in this area but need to keep at it ... don't give boys too many chances"*;
- **Boarding Food** ... *"quantity, too much chicken and rice, more sandwiches, has improved this year though"*

Corporate Governance

The school continues to operate on a better-than-sound financial basis, incorporating key performance indicators with strong and effective corporate governance from the School council. During the year, Mr Nathan Sharpe resigned at the end of his council term. The Council covers present and recent past parents, and old boys, who have a keen interest in the school and are in touch with the school community. These Council members also bring expertise in terms of theology and the Church, accounting, law, agricultural business, medicine, science, architecture, information technology and commerce.

By the end of 2018 enrolments were at the highest in the history of the school, standing at 1,612 students which represents an enrolment growth of over 20% since the GFC. This was the eighth year in a row of enrolment growth and has been matched in boarding with 315 boarders now living on site, the majority from country areas of New South Wales and Queensland. Whilst this growth is very encouraging, we remain committed to listening to regular feedback through parent surveys and providing the best possible environment for the balanced and holistic development of the boys, to ensure our parents feel positive about the school and rate The Southport School highly in terms of 'value for money'.

Finally, we thank our dedicated and hard-working staff for their many contributions and service to the boys.

Toowoomba Anglican School

Head of School: Mr Simon Lees
BA(Hons), PGCE, MEd(Leadership), NPQH, MAICD

Toowoomba Anglican School is a co-educational day and boarding school for Primary and Secondary students. Since 1911, we have worked diligently to establish a transformative place of learning and leadership.

Our school is a remarkable place to make lifelong friends while gaining a world-class education.

Worship & Christian Ministry

We hold three Chapel services that are divided into three age groups (Prep-2; 3-6; 7-12) and base the service on a whole school theme in age-appropriate worship styles. The services are held in the Chapel of Saint Aidan and are 'Praise and Proclamation' style services (non-Eucharistic). For whole School worship such as the Easter service, we move into the main hall. This year we went to St Bart's Anglican Church for our annual Carol service.

Staff Worship is held at the beginning of each term and staff enjoy some morning prayer. In 2018 we held special liturgies for the commissioning of Year 12 students and student leaders. The Right Rev'd Cam Venables led these services. We were proud to be part of the commissioning of Rev'd Zoë Browne as School Chaplain in January. Throughout the year we had 10 student baptisms and 27 students were admitted into communion.

Engagement with Local Parishes

In 2018 we have continued to enjoy support from Honorary Chaplains across parishes. In addition to this, liaisons with Youth Ministers (St Bart's) to transport boarders to Youth Group activities. St Bart's hosted several events: Carols Service, P-2 End of Year Assembly. The St Luke's Parish Pantry is a continued recipient of donations from P-2 students. The items were collected in Chapel and delivered to St Luke's every term.

Relationships

The school was delighted to host termly visits from Bishop Cam and we attended the Diocesan Launch of 'Generations Together' in Term 1. In Term 2 we hosted the Toowoomba Deanery meeting and ASC Mission Education Advisor (Vanessa Gamack) visited in Term 3 to lead Professional Development with staff. In Term 4 the ASC 'Ancient Coins of Ephesus' Exhibit was displayed and we attended and fundraised for Anglicare's 'Night in the Cathedral'.

The Anglican Youth Children and Families staff spoke at various Chapel services throughout the year to support the ministry and promote AYCF events.

Chaplaincy

Rev'd Zoë Browne is employed as School Chaplain (0.6FTE). We have many teaching and boarding staff who take an active role in worship and Religious Education.

Religious Studies

Religious studies are taught to students from Kindergarten to Year 10. The Secondary Curriculum redevelopment for Years 7-10 engages with the new QCAA Syllabus and 'Cognitive Verbs'. In Primary there is continued use of 'Connect' (CEP) Religious Instruction materials until the development of a standalone syllabus is complete. The school Chaplain currently leads Religious Education for P-10. The subject is taught by both teaching staff and the Chaplain.

Reconciliation Action Plan

We celebrated and participated in National Reconciliation Week in May and NAIDOC Week in July. We implemented 'Acknowledgement of Country' in regular Chapel services for Years 7-12.

Achievement & Contributions

We put on record, our thanks to our inaugural Year 12 students and parents. It is important that we recognise their pioneering spirit in supporting our school. They took a very brave decision which required foresight and trust. Without their support, the rest would not have followed. We have had the pleasure of being on this journey with you and have learned so much together. Without a doubt, you will be the most memorable group in the careers of many staff members at this school. We are proud of the young people who pass through this school and you will not be surprised to know that the friendships that are formed here will last a lifetime.

Events

In addition to the regular curriculum, we had 21 secondary students attend an internationally recognised outbound program with the Outdoor Education Group. The students and staff navigated for 10 days in Tasmania, including an extended trek on Maria Island. For the first time, we also sent 11 students on a French Language Tour in Toulouse with our sister school La Caousou and a record 13 students attended the National Gondwana Choirs in Sydney.

Financial Matters/Fundraising

We are very thankful for our three major support bodies, the Parents and Friends Association, The School Foundation and the Past Students Association for helping to keep our community strong. Evidence of our community support is displayed at events such as the Fete, sports and arts events, the Tennis and Golf days or one of the many other events; where we had over 600 volunteers supporting our programs.

The Service and Charities Committee are proud to support the following events and charities in 2018/2019: Clean Up Australia Day, World's Greatest Shave, Starlight Day, Beanies for Brain Cancer, Anglicare, Cupcake Day RSPCA, World Diabetes Day, Operation Christmas Child, Toowoomba Hospital Foundation, Hear n Say, Relay for Life.

Major Projects

At the start of this year, we invested in major capital expenditure for all Primary classroom and learning spaces from Year 1 to Year 6. We introduced an iMac Lab in the TechBox to further develop the technology, coding and robotics, and Artificial Intelligence programs. The progress made in these areas has been excellent.

It gives me great pleasure to report that we will be upgrading the Swimming Pool complex in 2019. We thank the School Foundation and Parents and Friends Association for helping to bring this project together.

We have invested in a small theatre space in the Ron Burling Room, next to the Library and look forward to opening that in the New Year. There will also be a significant Wi-Fi upgrade in 2019.

Generations Together

To promote the theme 'Generations Together" students attended the Diocesan launch event in Term 1. As part of our whole School worship (Easter, ANZAC Day, Carols) we invite members of our community from all generations to share in the same messages. As part of the regular Chapel services, we implemented common teaching themes from P-12 so that students and community members of all ages could engage with the same topics.

Students attended an Anglicare aged care facility to lead a Performing Arts concert and Grandparents' and Special Guests' day is a highlight of creating generational unity.

Future Plans

It has taken 107 years to complete a journey from the vision that was started by EA Gill in 1911 and in 2018 we are now complete as a Kindergarten to Year 12 School. While

there have been many significant moments, there are a few key points in time that have led us to this point. In 2019, we proudly launch our new identity as Toowoomba Anglican School, which symbolises the journey that was started in 1911. However, it is also a time to give thanks to our history and the past students, staff and members of the community who laid the wonderful foundations up to this point. Toowoomba Anglican School is a school where boys and girls and young men and women learn from and with each other. It is an inclusive school, and we proudly have students and families from over 50 Australian towns and 40 nations across the globe, including at least one student from every habitable continent on Earth.



Assistant Priest at St Luke's Anglican Church The Rev'd Peter Mayen, Chaplain at Toowoomba Anglican School the Rev'd Zoe Browne, and Bishop for the Western Region the Right Rev'd Cameron Venables in *Toowoomba Churches*, by artist Donna Mitchell.

West Moreton Anglican College

Principal: Mr Geoff McLay
MEd, MBA, FIML, GAICD

The celebration and commemoration of West Moreton Anglican College's 25 Year (Silver) Anniversary represents a significant milestone in our short but impressive history. The West Moreton Anglican College Foundation Stone was laid on Sunday 18 July 1993 – this was an auspicious event. The following extract is from Foundation Principal, Mr Paul Claridge's address on that day which focuses on the significance of our College crest and motto:

"The cross of Christ, central to our crest, shall also be central to our school, with worship and reverence a regular part of the programme. The Anglican compass rose reminds us that people of all cultures and from every point of the globe, are one in Christ and that our children must be made aware, through education, of the richness of cultural, religious and lingual diversity ...

The floral emblems express our pride and identity with Queensland and our own geographic region and remind us of our environmental responsibilities. To give succinct focus to all these features we have three simple words surmounting the crest: FAITH, KNOWLEDGE and SERVICE ...

The eagle whose protective wings arch over the crest remind us of our RAAF neighbours to the south and the biblical reference from the book of Isaiah: ... but those who hope in the Lord will renew their strength; they will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint. [Isaiah 40:31].

With these words as our lighthouse guiding our way we shall, I am quite sure, prosper and grow to God's glory."

The thing that strikes me is how relevant these words are, 25 years later. Today more than ever, we need to cultivate future leaders and citizens who can engage compassionately and productively with diversity. Today more than ever, we need our young people to care for our environment. Today more than ever, we need to raise up young people whose faith supports them to push through adversity, whose knowledge equips them to grapple with and solve complex problems, and whose servant hearts motivate them to share their faith and knowledge through example and action.

In reflecting on the last 25 years, it is important to acknowledge and be thankful for the faith that made it possible to keep going when things were tough, so that we can enjoy the many opportunities West Moreton Anglican College offers. Importantly, our endeavour continues and our desire to improve will be endless. More is expected of us as we mature. But with this increased expectation, our faith increases and matures too.

As we get older, we have more to look back on. This builds our faith and hope in the future. These words reflect the everyday values, attitudes and behaviours of our current staff, students and parents which in turn honour the college's foundation vision every day. The way we treat each other, the way we apply ourselves to work, study and extra-curricular commitments, the way we listen to, understand and speak to and about one another – every day, in myriad ways both small and large, we all work together to continue becoming West Moreton Anglican College.

Worship & Christian Ministry

Students in the College's three sub-schools (Junior, Middle and Senior) attend a weekly Chapel service as part of their timetable. Services in Senior and Middle School are coordinated and led by the Chaplain and Chapel Captains, although other students are invited to take part or lead aspects of the services on occasion. Greater student participation and contribution in worship is a key focus for us over the next 12 to 18 months. In the Junior School, each class has the opportunity to prepare and lead at least one Chapel service per year. Senior School and Middle School celebrated three Eucharist services during the year. All staff attend a dedicated staff Chapel service each term, with many staff also attending the weekly sub-school Chapel services. All services commence with an Acknowledgment of Country, led by the Cultural and Well-being Captains. Sub-school assemblies also begin with a short time of prayer.

During term time the College has a weekly Sunday service known as Worship @ WestMAC. This is usually Eucharistic but also includes a Messy Church at least once per term as well as an outing/picnic which sometimes contains an open air service. One of our community gatherings included a simple Eucharist celebrated in the open air at Cormorant Bay which was followed by a family picnic. All College families, past and present are invited and welcome at these services and events.

Ash Wednesday is acknowledged with a Eucharist with imposition of ashes in Senior and Middle School. While there is no expectation that students must partake, a significant number choose to receive Holy Communion or a blessing and even more wish to be ashed. While the Lenten/Holy Week/Easter journey is covered in Chapel, Good Friday and Easter fall within the school holidays. This year, because of the closeness to the end of term, Worship @ WestMAC services were held for Good Friday and Easter morning.

Pentecost celebrations for Worship @ WestMAC took the form of Messy Church and included the baptism of a current student. Harmony Day, Sorry Day and NAIDOC Week were important focuses in student Chapel services. Staff and students shared personal background stories that made for powerful messages. The College's Indigenous Liaison Officer invited the community to share in appropriate ceremonies to mark the occasions and bring a deeper understanding of reconciliation issues affecting our First Peoples. All Souls/All Saints was also an important focus allowing students and staff to honour and acknowledge the importance of the lives of loved ones and the effects of grief in the face of loss. It's quite difficult to properly celebrate Advent and Christmas within a school context as the school year often finishes before the beginning of Advent. However,

students study the traditions, meaning and importance of these feasts and their effects on society as a whole.

Engagement with Local Parishes

One of our regular Worship @ WestMAC members joined with candidates from St Paul's Ipswich to be confirmed as part of their service. Members of our congregation attended St Paul's that week to support him. Additionally, many students, staff and families from the College were invited to be part of a special service to commemorate the Martyrs of New Guinea at St Paul's. WestMAC music staff and students played an important role in the Christmas and mid-year Proms concert at St Paul's Ipswich. We joined the local Ipswich Anglican Churches for their Shrove Tuesday celebrations and we hosted them for the Lighting of the New Easter Fire. After a simple liturgy and the blessing of Pascal Candles, the three local churches took the light back for their Easter celebrations and we continued with our own. We then shared a simple breakfast together. Mother Julie was invited to preach and celebrate at St Paul's and Rev'd Brenda preached at All Saints, Booval. Congregation members were also involved in a Community Celebration held in the lead up to Christmas at Booval. Rev'd Brenda also worked with other local clergy to facilitate a local Anglican Youth Group called "God's Plan."

Chaplaincy

The College community is very grateful to Rev'd Brenda Davis (Chaplaincy Support Officer) for her significant contribution during the 2017 year while the College was without an official Chaplain. Many staff and students ably assisted her during this time. The 2018 year began with Mother Julie Craig-Leaves' commissioning by Bishop Cameron Venables. Surrounded by the entire WestMAC community as well as family and friends, the service was incredibly moving and uplifting.

Our Chaplaincy team preside over a range of ceremonies and celebrations during the academic year. Student Leadership Commissioning, Academic Acknowledgment assemblies, Lenten, Holy Week and Easter services and activities as well as our ANZAC Commemoration service. As the year closed, our Chaplain played key roles in culminating events such as three sub-school Presentation Evenings and the Year 12 Valedictory Service.

The College has a reputation for social justice and community involvement. Worlds' Greatest Shave, fundraising for Headspace (a local youth mental health service) and the Buy a Bale campaign to assist our drought-affected brothers and sisters in the bush formed the backbone of our efforts in 2018. A regular part of our weekly routine are the sub-school Chapel services. The Chapel Captains in each of the sub-schools contribute significantly to the work of our Chaplaincy team. We are grateful to these, and many other students who actively engage in the worship life of the College. The College Chaplain is a member of the Executive Leadership Team and a key member of the College Council's Divinity Sub-Committee. The Chaplaincy Support Officer facilitates a wonderful Junior School children's ministry called 'God Gang' twice each week.

Religious Studies

The Bible is rich in parables and symbolism relating to sown and sprouting seeds. Indeed, 2018 was a year of saplings in the religious education and faith arena at WestMAC, emerging from the soil of the faithful toil of many in this subject over the past several years. This growth and change seems to be an encouraging confirmation of God's hand at work in our College, both in the classroom walls and in our community beyond them. On reflection, it is hardly a surprise given that one of the College Strategic Priorities for 2016 to 2018 was to cultivate and grow a verdant and robust faith life here at WestMAC. Throughout 2018, students journeyed through our recently updated and diverse Anglican Religious Education Curriculum which weaves together strands that explore biblical literacy, Christian practices and relevance, world religions and life's big questions to name only a few. As the year progressed I was delighted to witness how the RAVE teachers fostered engaging and respectful discussions around these important topics. One highlight of 2018 was the annual Year 10 excursion to visit St John's Cathedral. Another was an enlightening Indigenous Spirituality lesson for the Year 12 cohort presented by our dynamic Indigenous Liaison Officer. This involved the appreciation of spiritual experiences relating to rhythm and connection with the land and animal life. RAVE is set to continue growing and developing, and the future harvest looks promising.

School Values

As an Anglican College, living according to Christian values is fundamental to all our endeavours. Our values centre on the three elements of our College motto – Faith, Knowledge, Service.

- Faith
 - keeping Christ at the centre of our mission
 - living out the Gospel values (love, forgiveness, honesty, humility, gratitude, perseverance)
 - authenticity in our own lives and in our relationships with others (managing emotions, teamwork, fairness)
- Knowledge
 - developing each person's gifts, talents and creativity
 - acting with curiosity, perseverance and zest through searching for knowledge and skills
 - developing a love of learning and striving to reach our potential
- Service
 - respecting others
 - valuing differences
 - alleviating injustice
 - acting compassionately and bravely

Major Projects

The College completed three significant capital projects during 2018. These projects represent the final stage of the College's most recent Capital Master Plan.

The first project was the construction of a Junior School administration building consisting of a reception area, staff room, offices, amenities, withdrawal rooms, first aid station, two waiting rooms, corridor, covered outdoor areas, veranda, store room, two classrooms, furniture, equipment and site works. This project also included the conversion of the existing administration building to two classrooms. This building provides the Junior School precinct with a clearly visible and defined entry to the College, including easy access from the carpark which is particularly important for new visitors, and also parents of young children who more regularly need to visit the office to make contact with staff. The new building has the benefit of separate reception spaces for students and parents/visitors which in turn allows staff to display and promote information for parents, manage students issues confidentially, maintain privacy for parents, and visitors, meeting with the executive or support staff, and provide students with access to printing and copying facilities. In addition, the meeting rooms provide space for visiting education consultants to work with students.

The second project was the construction of a science laboratory, an extended experimental investigations laboratory, a science preparations laboratory and a veranda. This project also included the refurbishment of two science laboratories, a preparation area, site works and the provision of furniture and equipment. These spaces provide flexible learning opportunities which facilitate a cross curricular approach to science, technology, engineering and maths (STEM). They also provide classroom settings which enable students to explore science through a variety of approaches including group work, individual work, information technology integration and experimentation.

The third and final project was the construction of a secondary administration building consisting of five withdrawal areas, kitchenette, compactus work room, amenities, foyer and waiting areas, pedestrian bridge, veranda, four meeting/interview rooms, informal learning area, outdoor learning covered lecture theatre, six office areas, student kitchenette, verandas and travel links. The project also included the conversion of four classrooms to an administration area and the refurbishment of five classrooms. This new Senior School Secondary Administration Building is a contemporary, purpose built facility for Senior School students. The facilities include several flexible learning spaces that enable students to take greater responsibility for their learning and from self-directed collaborative learning communities. In addition, there are individual study booths that provide spaces for individual, quiet and focused learning. The five classrooms have "breakout zones", where a group of students can work in a team to solve problems. This facility is purpose designed to promote an environment where students are provided opportunities to hone and further develop their 21st century skills, equipping them well to contribute to and flourish in a global community.

Archbishop's Message

The Archbishop's Message of "Generations Together" was implemented in a range of ways during the year. A significant event on the calendar is the combined Book Week/Grandparents' Day. Many of our younger students had a chance to interact with the significant elders in their life and this day was a huge celebration of intergenerational relationships, love, learning and support. Many Year 12 students volunteered at local aged care facilities during the year as part of their community service contributions. In our Worship @ WestMAC services, two of the important intergenerational highlights were our Messy Pentecost Baptism service and our Good Friday service. It was such a joy to see the interaction between different ages and stages as we explored important aspects of our faith story together, from a number of different perspectives. Our pre-Christmas celebrations also involved a Messy Christmas, with plenty of intergenerational activities, and we joined with All Saints, Booval to share in and assist with a similar celebration with them.

Anglican Schools Associated with the Diocese

All Saints Anglican School

Headmaster: Mr Patrick S Wallas
BA (Hons), PGCE, MACE

“Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience.” Colossians 3:12

Each year we choose a theme that seeks to foreground a particular value that is important to us in a unifying way. In 2018, this theme was ‘Kindness’. At our various assemblies, in and outside the classroom, and in our weekly newsletter, the importance of treating each other with respect and kindness was thus highlighted. ‘Choose Kind’ T-shirts were provided for all members of staff and worn with pride on designated days. Our theme for 2019 is ‘Everything With Joy.’

Worship & Christian Ministry

With the exception of Pre-Prep (who have ‘Godly Play’ every week), each year level has a weekly chapel. In Senior School a year-level Eucharist is offered every term, and an annual Family Eucharist is offered at every year level for students and their families.

Junior School Family Services are held at Robina Anglican Church. Year 3/4 and 5/6 services are held on a Sunday during the usual parish service with students contributing to the liturgy in the form of prayers and readings as well as leading musical worship.

A Messy Church service is held at Robina Anglican Church for the Years 1/2 and Pre-prep/Prep students. This is a collaboration between the Church and Parish with the

teachers conducting the practical aspects, and ACR clergy providing the Biblical Narratives

A Staff Eucharist is held at the beginning and end of each term where there is a student free day. All Staff are expected to attend.

Whole School services are offered annually for ANZAC day and Easter Day. Imposition of Ashes is offered throughout the school on Ash Wednesday.

Weekly prayer meetings are held each Monday and Wednesday morning before school to which students, staff and parents are welcome. The Headmaster and Chair of School Council attend the Wednesday morning gathering each week.

A monthly Eucharist is presented before school which is attended by a number of staff. It coincides with Council Meetings to include the Chair of Council, council members, Headmaster, and a number of staff and parents.

Baptisms are held throughout the year for community families, past students and staff. This also applies to those seeking funerals, wedding and other pastoral services.

An annual Celebration of Sport service has been introduced over the past few years. An annual Celtic style service is held, and during this service baptisms are conducted, some of which are in preparation for Admission to Communion which takes place at a later date during Family Services. Eighteen students were baptised in 2018, and 29 were admitted to Holy Communion.

Senior School Students are invited to attend an annual 'Happening!' weekend which is evangelistic in nature with the added benefit of relationship building. It is held at school and is gaining momentum each year.

Pastoral ministry is provided throughout the year to parents and families of the school. The P&F provide hampers for those in traumatic or difficult situations.

Engagement with Local Parishes

We have established an intentional relationship with Anglican Church Robina with the following mutual services:

- Mutual assistance between the clergy of both school and parish at services held in each domain.
- The school has collection points for the church's Op shop donations.
- The school regularly provides student interns to the parish once they graduate (there are two such interns working at Anglican Church Robina this year).
- The parish uses the school premises for Alpha weekends and the school uses the parish for Happening! reunions.
- The Rector of the parish is a member of School Council. The Head of Middle School is a member of Church Council.

- The School operates a Pen Pals service learning program which builds relationships between our Year 5 students and members of the parish congregation.
- The School holds an annual music concert at the parish.
- School and church events are advertised in one another's domain.
- The Director of Mission and Youth Minister from Anglican Church Robina visit the School each week to run lunchtime sessions designed to encourage students to explore their faith. These are well-attended and well-received.

Relationships

Anglicare sends speakers to our Year 11 classes every year to talk about the work of Anglicare in the community. Students are then required to complete a social justice task which explains and highlights the work of Anglicare through group case studies and a class presentation.

Chaplaincy

Our ministry team comprises five staff:

- **School Chaplain** Rev'd Ann McGuinness
- **Senior School Lay Chaplain** Mark Gladman
- **Middle School Lay Chaplain** Brendan Callaghan
- **Junior School Lay Chaplain** Milissa Gustafson
- **Service Learning Co-ordinator** Lyn Barker

Religious Studies

The sub-school chaplains are responsible for Christian Living under the oversight of the School Chaplain.

Each student in Prep to Year 11 attends a weekly Christian Living Class.

Missional Engagement

Our annual Give-A-Thon programme raises money for nine different charities each year. The charities are proposed by members of the School Community. In 2018 the following monies were allocated:

Give-A-Thon Payments to Beneficiaries 2018

Name	Connection	Amount
Baby Give Back	JS/2018 (Local) Proposed by Parent - Carly Fradgley	\$5,000
Orange Bellied Parrot	JS/2018 (National) Proposed by Student - Olivia Nicoll	\$5,000
Nepal Australia Friendship Association	JS/2018 (International) Proposed by Student – Priya Virdee-Hero	\$5,000
Bottles for Botol (Indonesia)	MS/2018 (International) Proposed by Student – Henry Collins	\$5,000
KIN (Kids in Need)	MS/2018 (Local) Proposed by Student – Reuben Collins	\$5,000
Paradise Kids	MS/2018 (Local) Proposed by Student – Luke Harrison	\$5,000
Seed	SS/2018 (Local) Proposed by Student/Amnesty – Stef Allocca	\$5,000
Tonga – Cyclone Relief	SS/2018 (International) Proposed by Staff – Mark Gladman	\$5,000
Perry Cross Foundation – Olfactory Stem Cell Research	SS/2018 (National) Proposed by Parent – Carol Taylor	\$5,000
World Vision	Ongoing	\$5,184
Anglicare	(Night In The Cathedral)	\$500
Annual Salvation Army Breakfast	SOS students attend each year	\$5,000
St John’s (Formerly SPACC)	Service Learning/Cassie Carpenter	\$5,000
Farmer’s Appeal	Nationwide Appeal	\$1,200
TOTAL		\$61,884

Please note that the shaded area denotes the nine Beneficiaries designated by the SOS Students of 2018. It also includes the names of those who nominated the request.

Give-A-Thon total received as at end 2018	\$74,442
Donations paid to beneficiaries	\$61,884
Balance	\$12,558

The Balance to be used to towards Give-A-Thon expenses and to facilitate Cash Flow for Give-A-Thon events for 2019.

School Values

- A tolerance and respect for difference.
- Harmony Day and anti-bullying programmes.
- A high respect for intellectual endeavour.
- A commitment to tradition and dignity within worship and school life.
- Allowing for a variety of worship expression, from formal to informal. Year 12 Commissioning and the staging of a solemn Tenebrae service to Celebration of Sport and Messy Church
- A sense of social responsibility.
- Students visit Mudgeeraba Special School on a Weekly Basis.
- Overseas sporting tours contain a component of Humanitarian Aid (Rugby Boys visiting Mohale orphanage)
- Tanzanian Trip

Archbishop's Message

The Archbishop's message encouraging inter-generational dialogue was warmly embraced by our School community. Formal responses included:

- Pen Pals Program (Year 5 students corresponding with willing participants from local Aged Care homes and the Anglican Church Robina parish, culminating in a morning tea held at school.
- Visits by our music students to perform at local Aged Care homes
- Our annual Grandparents' Day (180 grandparents attended)
- Anglicare Programme in Year 11

Conclusion

2018 was another successful year in the life of our school. Our graduating students received excellent results with 100% of them now on a purposeful path to the future. Enrolment demand remains strong with waiting lists at every year level. We enjoy and are proud of our relationship with both the Brisbane Diocese and with Anglican Church Robina, with whom we seek to forge ever closer ties. We enjoyed significant successes in our various co-curricular endeavours and find ourselves in a secure financial position. No student leaves our school without a sound understanding of the gospels and of the potentially transformative benefits of a life lived according to the clear values they contain. We look forward to 2019 with great optimism and hope.

Canterbury College

Head of College: Mrs Donna Anderson
BA, GradDip Ed, Grad DipSchool Counselling, ATCL,
MEd Studies, MRelEd, MACEL, MACE

One thing that is special about Canterbury College is the way we acknowledge God at all times. In 2018 the College focus was *Leading the Way*. It has been a year to push new boundaries always taking note of our mission, vision and purpose. It has been filled with great successes. We celebrated our 31st Anniversary year with the Foundation Day Chapel. We again thanked God for the vision he had given our Founders of a Christian College of excellence at Waterford. We thanked God for the faith and passion of our Founders, who caught that vision, inspired others to join them, and worked so hard to bring it into being. We also gave thanks for all the people since then who have re-imaged and reinterpreted that vision to meet the needs of each generation of students, resulting in the excellent facilities that we enjoy today, and the creative and innovative approaches to teaching and learning by our dedicated staff.

In 2018, Canterbury College expressed the Anglican Ethos, Vales and Service in the following ways:

- Charter of values posters
- Spiritual development program Prep-Year 12
- Weekly Bible readings and reflections
- Prayer and reflection space
- Opening the Chapel of the Good Shepherd at lunch breaks
- Commencement and conclusion chapels and communion for staff
- Commencement and conclusion chapels for students
- Special Chapels – Foundation Day, Valedictory, Year 6 Graduation, Middle School Graduation
- Retreats and Bush Chapels for Years 7-12
- Sacristan Group
- TAS Ecumenical Service
- Attendance at St John's Cathedral
- Shrove Tuesday
- Meditation and mindfulness practices

Outreach

- Rosie's Kitchen
- On the Edge Café Beenleigh
- Anglicare
- St Mark's Parish
- TRACC Logan
- Anglican Board of Mission
- Archbishop's Appeal – Bethania Aged Care Facility (Blue Haven)

- Talbarra
- The Smith Family
- Red Cross
- Pal Ewan Monastic School Nepal
- Child Celebration Network Uganda
- LosaLava School Vanuatu
- Various shelters in Thailand
- Orange Sky
- LifeFlight
- School of St Jude – Tanzania

Worship

- Services and support lessons
- Lent focus through spiritual development and pastoral care
- Burning of Ashes and Ash Wednesday service
- Easter Chapel
- Christmas Chapel
- Carols with the Junior School

Bush Chapel

Habits of the Heart – Years 7-12 Reflection

Foundation Day:

- Chapel with past Chaplains and the Bishop
- Cursus Magnus – Blessing of the Runners

Key Achievements

Today Show

Mrs Anderson was interviewed on the *Today* show about the implementation of the Stymie program at Canterbury. The College is very happy with its implementation and the benchmark set for other schools with our focus on student wellbeing.

Innovative School

Canterbury was named one of the 40 Top Innovative Schools in Australia in *The Educator* magazine.

Cambridge Publication

Canterbury was included as a feature international school in a Cambridge University Innovation 800 publication that was distributed to 22,000 University of Cambridge students, members of the Cambridge Alumni Association and more than 50,000 educational institutions across over 190 countries worldwide, including universities and further education providers.

EKKA Results

Canterbury has successfully transitioned into the agricultural arena, with excellent results for our cattle and chickens at this year's Brisbane Exhibition. Ms Shannon Lynes and her stud cattle took away multiple Droughtmaster placings including Reserve Junior Champion Bull and our Hy-line Brown chickens were awarded Best Commercial Chickens.

Julie Bishop's Visit

Then Foreign Minister Ms Julie Bishop MP visited the College for a question and answer community forum on Australia's Pacific Partnerships. It was well attended by many community and business groups and gave a great opportunity for the College to be in the national spotlight.

OP Results

Our 2018 OP results topped Logan and ranked the College 26th in the state. Canterbury ranked three times higher than the next Logan school on the list.

Microsoft School

We are now a Microsoft Leading School and our Director of Digital Pedagogy; Mr James Jenkins is a Microsoft Fellow.

Kindergarten Ratings

Our Kindergarten leads the way by receiving excellence ratings in all categories on a government assessment. It is one of 13 in Queensland to receive this.

Major Projects

- Commonwealth Games athletics track (400m)
- Commonwealth Games squash courts
- Relocation of college facilities department
- Relocation of college business services department
- Relocation of Bush Chapel
- Creation of a health and wellness centre
- Rowing facilities relocation
- Cricket wicket new turf
- Long jump pit at the athletics track
- Discus cage at the athletics track
- T4 classroom rebuild
- Completion of gym shed and outdoor gym
- Classroom refurbishments
- Junior library refurbishment
- IT infrastructure (computers, drones, VR technology, robotics, printers and iPads)
- Investment in facilities equipment
- Investment in musical equipment

We thank Rev'd Elroy Mee for returning to Canterbury College for another year. Rev'd. Mee has again assisted our College to develop further its sense of community and faith inspired environment. She is to be complimented for her outstanding approach to faith and spiritual development for our staff, parents and students.

Hillbrook

Principal: Mr Geoff Newton
MEd (L'Ship & M'ment), BSc DipEd GradDip Computing,
GradDip Educational Admin, FACEL (Aust)

2018 has been for the most part framed by our new campus masterplan and our Stage 1 building program. The multitude of demands and consequential planning has been very exciting and hopefully our plan of 'short and sharp' will mean that the school will return to normal by mid-2020 with the building program completed.

The increasing focus on teacher quality at a national level has seen Hillbrook and the Anglican sector in Queensland at the forefront of these developments and we are considered to be one of the 'best practice' schools in terms of Highly Accomplished and Lead Teacher processes in the country.

The Future Thinking Committees have continued to develop into a more mature expression of our distributive leadership model and strategic focus areas, and a summary of their intent is included below:

- **Campus Development**
Promoting and planning for future developments of the school's campus, which enhances community learning or social spaces and engagement with sustainable practices.
- **Community Engagement**
Schools are the hub of communities. Community collaboration within an education context is most effective when external sources (parents, industry leaders) complement our curriculum. They give real world contexts, enhancing the learning environment. Where possible, students are integral to decision making processes and contributing where appropriate. Creating mutually beneficial opportunities builds community.
- **Curriculum Innovation**
To bring together teachers across a range of year levels to discuss curriculum initiatives and innovations.
- **Data Analytics**
To encourage and steer the use of data to produce meaningful and useful information to the end user (students, parents and teachers).
- **eLearning**
Hillbrook is acknowledged as a leader in use of technology to maximise student outcomes.

- **Giving Tree**
The Giving Tree is designed to draw together Hillbrook’s resources and focus the practical effort of Hillbrook’s compassionate outreach to ensure we achieve the goals to open minds, inspire hearts and nurture dreams, and our mission to empower young people to make a positive difference.
- **Philosophy Matters**
To form a community of thinkers and practitioners keen to continue and extend the quality and influence of Hillbrook’s Philosophical Inquiry Years 7-10 course, and approach within and beyond Hillbrook. Activities will allow more teachers and their students, beyond Hillbrook, to gain the benefits of the engaging in communities of philosophical inquiry.
- **Student Wellbeing**
To lead the whole school response to the Student Wellbeing Framework by nurturing a culture of shared concern, collective responsibility and consistent response. The strategies are both proactive and reactive, including planning and reviewing responses to complex cases.
- **Student Voice**
Reinforce aspects of the Hillbrook culture; strengthening connections within the community, empowering and valuing all, addressing students’ rights and responsibilities, promoting a growth mindset, and providing opportunities for leadership.
- **Sustainability**
“Local solutions to global issues” and “from little things, big things grow” guide our approach to sustainability. Hillbrook celebrates the organic development toward sustainability that has occurred, and supports a strategic approach that incorporates long-term planning for improvement
- **Teaching and Learning**
To advocate, participate in and lead strategies to support high quality professional learning opportunities for colleagues that focus on improved student learning. (AITSL Professional Standards for Teachers 6.4)

The focus on Philosophical Inquiry enters a new stage next year with the Junior years’ curriculum now complete. External teacher professional development in this area is now focused firmly on Hillbrook’s program and we are hoping to offer in-service opportunities with interested schools delivered to their campus.

Finally, a refresh of the uniform follows our logo redesign last year and is part of maintaining a ‘dynamic balance’ that builds on our foundation beliefs and meets our future demands and priorities in a thoughtful and considered manner. Our focus on uniform changes to provide gender neutral options for all students has been well received and we fully support the Archbishop’s letter to the community reminding us that we are all part of God’s creation. We have also developed a policy on gender diversity that confirms our

support for this perspective and this has also been well received by many Anglican schools and the wider community.

Expression of our Anglican Ethos

Opportunity for Meaningful & Relevant Worship

Students and staff attend Chapel each week in house colour groups led by our school chaplain. Staff, subject areas and other groups within the school are encouraged to contribute to presenting Chapel services throughout the year. This adds a rich variety to our Chapel worship themes and topics including special interest groups such as Green Justice connecting with a spirituality of ecology and SRC supporting mental health. Along with celebrating the main events in the Christian calendar, Chapel provides opportunities for students to reflect on current social issues and topics relevant to adolescents with an emphasis on scripture and Christian teachings.

Relationships

2018 saw many opportunities to build community with our parents, local parishes and the wider Mother Church. We continue to have strong connections with local parishes including teaming up with St Paul's Anglican Church at Samford in supporting Foundation Day. Rev'd Tiffany Sparks from St Paul's parish has conducted a baptism here as well as assisted with developing materials for religious studies.

Chaplaincy

Mr David Adams took up the position of full-time lay chaplain in 2018. His role included pastoral care, leading Chapel and other services, Subject Co-ordinator of Religious Studies, membership of the Student Support and Wellbeing Committee, classroom teaching and coordinating school ceremonies.

Religious Studies

Our Religious Studies program endeavours to link and explore the three areas of traditional religious belief and practice, personal beliefs and practice, and the existential questions of human existence. As an Anglican school, Hillbrook's ethos and its Religious Studies course offers students ways of understanding God, themselves and the 'big' or existential questions of life grounded in an Anglican expression of the Christian faith. This Anglican expression of faith rests on the four essentials of scripture, tradition, reason and experience. Students are encouraged to reflect critically on and actively explore and dialogue about the correlation between the traditions and grounding stories of the Christian faith, their own experiences and the grounding questions and notions of human life. This exploration of the Christian faith is also open to dialogue with other traditions and expressions of faith and knowing. This openness to dialogue is viewed as a way of

enriching our Christian understanding of religious faith as well as establishing a basis for peace and respectful tolerance between people of differing religious faith and practice.

Years 7 and 8 cover the great themes of the Old and New Testaments ensuring an awareness of the 'story' of God's interaction and relationship with God's creation within the Judeo-Christian tradition. Philosophical Inquiry continues to be a major support for the school and adds richness and value to our Religious studies program. PI is taught alongside Religious Studies in 7-8, then intensifies in 9 and 10 with exclusive focus on philosophy, and is an elective subject alongside a compulsory Religious Studies program in Year 11 and 12. The richness in student thinking and questions is noticeable in Year 11 where PI has been taught. Year 11 and Year 12 focuses awareness and appreciation of other faith traditions and expressions of spirituality. Other areas explored include issues of justice in our world, philosophy and ethics, and developing the students' own sense of self and spirituality. There is also a strong emphasis on the need to value creation and honour the stewardship given to us by both personally experiencing the beauty of creation and actively engaging in protecting it.

During Chapel and through dedicated time with mission organisation, Year 10 students were challenged to reflect on their place in the world and their responsibility as individuals and a community, to consider how they can make a positive difference in the lives of others. As a result of these lessons, 40 students took up the challenge to participate in a mission trip to Cambodia at the end of 2017 to build houses for a remote community and work alongside local people. We look forward to reporting the success of this program next year.

Community Life & Service

Hillbrook values both community involvement and leadership. We also believe that one way of implementing the aim of intellectual, spiritual, personal and physical growth is having the school function as a small community involved in the life of the wider community. Our Community Action Program provides opportunities for students to expand their experience in these areas. This is achieved by students taking a proactive role in seeking out and obtaining placements with a community-based program that makes a positive difference to the lives of others.

In 2018, all the Year 11 students were involved in a minimum of 20 hours of their own time to help in local charity and community organisations. The whole school continues to collect donations for Holy Trinity Fortitude Valley Pantry at Christmas time. We also continue our relationship with the Romero Centre which assists refugees to integrate into the community.

Green Justice is another means for serving others, and had a very successful year in 2018, with the help of a dedicated team of Year 12 leaders. Throughout the year they encouraged the school to raise money for the Indigenous Literacy Foundation.

Academic Life

In a time of change with the new Queensland Certificate of Education (QCE) coming to effect, we are proud to maintain our broad, liberal curriculum offering for our students. We believe that completing six subjects at a senior level, and students selecting a balanced curriculum, is the best preparation for their future as Year 12 is not a destination, but very much part of a journey.

We believe that every student should have access to an academic pathway to a Year 12 level, and the experience of doing so is a significant opportunity for growth and development for the individual. As such, every Year 12 student at Hillbrook receives an OP and sits the Queensland Core Skills Test (QCST). In 2018, we had a lot to celebrate with seven of our Year 12s receiving an OP1, six who received an OP2, and nine who received an OP3. Overall, 34% of students were awarded an OP1-5, 68% an OP1-10 and 85% an OP1-15. Our OP1-5 and 1-10 bands were the highest they have been at Hillbrook for some time, and outperformed the state distribution (22% OP1-5; 54% OP1-10) which is a wonderful result. Also to be celebrated is the fact that 53% of our Year 12s received an A or B on the QCST, performing above the state distribution of 46%. Most importantly, though, is that all students' achievements will give them a wide range of opportunities to engage in further study, trades and employment.

Our Year 12 students of 2018 were extremely active contributors to our community during their time at Hillbrook, and we are extremely proud of them all. Our thanks to our staff and families for supporting them on their journey.

Overall Positions (OPs) for 2018

OP	Male	Female	Hillbrook %	State %
1-5	10	30	33.6%	21.8%
1-10	28	53	68.1%	54.0%
1-15	37	64	84.9%	82.7%
1-20	45	70	96.6%	98.5%
1-25	49	70	100.0%	100.0%
11-25	21	17	31.9%	46.0%

Year 12 2018 Snapshot

Total number of Senior Statements awarded	120
Number of Students Awarded a QCE at the end of Year 12	118
OP 1-15 Percentage (Eligible Students)	85%
Percentage of QTAC Applicants Receiving an Offer	99%

School Board

The work of the board this year centred on:

- Reviewing board operations
- Developing a campus development masterplan.
- Budget planning for the first stages of the masterplan.

The members for 2018/19 are:

- Mr Robert Seljak (Chairperson)
- Ms Shannon Woodrow (Deputy Chairperson)
- Mr Andrew Devenish
- Ms Deborah Enright
- Mr Michael Gillard
- Ms Vicki Hansen
- Mr Scott Kennelly
- Mr Mark Mugnaioni
- Mrs Judith Nagle
- Mrs Loris Phair
- Mr Geoff Newton (Principal)
- Mr Brent Durham (Company Secretary)

Finances

The school continues to be in a strong financial position. The 2018 Financial Statements reflect the school's net surplus of \$0.47m and total equity of \$29.9m. The school invested approximately \$2.8m in property, plant and equipment for 2018 with \$5m of borrowings repaid, reducing the final balance of borrowings in 2018 to nil.

Conclusion

Hillbrook continues to support the Church in many and varied ways. We work well with all Anglican schools and together we have achieved much in the last year, our history and practice since foundation is one of inclusion and we are reminded of the importance of this and our common humanity by:

Job 31:15 - Did not the same God that made me, make them?

Matthew Flinders Anglican College

Principal: Mr Stuart Meade
BA, Dip.Ed., M.Ed., FAIM, MACE, MACEL

It is with pleasure that I present the activities of the College during 2018.

Matthew Flinders Anglican College is a separately incorporated co-educational day school which is affiliated with the Anglican Church. It is situated in a natural bush setting of 20 hectares in Buderim on the Sunshine Coast of Queensland.

At Matthew Flinders Anglican College, we educate for excellence in learning and life. We value courage, compassion, respect and integrity. We welcome students, parents and staff with diverse backgrounds and cultures, in accordance with our Christian principles.

Worship & Christian Ministry

Each fortnight, the Chaplain and volunteering students lead nine worship services in cohort (or in the case of Middle School, sub-school) groups, mostly in the Chapel of St Nicholas. Last year we trialled Sunday Services on a weekly basis through Term 3, and have made the decision to reduce that to a service once a month in the terms following. We mark Services such as Ash Wednesday, Good Friday and Easter Sunday, and ANZAC Day across the College and, for the first time in 2018, also held All Saints-All Souls Day Services. At each Primary and Secondary Assembly held weekly, there is always time for prayer, and at weekly Primary and Secondary Staff briefings there are also regular prayers and reflections led by the Chaplain.

In the past 12 months, we celebrated two baptisms, six admissions to Holy Communion, two marriages and marked two funeral services and interment of ashes. The college also allows the Chaplain to offer her services to bush parishes during holiday breaks and she has assisted over the past couple of years at the Anglican Parish of Leichhardt-Chinchilla, particularly before the appointment of The Rev'd Terry Frewin. Last year, Rev'd Lizzie helped Rev'd John Pryce-Davies (ret'd) at Christmas Services in the centres of Jandowae, Durong and Bell. The College is pleased to offer her time and services as part of its commitment to parishes in rural Queensland.

Each fortnight our services with cohorts focus on readings from the lectionary and observe the times and seasons of the Church year. We continue to build a culture within the college that is at home in the Chapel and feels, in spite of different faith backgrounds, or none, a sense of connection and belonging.

Engagement with Local Parishes

Our Chaplain attends Deanery meetings when she can and from time-to-time, Deanery clergy are able to help out at College Chapel Services when the Chaplain is away.

Our college music department is asked to participate in local Anglican Services on special occasions, and our Year 9 cohort volunteers at St John the Baptist Anglican Parish in Nambour at their weekly soup kitchens as frequently as the students are able.

Relationships

The college has three college-wide charitable partnerships with the following organisations negotiated through our Chaplain:

- **Buddies Refugee Support Program**
We are a host school of their twice-yearly Learn English Holiday Program and our students and staff volunteer at these events.
- **The Anglican Mission District of Leichhardt-Chinchilla & Murilla Community Centre**
In the past two years since this partnership was established we have raised around \$7,000 for drought relief and community projects in Miles and beyond. We are also exploring our first service-learning tour with a small group of Year 9 musicians, set for September 2019.
- **Gateway Care Community Centre**
The College fundraises and one of our Houses provides students each week to volunteer at this local market for those in need.

The chief aim of these partnerships is to encourage a fuller relationship with a range of groups, one local charity for locals, a local charity with an international social justice focus and a rural partnership in Western Queensland. We would like our students to have not only the opportunity to fundraise but to form more meaningful engagements and offer service to those whose stories are different from our own.

Every second year our Business Department engages in social justice and community service with the Hair Aid Program in Manila. In 2018, ten students flew to Manila to offer their time and care to families in need there.

Our secondary students are also given the opportunity to engage in a variety of Service Learning opportunities abroad through the Global Immersion Program, and through cultural exchanges across the globe.

Chaplaincy

The College employs a full-time Chaplain – The Rev'd Lizzie Gaitskell.

Religious Studies

The college is fortunate to have teachers committed to the delivery of a meaningful RAVE program. Students in Years P-6 receive one lesson in Religious and Values Education per week delivered by one staff member, and in the Secondary School, three teachers share the delivery of the RAVE program with students receiving, on average, two lessons per fortnight.

Missional Engagement

Each year our Primary School Student Council, Interact (our Secondary School social justice group), our Prefects, House Captains and Middle School Captains choose a range of different projects to support – in cash, in items or in volunteer service. Our Primary School has a long-standing relationship with Anglicare Southern Queensland and each year holds a very well supported Christmas Hamper Drive for Anglicare in Caboolture.

In 2018, the college contributed to a total of 32 causes and charities. In excess of \$42,000 was donated as well as countless hours to assist these groups reach their goals. Importantly, the various levels of contribution enabled students at the college to participate in activities that were bigger than themselves, gaining an appreciation of the terms *selfless* and *service*.

Staff Development

Our staff regularly undertake Professional Development – including faith development i.e. FAISS, and hold membership with and contribute to national and state educational bodies. The college also regularly hosts, supports and develops pre-service teachers.

School Values

The college values are Courage, Compassion, Respect and Integrity. These are addressed in many different forums with a conscious desire for all students to, not only understand them, but to model them on a daily basis.

Anglican Schools, perhaps unlike many Anglican Parishes, are places where community members come from a range of walks of life. We estimate that 90% of our student population do not have a particular faith background, or one that is not specifically Christian. The most recent College survey reminds us that many families do not enrol with Anglican Schools because we are Anglican, but because of the greater opportunities

for academic and social 'success'. It is vital for us to equip our students with the skills they need to be courageous, grateful and resilient in times of challenge and adversity, in a world where they are insulated from hardship by the wealth and privilege we take for granted. We are mindful in this climate, of being a College that articulates our Gospel values in ways that broaden that concept of success. God does not call us to be 'successful', but invites us to follow in the footsteps of Christ and to use our gifts and talents to bless the world He loves.

Any worthwhile education must have a noble purpose, it must be based on strong ethical foundations, it must nurture a genuine love of learning and it must truly address the deep human yearning for meaning and direction. This College's Mission to equip students with the character and competencies for achieving academic excellence and a future of contribution and leadership in local and global communities is predicated on clearly articulated Christian Values and an understanding of our place in the wider world and how we can serve to make it even better.

St Aidan's Anglican Girls' School

Principal: Ms Toni Riordan
BEd, MEd Le, MACEL, MACE, GAICD

2018 was a seminal year for St Aidan's, with significant changes in the leadership of the school and the introduction of the new senior assessment system. Principal Ms Toni Riordan was commissioned by the Archbishop on 25 January. In addition, Ms Cate Begbie was appointed as Deputy Principal, Ms Lynda Wall as Dean of Studies and Ms Holly O'Sullivan Williams as Dean of Students. The transition has been smooth, and St Aidan's has been able to retain its focus on the academic and spiritual development of students throughout this significant change.

Worship & Christian Ministry

Worship continues to reside at the heart of St Aidan's common life, in keeping with the ethos of the Society of the Sacred Advent. The year began with two significant worship events held in collaboration with our sister school St Margaret's, a joint staff Eucharist to mark the beginning of the year and the celebration of Mother Emma's Day in St John's Cathedral.

Chapel is held for each year level from Prep to Year 12, once a term. This approach enables us to tailor chapel services to the needs of a particular year level and offers more meaningful engagement with the traditions and stories of our Anglican faith.

Messy Church is now celebrated once a term in the Junior School and in 2018 we specifically invited parents and other friends to join us for Messy Church, as a way of engaging with the Diocesan theme of Generations Together. Messy Church is an effective way of facilitating intergenerational community-building.

We also celebrated rites of initiation including baptism and first communion in Year 5, and confirmation in the senior school. In 2018, two students were confirmed and a member of staff was received into the Anglican Church at a service with Bishop John Roundhill.

Year 7 students spent a Quiet Day at the Brookfield Centre, participating in quiet worship and reflective time in the beautiful grounds of the centre. This is a much-appreciated break from the pace of regular school life, and hearkens to both the practices of the Sisters, and to the pattern of St Aidan of Lindisfarne.

Engagement with Local Parishes

St Aidan's enjoys a close relationship with the local parishes of Chelmer-Graceville and Sherwood. This relationship manifests in pulpit swaps, the use of facilities, and in shared ministry opportunities. We regularly welcome the Rev'd Michael Stalley and the Rev'd Peter Shayler-Webb to assist at school services. We continue to explore ways in which the school and parishes might enter into a shared services model of ministry in the area, to most effectively use our resources for ministry.

Messy Church is also an opportunity for shared ministry both at parish level and in our participation in the Messy Cathedral event in August.

Relationships

Relationships with the wider church continue to strengthen as we look for ways to build engagement and participation beyond the school fence. The chaplain is a member of the Diocesan Council and of the General Synod Church Law Commission, as well as the Byam Roberts Chaplains' Community. Members of staff also participate in the Anglican Schools Counsellors' Network and the Anglican Schools Innovation Network.

The chaplain has been involved in the establishment and support of the Community of the Way and we look forward to developing this relationship further as we see the Community as an important option for some of our graduating students who are looking to continue their faith journeys.

Chaplaincy

The Rev'd Gillian Moses continued as chaplain in 2018, overseeing the worship and spiritual life of the school, in conjunction with the principal. The student sacristans, Emma Sargeant and Amy Stalley, provided excellent assistance as well as offering their own spiritual leadership to their peers. It would be impossible to offer meaningful and beautiful worship without the further assistance of the music department, and the head of music Dr James Cuskelly.

In October, the chaplaincy office was relocated to the new Wellbeing House, along with student counselling services. This has provided a welcoming and peaceful location for students and staff seeking counselling and assistance, and is a practical demonstration of the place of spirituality in the wellbeing of staff and students.

Religious Studies

Early in 2018, staff from the Junior School met with Ms Vanessa Gamack of the Anglican Schools Office to develop a new Religious Education curriculum for the Junior School. The new curriculum energised both staff and students and continues to be developed

and improved. In the Senior School, there is a lively and evolving program of Religious and Values Education designed to equip students to engage with their world using the wisdom and insights of the Christian faith and tradition. Students engage in a service learning program as well as units on the environment, Indigenous spiritualities, sexuality and relationships, the Jesus of history, and ethics and philosophy. The religious studies program is overseen by the chaplain.

Missional Engagement

In 2018 we undertook a review of charitable giving in order to streamline the number of charities we supported. This review was undertaken with the goal of selecting a smaller number of partners with whom we can build more meaningful relationships beyond the giving of money. The basis of the review was to select partners in three sectors of local or personal causes, those in the service of others and those who work globally. Consideration was given also to how we could partner with Anglican mission and service organisations as part of the matrix.

Anglicare SQ and the Anglican Board of Mission remain important partners in our missional engagement. Beyond that we have built strong relationship with the RSPCA, the Feeding Dreams School in Cambodia, and World Youth International in Nepal.

Staff Development

Changes to the secondary school assessment system have provided rich opportunities for staff to be involved in development of new curriculum and syllabus writing as well as in examinations and marking.

In 2018, St Aidan's awarded its inaugural Born to Fly internship to a student teacher in their final year of study. The internship offered the student teacher the opportunity to spend at least one day a week at St Aidan's in classrooms and working with teachers, as well as the opportunity to complete their pre-service training at the school.

Professional development of staff continued through Educator Impact, with support staff and the Senior Leadership Team also undertaking 360° reviews through Educator Impact in 2018.

Middle Leaders and the Educational Leadership Team participated in a Leadership Retreat at the start of the year to set goals for the next three years of school up to 2020, taking account of the changes in leadership and the changes to senior assessment.

Reconciliation Action Plan

The RAP Working Group surveyed staff, students and parents around a vision for Reconciliation in the school, as part of the development of a RAP for St Aidan's. The RAP Working Group and wider staff continued to work closely with the Educators Learning

Circle at Benarrawa Community Development Association to strengthen relationships between the school and local elders. The St Aidan's RAP is being developed in consultation with Narragunnawali Australia and Reconciliation Australia, and with the Diocesan RAP coordinator, Ms Chrissy Ellis.

School Values

St Aidan's focus is to develop and promote authentic, caring, confident, creative and connected women who value reason, imagination, truth, compassion and responsibility. Alongside these values, our common life is shaped by the values of the Society of the Sacred Advent which include humility, courage, compassion, resilience, faithfulness and whole-heartedness.

Education is our core business and remains the focus of most of our efforts, for students and staff. It was encouraging to see that our graduating cohort once again achieved good success at the end of their formal schooling, with 9.5% of the eligible cohort achieving an OP 1. 42% achieving an OP between 1 and 5, and 99% achieving an OP between 1 and 15. All graduating students achieved a Queensland Certificate of Education.

The school began work on the Empathy Project during 2018. This project is designed to increase empathy among our students by increasing opportunities to work with others on common goals, and by celebrating diversity within the school community.

Students were involved in a range of service projects and events including working at an event for the charity Friends with Dignity which assists people leaving abusive domestic situations. Students, staff and families also participated as the St Aidan's team in the Mater Hospital's Chicks in Pink fun run to raise money for breast cancer research.

Achievements & Contribution

We marked a number of significant achievements by staff and students in 2018. The Rev'd Paul Bland, member of the school council, was awarded an OAM for services to education and to the Anglican Church of Australia. Dr James Cuskelly, head of music, was awarded an OAM for his services to music education.

Year 10 students Lilyan Sullivan and Aeshlein Ralston were winners of the International Conrad Spirit of Innovation Challenge for cyber-technology and security for their app Speechability, designed to assist people with autism to find work.

St Aidan's dux of 2018, Phoebe McAuliffe, was awarded a Distinguished Academic Achievement award by the Queensland Curriculum Assessment Authority.

Rachel Liu was awarded a Creative Generations Award for Excellence in Visual Art.

On the sporting fields, St Aidan's retained the Joan Benson Percentage Shield in the QGSSSA Cross Country competition, and the athletics team retained the Dell Mellafont Percentage Cup in the QGSSSA Athletics Competition.

Events

The Commissioning of Principal Ms Toni Riordan by Archbishop Phillip Aspinall in January was the major event of 2018. Ms Riordan took on leadership of the school after the significant leadership of Ms Karen Spiller. It was a joyous occasion as we celebrated the beginning of a new phase in the life of St Aidan's, and the school community looks forward to many years of Ms Riordan's guidance.

The inaugural Glow Festival was held in October and was a chance for students of visual art to showcase their achievements.

St Aidan's Day was celebrated in September with Messy Church and a senior school Eucharist, followed by whole school games at Ambiwerra. This day evokes the spirit of St Aidan's Days of the past which involved excursions to Seventeen Mile Rocks and picnic days for the whole school.

Major Projects

Much of the year was given to planning for future projects with a refreshment of the Master Plan for the school grounds including the Ambiwerra sporting fields. Wide consultation with all stakeholders has helped us to formulate our future development with greater emphasis on sustainability, environmental awareness, community engagement and technological innovation.

The refurbishment of the old chaplain's house into the Wellbeing House was completed, along with the creation of a study centre for senior students.

Archbishop's Message

The Archbishop invited schools to consider how they might engage with the Diocesan theme of Generations Together throughout 2018. While in one sense, schools are places where different generations interact with one another regularly, there is always opportunity to increase these opportunities. St Aidan's alumni network has always been one of our strengths and we see this as generations together in action. We work closely with our alumni in mentoring students and regularly invite old girls back to participate in activities and events with our students.

Future Plans

The new ATAR system for senior assessment remains the most significant challenge for us in the next few years. We will also take the opportunity to celebrate 90 years of education at St Aidan's in 2019, and we look forward to reflecting on all that has been in our story so far, even as we eagerly anticipate all that is yet to be.

St Margaret's Anglican Girls School

Principal: Ms Ros Curtis
BA (Hons), DipEd, MLitSt, MEd (Leadership & Management),
ASDA, FACE, FACEL, FIML, GAICD

St Margaret's has a proud tradition and a strong ethos firmly grounded in the traditions and ethos of The Sisters of the Society of the Sacred Advent (SSA). Since 1895, the education of young girls and women has been paramount, and the school focus is the 'education of the whole child', in body, mind and spirit.

The Sisters are, for us, an example of Christian living. Our students are influenced by their example and from Years 5-12 are involved in a structured community service program, either through our Cornerstone Projects in Primary, the Community Service Passport (Primary and Secondary), ToCH and the Philanthropy Group (Secondary).

Our students are very aware of the great achievements of these women and their legacy of work caring for young women and children.

St Margaret's enjoys a full expression of liturgical worship in both the day and boarding school. Students across each year level may have the opportunity to participate in worship from Eucharistic to alternative prayer and praise liturgies. Each year level in the Secondary School gathers together for a service of Holy Communion once a term in addition to their Family Service held annually. Primary students maintain a regular presence at Chapel, enjoying Friday afternoons each fortnight, celebrating a biblical theme, a song, and we celebrate birthdays. We love the tradition of singing the Birthday Blessing song, written by one of the Sisters of the Society of the Sacred Advent many years ago.

The family services for Primary, Years 7 and 8, Years 9 and 10 and Years 11 and 12, are occasions of celebration and joy. The Primary Family Service in May was held in Eton Hall in order to accommodate everyone. It was especially memorable with two baptisms and 22 admitted to receive communion. The Primary Chorale sang some beautiful reflective pieces during and post communion, and fellowship with families continued in the courtyard for morning tea afterwards.

The Years 7 and 8 Family Service is usually held quite early in the year, in Term 1, so we have the chance to welcome newer families and introduce them to another aspect of the spiritual life of the school. For some family members, it is their first time in the School Chapel, and perhaps their first time in church for some time. The joy and pride that the students show in their singing and gentle welcome to their parents to come forward at communion is lovely to see.

The Years 9 and 10 Family Service was held at St Mark's Clayfield, and Years 11 and 12 was held at St Augustine's, Hamilton. These family services were well attended, with students, staff and family agreeing how nice it is to have a "change of scenery" from time

to time, by visiting parishes for these major school services. My thanks to The Rev'd Canon Dr Murray Harvey and The Rev'd Canon Dr Marian Free for their leadership and hospitality on these occasions. Taking our Secondary Family Services "on the road", and using some of the bigger local churches, was a deliberate choice a couple of years ago, and one that we hope has assisted many members of our school community to feel comfortable and familiar with the local parish churches. It has been a significant undertaking, involving parishioners and local clergy who play a key role.

The Rev'd Canon Nicki Colledge visited Year 4, Year 5 and Year 7 camps, offering prayer reflections and worship with the students and staff.

Students from Years 6-12 gather at St John's Cathedral in November for the annual Thanksgiving Service during Valedictory Week, and we again joined with staff and students from St Aidan's School to mark Mother Emma's Day at St John's in March. Six students and The Rev'd Canon Nicki attended the Archbishop's Launch of "Generations Together" in February.

Special services throughout the year include a welcome Chapel for families of new boarders, Whole School Ash Wednesday, Easter, Christmas and St Margaret's Day celebrations, Old Girls' Service, funerals, baptisms for children of past students and Secondary Admission to Communion (with four baptisms and 12 Admissions to Holy Communion which included siblings and friends) plus a Confirmation Service with Bishop Jeremy for six young people.

Over the year, we celebrated 15 baptisms in total.

In 2018, the Young Families' Service continued twice a term on a Sunday morning. Whilst numbers vary from one family to 10 or more, there is most certainly a need for this kind of "doing church" within our school. The largest gathering for this service is the St Margaret's Blessing of the Pets around St Francis' Day, where the beautiful gardens can be used for the many animals who attend!

One of the most powerful pieces of "outreach and mission field" work has been realised through the growing ministry of Prayer Spaces. In 2018, Dadirri (an Indigenous term which means "inner deep listening and quiet still awareness") was held over 2 weeks each term in order to allow as many students and classes and other visitors to engage with the prayer stations. Gazebos, pop-up tents, couches and cushions all contribute to the experiences found within Dadirri each time. No matter the faith, religious background or attitude to God, there is something for each individual. The place of Dadirri in our school has been a powerful and engaging way of building a sense of space, stillness and silence in the lives of many.

Throughout the year, our choral ensemble *Encorah* and Primary Chorale have both sung at services and events at St Mark's, Clayfield and St Augustine's, Hamilton. Students in Year 8, working towards community service hours to faith, have offered their assistance to a variety of causes run by local parishes as well as to Anglicare. A band of keen Year 8s along with their head of year and school chaplain, slept overnight at St John's Cathedral at Anglicare's homelessness awareness event in October.

The Rev'd Canon Nicki Colledge maintains her license with the parish of The Church of the Resurrection at Aspley-Albany Creek where she assists occasionally with Children's message, preaching, presiding, leading Messy Church service and assisting the youth group and teenage ministries.

St Margaret's students also attended Primary, Junior and Senior Ichthus camps run by the Diocese this year. One of these students has now become an Ichthus leader for future camps.

St Margaret's Chaplain, The Rev'd Canon Nicki Colledge, has remained as President to The Byam Roberts Community of Anglican School Chaplains of the Anglican Church of Southern Queensland. She has also been the Queensland State Representative for the Anglican Schools Australia Chaplaincy Consultative Committee, and in August 2018 was invited to be on the Anglican Schools Australia Management Committee.

Rev'd Canon Nicki was on the organising committee for the Provincial Clergy Conference held at the SeaWorld Nara Resort, and was master of ceremonies for the dinner. She also led Evening Prayer and along with School Chaplains from Cannon Hill Anglican College, St John's Anglican College and St Aidan's School – the Prayer Spaces which were made available to delegates at the conference.

St Margaret's remains committed to The St Margaret's Way – essentially a framework to think about how staff, students and members of the community interact. It is focused on our school's six core values: Spirit, Faith, Integrity, Courage, Respect and Passion. At St Margaret's we know that positivity and gratitude have an immense impact on our emotional wellbeing, thus creating an environment where we can all flourish. We ask ourselves 'How do I want to feel every day when I come to school?' 'What am I doing to ensure others can feel this way?' By appreciating others and being aligned with and accountable to the St Margaret's ethos, we can ensure honesty, positivity and authenticity are all part of The St Margaret's Way.

St Margaret's has continued to strengthen and develop and there were many highlights throughout the year, too many to mention in this report. We have chosen just a few to remind us of some of the highlights of the year.

In 2018, we continued to sharpen our focus on academic success.

This year Academic Advising was introduced across Years 9 to 12. Our Principal Ros Curtis first saw this program in action when on sabbatical overseas and adapted it to the St Margaret's environment. Under this model, small groups of students are assigned to a teacher who is their Academic Advisor. Students meet or communicate with their advisors each week who help them set their academic goals, assist in tracking their progress through the Learning Analytics Program, and also check in on their general wellbeing. This model gives each student a teacher who 'walks alongside them' to both support and challenge them on their academic journey in its entirety, in addition to the support of their subject teachers. This innovation has brought early results. The first Academic Assembly after its introduction saw a record number of progress certificates being awarded and

many more who may not have received a certificate but had made significant academic gains.

Academic Advising sits alongside our work with Learning Analytics and Continuous Reporting which has brought us national attention as one of the top 40 innovative schools in Australia, as selected by the prestigious *Educator Magazine*.

Our unrelenting focus on numeracy and literacy – as the very foundations of all learning – has been borne out in continued excellent NAPLAN results, especially these past two years. For the second year in a row we were in the top 15 schools in all four year levels (and only one of two P-12 schools who made it into the top 20).

Much work is being done to successfully guide our students through the new Senior Education System, which commences for Year 11s in 2019. All staff are actively engaged in professional development and this year, Head of Sociocultural Studies, Tom McCormick received national certification as the first Lead Teacher at St Margaret's. Another four members of staff are working towards national certification for either Highly Accomplished Teacher or Lead Teacher. Ten staff members received nominations for the National Excellence in Teaching Awards for inspiring educators. These are community-nominated so it is gratifying to see the high esteem in which our teachers are held.

A new prospectus was produced this year and it was designed to try and communicate to prospective families what it's like to learn and live (in the case of our boarders) at St Margaret's. Its content was from the hearts and minds of people sitting right here in this audience: staff, students, parents and old girls all made contributions. It's easy to write about programs and different offerings, but often it's the culture and spirit of an organisation – the place where we spend our many school days or many years of our working lives – that truly defines that organisation and truly inspires us to be the best we can be.

What comes through is that we are all here for one another; that we all – teachers and parents – are here to care for, nurture and educate the next generation of young women.

Importantly, it's very evident reading student comments in that publication that the girls are here for each other too. This was borne out beautifully too in the seniors theme this year – the St Margaret's Sisterhood. You will hear students refer to it regularly which means it has truly resonated with them and activities such as the St Margaret's WAY day this year – WAY being an acronym for We Appreciate You was an extension of both the St Margaret's Way implemented last year and the sisterhood theme. The seniors were to be commended for their very proactive initiatives this year to nurture the St Margaret's spirit.

Not only do we look after each other; we continue to be mindful of others beyond the school gates who need our help. The Ponytail Project – now in its fourth year – raised a record \$96,500 to be shared between the Cancer Council Queensland and The Amanda Minotti Trust. The Year 9s raised funds to be able to pack birthing kits for Birthing Kits Australia – a wonderful example of global sisterhood. There have also been activities to

assist our drought effected boarding families. The many more wonderful philanthropic activities throughout the year are too numerous to name.

St Margaret's remains focused on its Strategic Plan, *A Local School with a Global Outlook*. This plan is focused on five goals:

- Pursuing Academic Success,
- Empowering Young Women,
- Inspiring Staff,
- Broadening Horizons,
- Nurturing Faith.

It remains a guide for all the work we do at St Margaret's and has great support from all in our community.



St Margaret's Anglican Girls' School students Emily and Ella Woods, with Head of Faculty – Science and Technology, Chris Dunn, at the 2018 Australian Museum Eureka Prizes Awards Dinner on 29 August 2018 in Sydney.

Community Services Commission

Anglicare

Commissioners

- *Archbishop of Brisbane*, The Most Rev'd Dr Phillip Aspinall
- *Chair*, Mrs Cathy Grant
- *Executive Director*, Mrs Karen Crouch
- Dr Kim Forrester
- The Right Rev'd Cameron Venables
- Mr Gary Brady
- Mr Alex McNab
- Mr Ken Thomson
- Mrs Kim Rayner
- Mr Rob Freeman – *Retired, August 2017*

Sub-Committees

- | | |
|---------------------------------|--|
| 1. Care Governance | <i>Chair</i> , Dr Kim Forrester |
| 2. Nominations and Remuneration | <i>Chair</i> , Mr Rob Freeman/
The Right Rev'd Cameron Venables |
| 3. Audit and Risk | <i>Chair</i> , Mr Gary Brady |
| 3. Human Research and Ethics | <i>Chair</i> , Mrs Jennifer West |

Anglicare Executives

Executive Director, Mrs Karen Crouch
Director of Services, Mrs Susan Cooke
Director Mission, The Rev'd Canon Linda McWilliam
Chief Financial Officer, Mr David Barrie
Director Governance Risk & Assurance, Mrs Amanda Davies
Director Organisational Development, Mrs Anna Zilli
Chief Information Officer, Mr Mark Smith
Director Strategy and Transformation, Mr Glenn Bradley

Introduction

On behalf of the Anglican Community Services Commission, I am pleased to present this report for Anglicare Southern Queensland for 2018. Anglicare plays an important role in working to improve the quality of life for people in our community by responding to social and welfare needs and by seeking to transform unjust social and welfare structures and practices in our society.

Our Client Services

The total number of clients and residents supported during 2017-18 was 53,682, up from 43,028 in the previous year. During the year, Anglicare provided:

- 1.3m hours of support to 40,000 community aged care and disability clients
- 213,000 nights of residential aged care for 630 people,
- 383,000 nights of care for children and young people through foster, kinship and supported accommodation,
- 80,000 hours of mental health and wellbeing support for more than 13,000 clients,
- and, 11,500 hours of support for people who were homeless or at risk of becoming homeless.

Financial Performance

The 2017-18 year delivered total revenue of \$214.4m, an increase of 12.3% on 2016-17. The revenue growth was primarily driven by an increase of 10,600 clients and a subsequent 33% increase in income from clients. These results translated to an operating surplus of \$4.02m for the financial year. This surplus allows Anglicare to continue its strategy of reinvesting in its services for the benefit of the community.

Major Projects

Work continued on capital works projects at five residential aged care homes.

This included the \$24m replacement of Symes Grove Residential Aged Care at Taigum and the \$14.8m extension and refurbishment of E.M. Tooth Memorial Home at Manly. Both projects were completed in late 2018. Stage 1 of The Village Taigum, developed in partnership with the Village Retirement Group, was also completed and residents moved into their new homes.

The following report is provided for a more in-depth overview of our services and on behalf of the commission, we remain truly grateful for the support of the wider church community, our government partners and generous donors.

Mrs Cathy Grant, Chair

Our Client Services

Community Services – Aged & Disability

The services grouped under Community Aged and Disability provide supports for people living in their own home to remain independent and well.

This year, we extended our centralised call centre, which now responds to 40,000 clients through the 1300 610 610 number. The staff now answer more than 1,000 calls per day. This ensures all client calls are answered in a timely manner.

We commenced rollout of the National Disability Insurance Scheme (NDIS) in the Brisbane Metro and South Coast areas from 1 July 2018, with full rollout of the NDIS in Queensland expected to be completed by July 2019. Anglicare pre-planners have been supporting current clients to access the NDIS and our Concierge team has been supporting clients to transition throughout the year.

The demand for aged care services continues to grow, with our new referrals from My Aged Care doubling in the second half of the year. We also submitted our first *Wellness and Reablement Report* to the Australian Government in October 2018.

We provided mobility devices for key staff, improved our processes and enhanced our working practices to increase efficiency, and move towards becoming fully digital and paperless in 2019.

As a member of the Anglicare Australia Network, we have also collaborated with other Anglicare agencies across Australia to share and learn from each other's experiences.

Children & Families

The Children and Families program continues to experience significant growth, particularly in the areas of family and individual support, and residential care for young people.

We continued to support approximately 1,000 young people each day in 2018. The number of Aboriginal and/or Torres Strait Islander children remained steady at 27%. We experienced an 8% overall increase in the number of foster carers, with the largest increase being in the Gympie-Sunshine Coast area. We also established our own Sunshine Coast office to support foster carers exclusively in the Caloundra-Maroochydore corridor.

Within the South East and Brisbane corridors we continued to see a decline in carer numbers (-5%) and this impacted on our ability to find suitable placements for young people. A carer recruitment and retention strategy has been specifically developed for these areas.

Residential care and outreach to support high risk young people also significantly increased this year, with Anglicare providing an additional four residential care homes to young people, and additional outreach to more than 20 young people across South East Queensland. Anglicare is a 'preferred provider' of residential care in Queensland and is fast earning a reputation as a best practice provider of care and support for children who are at high risk.

In early 2018, we commenced our Supported Community Accommodation Services at Logan Reserve and Carbrook. Despite some challenges with the referral processes, we saw a steady flow of young people referred into our program. In late 2018, Youth Justice replaced two places at Carbrook with bail support to young people within the Beenleigh catchment. This is a new service offering for Anglicare and the early benefits for youth have been very positive.

Of our 300 staff who work in this area, approximately 7% are Aboriginal and/or Torres Strait Islander. We successfully recruited Indigenous Cultural Support Workers in every service within Children and Families, including residential care, and the wealth of knowledge these staff bring has supported many of our Aboriginal and/or Torres Strait Islander young people and families to connect with culturally appropriate services and achieve great outcomes.

Residential Aged Care & Retirement Living

In 2018, Anglicare commenced its journey on a new path to improve the experience of residents and families within our homes, through delivering contemporary person-centered care for all residents. This new model of care is known as 'Rhythm of Life' and was adopted from Anglicare Sydney. This model will blend with and complement our Rel8 philosophy. Planning and laying down foundations for the implementation of the Rhythm of Life model is well advanced, with official launches commencing in February 2019.

In 2018, the outcome of many years of planning, design and construction came to fruition, with the completion of several significant refurbishment and building projects. We have received positive feedback about the enhancement to the environment and lifestyle for residents and families in each of the facilities.

Symes Grove, Taigum

The new 105-bed home at Taigum was commissioned during October 2018 and many compliments have been received, citing a positive and successful transition to the new environment and home for residents and staff.

Abri, Southport

The residents and staff of Abri have benefited from significant refurbishments, including an undercover breezeway being added to the five-ways junction and the installation of air conditioning to all areas, ensuring the comfort of residents.

Symes Thorpe, Toowoomba

Symes Thorpe residents also enjoyed significant refurbishments with 10 room upgrades, a breezeway and ramp constructed to enable improved access between areas/wings, while the outdoor areas were refreshed with artificial grass and retractable roofs.

Edwin Marsden Tooth, Manly

The redevelopment and extension of EM Tooth at Manly delivered an additional 37 beds and was commissioned in October 2018. The Wisteria memory support unit was also refurbished and the new environment and gardens have provided great joy for residents and families.

St John's Home for Men, Toowong

St John's Home for Men continued its 80 plus years of history in supporting men who have been homeless or at risk of being homeless. 'Cinema Cory' was opened to provide a complete cinema experience for the residents, courtesy of the Cory Foundation and the highlight of 2018 was the development and installation of the 'Backyard' providing for a large outdoor open area for the men to enjoy.

With a significant percentage of our men under 65 years of age, the National Disability Insurance Scheme approved packages to enable extra supports, including community access. Two men were supported to return to living in the community – a wonderful outcome and good news story under the NDIS.

St Martin's, Taigum

St Martin's refurbishment was completed in early 2018 with the completion of the community room renovations, which enhanced this great space for services, gatherings and concerts, complete with new air-conditioning.

Kirami, Hervey Bay

Kirami continued to steadily increase occupancy throughout the year since its extension to 97 beds in 2017. Refurbishments of the 'older' sections of Kirami were completed and residents now enjoy fresh community areas and easier egress, with automatic doors at reception and easy access to the garden for residents in the memory unit.

Meilene, Bundaberg

The internationally recognised Montessori program for the support of people living with dementia was introduced in Bundaberg. This included significant staff training and an upgrade to the living environment, particularly in the memory support area. We also implemented an extended breakfast experience which has been received positively by residents and their families. It enables residents to wake up and enjoy breakfast according to their own rhythm.

Mental Health & Wellbeing

A Place to Belong & Alina

As part of Anglicare's preparation for the National Disability Insurance Scheme 'A Place to Belong' was co-located with Anglicare's 'Alina' service in June 2018. Alina has a long and committed history supporting people with intellectual disabilities with parenting and family support while A Place to Belong provides community-based support to participants with mental health, psychiatric and/or other disabilities.

Together in 2018, A Place to Belong and Alina provided support to 60 people across the Brisbane region. This involved supporting vulnerable people to gain and maintain their housing, manage their lives in a community setting, access supports and services and develop participatory opportunities in their localities.

Homelessness Services, Women & Families

In 2018, Anglicare provided temporary supported accommodation and outreach support for women, men and young women and their children who were experiencing, or were at risk, of homelessness. Support was provided to 136 women, 37 men, 59 children and 138 families.

Through a case management model supporting mental health, substance misuse, child protection concerns, domestic and family violence, housing needs and long-term debts, the service works with people to find solutions for the reasons that contributed to homelessness. The service also works with people to find longer term housing coupled with education and learning for sustainable tenancy. The Targeted Family Support team works with mothers to develop positive parenting practices and life-skills to encourage bonding and attachment development for the future wellbeing of themselves and their children.

In-SYNC Youth Homelessness Services

The In-SYNC program continued to support young people facing homelessness. The service provided 3,829 hours of centre-based or mobile support for young people in the community. In-SYNC also provided 68 young people 2,629 bed nights of crisis accommodation and 60 young people 6,669 bed nights of transitional accommodation. The service supports these young people to develop and achieve their goals around education, employment and training, housing, relationships, cultural connections and life skills.

In addition, the In-SYNC team is embarking on a new project with the construction of a mobile kitchen that will assist young people facing homelessness to learn about cooking nutritional food. It will also employ some of these young people to sell healthy food at events, food truck style. In-SYNC programs are delivered from Cleveland, Beenleigh and Mt Gravatt (St Bart's Nathanael House), Carina and Greenslopes.

Living Well Service

The Living Well service provided more than 1,200 sessions of information, counselling, advocacy and group support to men who were sexually abused in childhood or sexually assaulted as adults, as well as to partners, families and friends. It also provided consultation and training to service providers (see www.livingwell.org.au).

Family Wellbeing & Counselling

Anglicare's Mental Health and Family Wellbeing services are dedicated to improving the lives of families and children, with a focus on prevention and early intervention.

This year, we introduced two new programs, Targeted Youth Alcohol and Other Drugs program plus further work with people on Probation and Parole, providing brief intervention and counselling for those who require interventions for drug and alcohol misuse.

In 2018, Family Wellbeing and Counselling provided support and counselling to more than 16,000 men, women, and children by providing services across southern Queensland to meet community needs in the areas of:

- alcohol and drug counselling,
- children and parent services,
- domestic and family violence programs,
- family and relationship counselling,
- family law counselling,
- family mental health support services,
- mental health services for carers, and
- emergency relief – financial support service.

Our Corporate Support Services

In 2018, Anglicare established an internal Corporate Services team after the unbundling of the corporate services structure with the Diocese. Our Corporate services now include the following departments:

- Mission
- Organisational Development
- Governance Risk and Assurance
- Finance, Property and Strategy
- Information and Technology
- Marketing and Communications
- Fundraising
- Research Social Policy and Advocacy

A significant amount of time in 2018 was spent establishing these teams, recruiting new people and planning for the future. The following is a series of highlights achieved by these departments.

Mission

The Mission department plays an important role in assisting Anglicare to achieve its vision of creating a loving, just and inclusive society, reflecting the life and teachings of Jesus Christ. The values we embrace – Love, Care, Hope and Humility – provide the foundation for our work in the community.

Spiritual & Pastoral Care

The Spiritual and Pastoral Care Manager works with a team of 36 pastoral care volunteers, six residential Chaplains and six community Chaplains who provide support for staff, volunteers, residents and clients across Anglicare's residential and community aged care service streams. Regular supervision, support and professional development is provided for our chaplaincy network. This is made possible through the generosity of the Mothers Union's annual retiring collection. Throughout 2018 Mothers Union also provided substantial quantities of hand-knitted blankets and knitted bears for our aged care and children's services.

Education & Professional Development

Five pastoral care skills training sessions were provided for second-year MEC formation students during their intensive weekends. The sessions included topics such as Blocks to Communication, Loss & Grief, Aging & Transitions, and Dementia & Mental Health.

Two chaplains enrolled in Graduate Certificate courses in Theology and Pastoral Counselling. The Chaplaincy team attended full two days of training at the Santa Teresa Spirituality Centre at Ormiston. The purpose of the training was to introduce the chaplains to the Spiritual Care Series in Aged Care and prepare them for assisting the Rev'd Ray Clifton to roll out the program to equip new Pastoral Care Volunteers and ASQ volunteers in 2019.

During Lent the Diocesan Bible study 'Journey to Hope', reflecting on the stories of survivors of Sexual Abuse, was provided for a number of staff in the Precinct.

Spirituality Retreats, facilitated by the Director of Mission, were again held during the year. The retreats provided a great opportunity for staff to explore or rediscover their own faith, take time out, reflect on their personal journey and renew their focus. During 2018, 30 staff attended the retreats and the following feedback from attendees reflects the importance of the retreat for Anglicare staff:

"I appreciated the opportunity to take time out from what is a busy work and family life to reflect on life purpose, work purpose, and what spirituality means for me. It is significant that Anglicare prioritises this opportunity for staff to take time out from our busyness. It's rare in the work context!"

Key Events

- Nine information sessions to various parishes highlighting ASQ services,
- Five presentations to Mothers Union groups across the Diocese,
- Fourteen annual Services of Remembrances across Anglicare services, held in partnership with local parishes,
- National Volunteer Week Service in St John's Cathedral,
- Mental Health Week Service in St John's Cathedral,
- Four Cathedral Precinct morning teas with guest speakers,
- Lady Day Service in St John's Cathedral.

Partnerships

The rollout of the Anglicare Parish Ambassador program continued to foster stronger links between Anglicare and our Church communities. Ambassadors work with Anglicare and parishes to create a pathway to work together as part of our common mission to support those most in need in the community.

Through these valuable parish connections, the mission department partnered with members of Anglicare's Aged Care Reform team to deliver information sessions to parish congregations and members of their local community. The information sessions provided valuable information on topics such as accessing community care in the home, Enduring Power of Attorney, Advanced Health Directives and transitioning into residential care. These sessions were well attended and positive feedback was received from all parish communities involved.

Our partnership with Anglican schools continues to be strengthened through ongoing engagement with Mission Department, Anglicare staff and the ASQ fundraising team.

Six Anglicare Southern Queensland senior staff worked with All Saints Anglican School at Merrimac for the second consecutive year to support its Social Justice unit for year 11 students. ASQ staff members spoke at nine separate classes, providing an overview of all the services ASQ delivers in the community and how these services benefit those who receive them. It was particularly important for the students to have an understanding of the foundations of Anglicare and why the Anglican Church of Australia does, in fact, care and have a social justice arm. Following the presentations, the student's assessment involved formulating a response to a case study by preparing a brief of Anglicare services they might suggest in varying circumstances, as well as investigating three other social services that may also assist their 'client'.

One hundred and eighty students from the Springfield Anglican College spent the day at EM Tooth Memorial Home in Manly. This event linked in well with the Archbishop's 2018 theme of Intergenerational Activities for the Diocese. The day was a great success with residents enjoying musical performances from students including singing, choir, acoustic guitarists and drama performances. The event will run annually to encourage

communication and sharing between youth and the aged. The event is now known as 'Celebrating People of All Ages'.

Organisational Development (OD)

OD provides strategic and operational workplace relations, recruitment, wellbeing health and safety, volunteer coordination, learning and organisational development, and HR advisory and support services throughout all areas of Anglicare.

The HR and Advisory team advertised 949 vacancies and on-boarded 385 new volunteers.

The team developed the *Anglicare Strategic Workforce Plan 2018-2021* (SWP). This plan identifies priorities and actions that will be implemented to ensure we are building a highly capable, diverse and culturally competent workforce.

The Wellbeing, Health and Safety Advisors are working closely with service managers to facilitate partnership relationships and advance WHS capabilities throughout the organisation for a safer workplace.

Governance, Risk & Assurance (GR&A)

GR&A is responsible for ensuring Anglicare is in step with progressive reforms and advancing clinical and care excellence. GR&A provides organisational wide support in the areas of policy development, project management, research and best practice, quality assurance and risk management.

The Project Management Office (PMO) was established in early 2018 with the purpose of providing governance and a standardised framework from which all Anglicare projects are monitored and controlled. The Project Management Framework is based on the Project Management Body of Knowledge (PMBOK) to align with industry standard.

We are establishing a client partnership strategy that includes an annual survey of clients across a range of service streams. The Research and Practice Advisor for Children and Families is currently undertaking a reforming foster care project to align with State based sector reforms. The multicultural program continues community engagement with a range of communities including for example, the Tamil, Rohingya, Somali, Hazara, Sudanese, and Burmese communities, and is developing a toolkit to support inclusive engagement.

An integrated assurance and risk management framework is progressing and this is enabled through the IT based Incident Management System, which is undergoing significant upgrade to support Anglicare's new structure. Alongside this work is the introduction of a clinical and care governance framework to support safe, high-client outcomes.

Finance, Property & Strategy

Anglicare commenced the first year of its three-year strategic cycle in 2018 with the finalisation of the new 2018-2021 Strategic Plan. The plan maps service goals and mission priorities for the next three years in a continuously changing service delivery environment. Change is a constant for Anglicare, with significant changes on the horizon for a number of Anglicare services.

In an environment of reduced government funding, increased competition and ongoing regulatory changes such as the National Disability Insurance Scheme and Home Care Packages (HCP), Anglicare has continued to grow revenues to almost \$215m per annum this year, resulting in a surplus on operations of \$4m. This compared to almost \$191m in revenues and an operating deficit last year of \$0.2m.

The property team was very busy coordinating significant refurbishments and two major buildings projects completed in 2018.

Information & Communication Technology

It was an exciting year for the ICT team, providing support and implementation of new technologies for all Commissions as we began the transition from the Shared Services model to a new model of ICT. This separation to a standalone ICT model for Anglicare will be completed in 2019.

The focus areas for 2018 were:

- Reviewing the current state of the Anglicare ICT environment and determining what was fit for purpose and what required remediation to support Anglicare into the future.
- The functions required of the ICT team and restructuring the team to ensure the roles would meet those required functions. This was completed in June 2018.
- Evaluating the security of Anglicare networks and systems to protect our client data.
- Developing a Digital Strategy with the Anglicare services to ensure our ICT direction enables the future success of Anglicare and its ability to deliver exceptional services to its clients.
- Delivering fit for purpose, service related initiatives such as the rollout of Webex Video conferencing across every service in Anglicare to increase staff connectivity and reduce travel costs.
- Investing in innovation through the introduction of our first robot. This software robot now runs some Finance tasks, reducing manual effort and increasing accuracy of data.
- Supporting the introduction of RedMap, a Finance invoice processing system which removes paper from the accounts payable process and improves efficiency and timeliness of invoice processing. This successfully went live in November.

- Implementing foundation pieces to ensure as Anglicare moves forward with the Digital Strategy in 2019, it has the right technologies and capabilities to support the service initiatives. Highlights included the introduction of the PowerBI reporting suite and the Dell Boomi integration layer in December.

Looking ahead to 2019, the new Anglicare ICT team will be busy working with the services on a large transformational program of work, which will aim to set Anglicare up for delivering great client and community outcomes into the future.

Marketing & Communications

2018 was a year of significant growth and change for the Marketing and Communications team. The following provides an overview of our major campaigns.

Arts&Minds

In its second year, the campaign was again selected to be featured on the GOA digital billboard network, this year the campaign centered on a web series featuring our five artists and established artist mentors. This year's campaign saw a 55% increase in reach and outstanding uplift in engagement by 200% on 2017.

Foster Care

Working with Spur:Projects, the team have designed an end-to-end long-term recruitment campaign, significantly bucking the industry standard in tone, look and feel. The team undertook significant research work identifying carer profiles, carer issues and mapping out the entire complex foster care recruitment journey at Anglicare. The team worked on a new visual identity for the campaign, working on a standalone website and mapping out key points of communication. In the later part of the year we launched a series of local social media campaigns for Brisbane, Sunshine Coast and Logan areas which converted into more than 300 enquiries across the regions, improving enquiry rates significantly.

Indigenous Advisory Group

As part of the work the team have done with Spur:Projects, an Indigenous Advisory Group was formed with the assistance of Cultural Capability Officer Oliviene Yasso, and cultural advisors Positive Social Solutions. The team consulted with the group twice on the new foster care campaign ensuring direction and tone was inclusive and sensitive. We will continue to work with the group. The team also engaged with the Come Have a Yarn Group (Anglicare Indigenous employees).

Startsat60

We established a key partnership with *Startsat60*, Australia's premier publisher of content specifically for the Baby Boomer, 60+ market in Australia.

Since our Communications Manager commenced in May, we have significantly increased our proactive media resulting in an ad value of more than \$500,000. (Ad value is the

equivalent value of media coverage to advertising spend). This has been achieved predominantly through national media coverage of Anglicare's Women's Homelessness Services in *Brisbane Times*, *Sydney Morning Herald*, *Melbourne Age*, *Canberra Times* and *WA Today*. Syndicated media coverage of the story of a Killara Respite Centre Client learning to read playing Scrabble was published across News Limited regional publications. We also increased local media coverage profiling volunteering on the Gold Coast and Gatton as well as gaining coverage on local residential homes events.

We continued to focus on improving reach and engagement across Facebook, Twitter, LinkedIn and Instagram. Facebook is our most engaged platform and we recently reached 5,000 followers. Facebook is also key in activating our digital campaigns and hosting our videos.

Research, Social Policy & Advocacy

The past year has seen Anglicare extend the reach of our advocacy into multiple spaces, supporting our resolve to seek *social justice for vulnerable people through advocacy and social policy change*. Our advocacy is informed and shaped by the voices of the people with whom we work, and is built on relationships and engagement with others, including change makers, partners and allies in the community sector, and with the community.

Our activities this year have been wide-ranging, reflecting some of the breadth of Anglicare's work. Government submissions, events and publications have addressed issues as diverse as mental health, youth justice, disability and homelessness.

Our partnerships have also enabled us to expand our reach and impact. Among the most significant is the Trinity Commons project, which aims to realise the shared vision of a thriving inner city hub of social innovation, service delivery, research and education, with a connected and inclusive community at the core. The project is a collaboration with Holy Trinity Anglican Parish at Fortitude Valley and the Department of Social Science at The University of Queensland, and is supported by Brisbane City Council, the Queensland Police Service and others.

For the ninth year, we partnered with Anglicare Australia for the annual Rental Affordability Snapshot. The Snapshot spotlights the ongoing challenges faced by people on low incomes when searching for a home they can afford to rent through the private market – brought starkly into focus with findings such as the cost of a median week's rent for a one-bedroom property in Brisbane being equivalent to 108% of Youth Allowance.

Through these kinds of activities, Anglicare's research and advocacy aims to influence positive change for the individuals we work with, as well as generating social value for the community by influencing positive change at a systemic level.

Fundraising & Events

We received many generous donations throughout 2018 which have enabled us to deliver our mission in partnership with many people. We are very grateful for the generosity of the community.

- The Play and Grow Centre refurbishment at Toowong generated large interest with our donors and raised \$449,558.
- The Helpie Community Fundraising campaign saw over 100 groups host small fundraisers for Anglicare in the financial year, raising \$236,358.
- Due to the large number of projects running at Anglicare, we secured \$486,500 from our major donors.
- Our largest direct mail out, our Tax Appeal, was also extremely successful in raising \$92,022 to support Anglicare's homelessness services.

Parishes & Other Mission Agencies Commission

This report reviews the work of the Parishes and Other Mission Agencies Commission (PMC) for the year 2018.

Commission Membership & PMC Staff

Membership of The Commission for the year 2018 was:

Chair:	The Most Rev'd Dr Phillip Aspinall
Members:	The Right Rev'd Jeremy Greaves The Right Rev'd John Roundhill (from April 2018) The Right Rev'd Cameron Venables The Ven Olaf Anderson The Ven Mark Carlyon The Ven Keith Dean-Jones The Ven Michael Faragher The Ven Denise Ferguson The Ven Valerie Hoare The Ven Chris Johnson The Ven Rod Winterton (until October 2018) The Ven Julie Worrall (from March 2018) Mr Neil Crisp, Northern Region Dr Stephen Harrison, Executive Director, PMC (from August 2018) Dr John Murray, Northern Region Dr Chris Raymont, Western Region Mrs Sue Taylor, Southern Region Ms Sandy Vigar, Western Region

The Commission met formally five times during 2018.

PMC Staff

Executive Director:	Vacant from August 2017 to August 2018, Dr Stephen Harrison (from August 2018)
Manager, Chaplaincy Services:	Mrs Sally Isles (from February 2018)
Hospital Ministry Coordinator:	The Rev'd Canon Cheryl Selvage
Prison Ministry Coordinator:	The Ven David Lunniss (until March 2018)
Administrator:	Ms Belinda Macarthur
Administration Assistant:	Mrs Joanne Rose
Project Consultant:	The Rev'd Adam Lowe (from December 2018)
Researcher:	Mr Matthew Skelton (from December 2018)

Parish Support & Development

The PMC resourced and supported clergy and parishes through the following initiatives in 2018:

Queensland Provincial Clergy Conference

The 2018 Provincial Clergy Conference, *Reimagine Faith Formation for the 21st Century*, was held at Sea World Resort from 30 July to 2 August 2018. The Conference was attended by **193 clergy, chaplains and formation students** from across the Anglican Province of Queensland and the Diocese of Grafton. The keynote speaker, John Roberto, delivered six sessions on faith formation practices for the 21st Century, with a focus on intergenerational and family faith formation, as well as digital tools. Bishop Kate Wilmot led two Bible studies, and worship at the opening and closing Eucharists was led by worship teams from local Anglican schools. John Roberto presented a condensed version of his material at one-day Lay Conference held on Saturday 4 August at St Paul's School. The Lay Conference was attended by **170 people**.

Clergy Retreats

Two clergy retreats were held at the Santa Teresa Spirituality Centre in Ormiston, and one retreat was held at the James Byrne Centre in Toowoomba. Attendance at clergy retreats has declined over the past two years:

CLERGY RETREATS	2014	2015	2016	2017	2018
Total attendance	57	61	65	55	42

Parish Administrators' Gathering

Parish administrative and support staff gathered for their annual networking and training event in May 2018. Coordinated by the Parish Liaison Officer, Finance and Diocesan Services Commission, the 2018 gathering offered training in Microsoft Office, along with presentations on insurance and child protection from Diocesan staff. Interest and attendance at this event is growing, with the most recent gathering attracting 69 people.

CLERGY RETREATS	2015	2016	2017	2018
Total attendance	33	35	33	69

Flourish – Wellbeing Program

Clergy, staff, and members of their household continue to have access to the wellbeing program, *Flourish*, which provides wellbeing resources and services, including up to six free counselling sessions per year. In 2018, there were 82 visitors to the *Flourish* web portal. Use of the counselling service by those in the category of 'Clergy/Parish/Ministry' has remained steady with 19 people receiving counselling either face to face or by telephone in 2018, compared to 20 people in 2017.

Flourish Dashboard

In September 2018, each parish once again received a dashboard of key metrics profiling attendance trends and other parish data spanning the past six years. The dashboard was accompanied by a suggested process for using the data and a series of questions to help facilitate reflection, discussion and mission planning at a local level.

Professional Supervision

During 2018, the Professional Supervision Sub-Committee within PMC, led by Dr John Murray, progressed work on the development of a professional supervision program. Budget allocations were made for 2019 to support those who are seeking to be trained and for a pilot project that will enable further information on how professional supervision might be best implemented within the Diocese.

Coaching & Pathways Program

PMC's trial of the Coaching Program was closed in October 2018 so that the possibility and value of continuing or expanding the program could be assessed. Initial plans were developed in consultation with those who have received coach training to begin coaching others in 2019.

Two of the three parishes who were trialling the Pathways Program completed their training in 2018. The ongoing use and future of the Pathways Program will be investigated further in 2019.

Grants

The PMC provided financial assistance to three parishes in 2018:

- The Lakes
- Springfield
- Freshwater

The PMC also contributed financially to following ministries:

- Queensland Churches Together
- Queensland Churches Together – Indigenous People’s Partnership
- Wontulp Bi Buya College, Cairns
- National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC)
- The Ecumenical Tertiary Chaplaincy Committee

Reconciliation Action Plan Goals

In November 2018, the PMC approved Reconciliation Action Plan goals to be implemented over the next two years. These include goals for educative events and resources for parishes to use in worship.

Church Closures

The PMC approved the closure of five churches in 2018:

- St Paul’s Tummaville (Parish of Milmerran)
- St Peter’s Amity Point (Stradbroke Island)
- St Peter’s Yangan (Parish of Warwick)
- St Luke’s Freestone (Parish of Warwick)
- St John’s Basin Pocket (Parish of Ipswich)

Parish Growth Framework

Initial work on the implementation the Parish Growth Framework (as shown in figure 1) began in May 2018. At that time PMC provided in-principle support for further development and implementation of two key building blocks of the Framework – Parish Diagnostics and Resources Churches. The Executive Director was appointed in August with a specific mandate to operationalise the Parish Growth Framework. In October, the Framework was launched at Synod through the PMC report presentation and with each of the three strategic pillars for growth (Leadership, Strategy and Resources) and their associated building blocks displayed with a descriptor and questions to encourage engagement and feedback. The Parish Growth Framework and its implementation is a key focus of the Commission and the main priority for the Executive Director. The

Framework, as a whole, seeks to address parish decline and enable growth by partnering directly with parishes, identifying broader support mechanisms, developing leaders, and implementing medium-long term strategic initiatives. Changes to PMC staff and roles were put in place from December 2018 to further progress this work.

Leadership Pillar

The Executive Director completed initial work on the Wellbeing block of this pillar and PMC approved the development of a framework and a working group that began meeting in December 2018.

Strategy Pillar

Work on this pillar will focus initially on the Parish Diagnostics and Resources Churches blocks. The Rev'd Adam Lowe has been appointed to work one day a week and Belinda Macarthur's role has been adjusted to enable increased focus on these areas.

Resources Pillar

The development of a website for PMC resources has begun, and it is expected to be published in 2019.

*Dr Stephen Harrison,
Executive Director*

PARISH GROWTH FRAMEWORK



LEADERSHIP

STRATEGY

RESOURCES

FIGURE 1

LEADERSHIP

WELLBEING FRAMEWORK: Establish a framework to support the wellbeing and resilience of clergy and their families, along with other parish staff.

EQUIPPING ORDINANDS: Equip those currently training as ordinands to be strong leaders who are ready to address decline and enable growth.

DEVELOPING CLERGY: Provide opportunities and options for clergy to grow in leadership potential and capability.

CLERGY REVIEW: Develop an integrated approach to clergy review that will assist clergy to flourish and grow.

STRATEGY

PARISH DIAGNOSTICS: Create and implement a diagnostic approach to parish health, development and strategy.

RESOURCE CHURCHES: Identify parishes that could be utilised strategically to help develop other parishes within their reach.

SPECIALIST MINISTRY: Explore how to deploy more specialists to local parishes to stimulate growth.

CHURCH PLANTING: Rethink our current approach to church planting and establish a model to help equip us for the next 10-20 years.

ETHNIC CONGREGATIONS: Develop and implement a strategic approach to establishing and enabling ethnic and diverse congregations as a key area for growth.

RESOURCES

PARISH HEALTH TOOLS: Identify and endorse an assessment tool that can be utilised by parishes to measure health over time.

PARISH TOOLKIT: Develop and provide a targeted set of guides that help address key issues and vital areas of ministry in the life of our parishes.

GRANTS FOR GROWTH: Develop the means for parishes to apply for grants specifically for growth initiatives.

NETWORK OF ADVISORS: Identify and establish a network of advisors in a range of areas that can provide specialist advice in areas pertinent to creating healthy parishes.

Chaplaincy – Overall

In early 2018, PMC created a temporary role to oversee Prison, Hospital and Police Chaplaincy services for the Diocese. Previously these services were conducted with limited oversight and involvement from Diocesan staff. Prison chaplaincy was coordinated on a voluntary basis by The Ven David Lunniss and hospital chaplaincy was coordinated by The Rev'd Canon Cheryl Selvage, with both coordinators receiving minimal support.

Sally Isles was appointed Interim Manager, Chaplaincy Services in early March 2018 for six months, with a view to caretaking these services until an Executive Director for PMC had been appointed. In taking up this role Sally was appointed to the State Chaplaincy Board (SCB) for Prisons as the Representative for the Dioceses of Brisbane, North Queensland and Rockhampton, and to the position of Deputy Chair of the SCB. She was also appointed to the Churches Advisory Group for the Queensland Police Service (QPS), and to the Hospital Chaplaincy Steering Committee. In August 2018, Sally was appointed to manage Chaplaincy Services permanently, working four days a week.

Initial Focus

The initial brief for this role was to capture the 'current state' of prison, police and hospital chaplaincy within the Diocese, with a view to assisting the PMC to understand more about the complex and diverse nature of these vital ministries.

The major focus of the first half of 2018 was to gather information about the nature of chaplaincy services currently provided. Meetings were conducted with all prison, hospital and police chaplains individually and with internal and external key stakeholders to understand the nature of these ministries, their context and components, their drivers and governance frameworks, credentialing and training processes etc.

Key stakeholders such as the SCB, Queensland Corrective Services, QPS, the multi-denominational Churches Advisory Group to QPS, Queensland Health regions, the Hospital Steering Committee, Anglicare Chaplains, and others, also provided useful information to help frame the report.

Conclusions of Initial Review

Apart from the report that provided concise information and statistics about each area of chaplaincy, some key points should be noted.

- The majority of Anglican chaplains who work in hospitals, prisons and police stations are genuinely seeking to bring God into the lives of those they serve, compassionately and reflectively.
- The work of chaplaincy is challenging, complex, rewarding and exhausting, and our Anglican chaplains are held in high regard by the people they serve and by other denominations and stakeholders.

- Finding clergy to be part of an on-call roster after hours a couple of times a year to offer sacraments to the dying and sick is becoming increasingly difficult, and for the first time there have been occasions in 2018 when one of our largest hospitals has been informed that no Anglican clergy can be found to attend patients who may request an Anglican priest in their time of need.
- All areas of chaplaincy are in critical need of more voluntary chaplains and pastoral carers.
- There is considerable work to be done to ensure that all chaplains are adequately trained, supported and credentialed. At this time there are significant gaps in these areas.

Other Matters

The remainder of 2018 had an emphasis on being informed on various processes and procedures, for each area of chaplaincy, with a view to creating synergies and identifying critical needs and risks.

Bi-monthly Professional Development days for Prison Chaplains continued, with a renewed focus on self-care as an interim mitigation strategy.

With the permission of the PMC, the Hospital Steering Committee was disbanded with the intention of replacing it with regular team meetings of Hospital Pastoral Care Coordinators, including a professional development unit. Thanks must go to PMC member, Dr Chris Raymont, who volunteered his time as Chair of this Committee for quite some time.

The Pastorally Caring for Your Community program, facilitated by The Rev'd Ann Shepperson as a Train the Trainer model, was attended by 14 people, some of whom will hold pastoral care training sessions in 2019 in their parish communities. Thanks goes to Ann and to Cheryl Selvage for the immense contribution they have made in this space. The program is being reviewed with plans to roll it out to larger numbers in 2019.

Chaplaincy – Police

In 2018, it became increasingly evident that the QPS was changing its focus for chaplaincy/pastoral care services from a primarily Christian model dominated by denominational churches to a multi-faith model.

While several Anglican clergy provide chaplaincy support to QPS through direct liaison with QPS and their parishes, the Anglican presence in police chaplaincy is diminishing.

Despite this shift, in 2018, our Police Chaplains continued to provide pastoral care and support to a significant number of Police Officers and support staff throughout Queensland.

We were very pleased to commission Jane Vines from Jimboomba Parish as our first Honorary Lay Chaplain (Police) for the Gold Coast area in August 2018, replacing The Rev'd Charles Holmes who resigned from the Diocese to move to Tasmania. I would like to acknowledge with gratitude Charles' support and care for Police in the Gold Coast area, and extend a thank you to all clergy who currently provide police chaplaincy in our Diocese.

The work of the Police Chaplain is very diverse with no two days being the same. Daily calls for assistance or information vary and include enquiries for baptism or marriage, hospital visitation, palliative care support, funeral information and funeral services. Chaplains are also available to attend events such as Schoolies to provide pastoral care and support when needed. Chaplains also respond to individual requests for support by providing emotional, spiritual and practical assistance in times of family or individual need. At the request of Police, Chaplains will respond to calls for assistance from the public.

National Police Remembrance Day

The 2018 National Police Remembrance Day Service in Brisbane was held at St John's Cathedral in September, and the Rev'd Rod Wood was involved in this Service. I represented the Anglican Diocese at the Candlelight Vigil held at the Queensland Police Academy on the evening prior.

Focus for 2019

Areas of priority for 2019 are to seek opportunities to engage with QPS to understand their strategic intent for police chaplaincy in the future, and to continue to promote Anglican chaplaincy.

Mrs Sally Isles
Manager, Chaplaincy Services

Chaplaincy – Prison

"I was in prison and you visited me." (Matthew 25:36)

Anglican Prison Chaplaincy provides pastoral and spiritual care to those imprisoned in correctional centres throughout Queensland, approximately 8,800 in 2018. Currently, our Diocese has 13 Prison Chaplains, all of whom are volunteers. Each of these are licensed by the Archbishop as Honorary Lay Chaplains. In 2018 we provided chaplaincy to 16 out of 18 correctional centres.

The departure of The Ven David Lunniss from the voluntary Prison Chaplaincy Coordinator's role on 3 March 2018 was a catalyst to the approval of a new role of

Manager, Chaplaincy Services to lead, develop and nurture prison, hospital and police chaplaincy.

It would be timely here to acknowledge and commend the remarkable contribution of The Ven David Lunniss who has led our Prison Chaplains for several years on a voluntary basis. David's vision, tireless advocacy, support and encouragement for the Chaplains in his care, and his valued representation of the Dioceses of Brisbane, Rockhampton and North Queensland on the State Chaplaincy Board (SCB) have created a Prison Chaplaincy Team that is passionate about its ministry and a true gift to those incarcerated in Queensland's prisons.

We are fortunate indeed that David's knowledge and experience is not lost to us, and after a short and well-earned break, David is now a valuable member of the Wolston Correctional Centre Chaplaincy Team.

I am particularly grateful for David's patient encouragement and for his generosity in continuing to share his wealth of knowledge and experience with me, particularly in the early days of my new role.

Representation on the State Chaplaincy Board (SCB)

I was appointed to the Queensland SCB to represent all three Anglican Dioceses in Queensland in March 2018, and was then appointed to the position of Deputy Chair of this Board in June 2018.

The SCB is comprised of representatives from seven Christian faith groups (Anglican, Catholic, Uniting Church, Salvation Army, First People's, Baptist-led IOPC and Prison Fellowship), and is charged to lead and coordinate prison chaplaincy services throughout Queensland. The SCB meets monthly to discuss a wide range of matters, from the approval of Bible study materials entering correctional centres to professional development of Chaplains and issues associated with working in high security areas with prisoners who may be in high states of emotion and stress.

During 2018, the SCB has sought to work closely with Queensland Corrective Services to ensure that chaplaincy services are delivered seamlessly to all Queensland correctional centres, within a Christian and ecumenical framework. Our ministry within correctional centres is by invitation, and we are privileged to be the only group of people who is able to visit prisoners in a confidential setting.

The focus of 2018 was to review and discuss frameworks for the delivery of prison chaplaincy to ensure the expectations and standards set by Queensland Corrective Services were met. Work also continued on transitioning the SCB to a Company Limited by Guarantee and on ensuring that prison chaplaincy services overall were delivered without bias or proselytization.

The work of SCB is demanding and sometimes challenging. With very limited resources, it falls to the members of the SCB to invest their own time and effort into the various operational tasks required. Several new members were appointed to the SCB during

2018, and at the close of the year the SCB was a cohesive and professional team that is united in an ecumenical approach to prison chaplaincy in Queensland.

Chaplaincy Team

Much of 2018 was spent in connecting with prison chaplains individually with the objective of getting to know them as people, understanding the realities of their ministry, their perceptions of its highs and lows, and what support they need to be the best they can be.

I was grateful for each person's honesty in sharing their stories with me, and concerned about their feelings of disconnection with others in the Diocese. These meetings confirmed my early thoughts that our Chaplains are sometimes the forgotten 'frontline' of the Church, and their work largely goes unnoticed or acknowledged. It is my intent in 2019 to continue to connect with chaplains in positive and affirming ways to ensure they are properly supported and trained, and to establish opportunities for connections with others in the Diocese.

In 2018, we acknowledged with gratitude the service of Mrs Catherine Stalley, who departed prison chaplaincy after a period of extended leave.

Mrs Suzanne Miles joined the Woodford Chaplaincy team in 2018, and we are grateful for her ministry.

We are indeed fortunate that our Chaplaincy team has remained relatively stable, and I am particularly grateful to all members of the team for their welcome of me and for their patience as I learned the ins and outs of prison chaplaincy in 2018.

Our Diocese has much to be proud of in this dedicated team of volunteers who quietly go about their ministry faithfully and thoughtfully, and with no thought of reward or recognition.

Professional Development

Bi-monthly Professional Development (PD) Days were held at St Francis College for the prison chaplaincy team during 2018. These PD Days are an essential element of nurturing, developing and caring for our voluntary chaplains. They provide opportunities for debriefing, sharing experiences, learning new skills, being made aware of Diocesan and SCB policies, and advising of upcoming courses of interest.

I am grateful to the Rev'd Canon Cheryl Selvage who beautifully led several sessions of group professional supervision and spiritual development; and to the Rev'd Dr Ann Solari whose wealth of knowledge and experience about homelessness opened the eyes of our chaplains to the realities of life on the streets. As Dr Solari mentioned, many of her patients have either been prisoners or are likely to become prisoners, and the information and stories she shared were invaluable to chaplains endeavouring to understand the previous lives of some prisoners.

Self care has been front of mind for several PD Days. While our chaplains have access to the Flourish program, they are not currently provided with professional supervision. Their work by its nature is highly confidential and opportunities to debrief are rare. Developing appropriate self-care and group supervision strategies will continue to be a focus in 2019.

In closing, I encourage all parishes to seek out the Prison Chaplains in your midst. This ministry can be lonely and challenging. It is also one of hope, love, compassion and forgiveness, and is intensely rewarding, as prisoners are brought to a realisation that God is ever-present and loving.

I offer my deepest thanks to our Prison Chaplains who offer their time voluntarily on a weekly basis to bring this ministry to those in prison.

Mrs Sally Isles
Manager, Chaplaincy Services

Chaplaincy – Hospitals: Overall

Again, as we move into an election year we are being reminded that one of the major areas requiring the most attention is our Health System. As our research advances, as our technical, and pathological knowledge continues to soar; as a population, we grow. Infant mortality rates continue to drop, survival rates for many life-threatening diseases continue to be pushed and life expectancy reaches all-time highs, so the need for support demands our attention.

We involved in Brisbane Diocesan Hospital Ministries are trying to keep pace with this ever-rising need. Aply supported by our original four (30-hour-a-week positions) Regional Coordinators (Northern, Gold Coast, Toowoomba and Brisbane) we continue to aim to offer daily support in major hospitals throughout South East Queensland. Of course, along with these four, there is a continual need for a small army of trained and experienced pastoral carers. We must thank those other organisations such as GFS Brisbane who have now, for several years financially and resource-wise funded a day a week, so we can have representation at the Queensland Children's Hospital. We cannot express our appreciation to each of them enough for being there at that moment when someone needs to know Christ is with them in their crisis.

Most of our ministry teams rely on volunteers who so generously give of their time, talents and even treasures. Each one of them specifically trained for the environment in which they offer their ministry. I wish I could safely say that on any given day you will find Anglican representation in all our major hospitals and if not, there will be a clergy on call for sacramental ministry. Unfortunately, in 2018 we have, for the first time during my leadership, not been able to make this a reality. We continue to strive for this level of availability, and we ask that if you are in a parish that you consider encouraging your

clergy to place their name on an emergency call roster. We recognise that this may demand some of their precious parish time, but we also know what a difference it makes to those in hospital who request this ministry.

What a difference it makes, when you are flown in to one of Brisbane's major hospitals unexpectedly and you are so far from home and possibly family and friends and there is an opportunity for you to receive a visit from someone who will treat you like church family. To listen, to try and understand, to offer prayer and possibly sacramental ministry which offers you such a sense of comfort, at this traumatic time. Or maybe you haven't been able to get to church for so long, your husband who used to drive you, died and you can no longer get to your local church, your heart plays up and you get taken by ambulance to the nearest acute hospital. What you want most, as you too fear your own death are familiar prayers and rituals that bring you healing and comfort. These are all real daily situations we experience in the hospital.

Again we want to express our most sincere thanks to everyone who has made the ministry we offer possible. It is truly awesome to behold the brief smiles on the faces of new parents and grandparents as their preemie bub is baptised, to watch as wedding vows are exchanged in the hospital, so Grandma, who can't leave hospital can be present, or to hold someone's hand as they peacefully leave this world to the sounds of their favourite psalm. These too are the realities of hospital chaplaincy.

If you or your parish want to help us, we are always ready to hear. We always hope each of you are praying for us, as we are always praying you will never have to receive our ministry. But if you do, we want so much to be there for you and your loved ones.

*The Rev'd Canon Cheryl Selvage,
Hospital Ministry Coordinator*

Chaplaincy – Hospitals: Brisbane Region

Our major hospitals in Brisbane continue to grow and so does the demand for our chaplaincy services, especially as all become more aware of the need for holistic care. So a very big thank you to each and every one of our dedicated Pastoral Carers and Coordinators throughout Brisbane. We are fortunate to have part-time paid Coordinators in Royal Brisbane & Women's Hospital (RBWH), The Prince Charles Hospital (TPCH) and the Princess Alexandra Hospital (PAH). Our ministry is wide and varied, and below is just a sample of the many activities in 2018.

The RBWH Anglican team was invited to conduct two staff memorials in the last few months. These are times when colleagues of much-loved staff can gather together in the hospital Chapel and remember and honour their friends in a way that may not have been possible at the official funeral. Stories are told and memories shared, and healing can begin to take place as they draw comfort and strength from each other.

The new landscaping of the Baby Memorial Garden was completed and dedicated in August 2018 and is now a beautiful and sacred space for families to visit and reflect on their precious little ones. Our Annual Interment of Ashes for pre-20 week pregnancy loss is on 9 May.

In October, Carol O’Ryan was part of the organising team for the International Day for Pregnancy and Early Infant Loss. Her cupcake-making skills were put to the test! It was a beautiful opportunity to increase awareness and offer support for those grieving the loss of their babies during pregnancy.

For those based at TPCH, a bonus last year was seeing the worldwide Anglican community work in a practical sense when an Anglican lady was deplaned in Brisbane on her way home to the UK from a holiday in New Zealand, unwell and alone. Her friend in New Zealand contacted The Rev’d Jim Nolan who rang me and between us we looked after her, keeping her in contact with her UK family, until she was well enough to return to her home.

A blessing also was the QUMS choir who visited the hospital before Christmas, to sing carols to the patients and staff. To watch them come out of their rooms with astonishment on their faces and phone cameras in hand to catch the beautiful harmonies was heart-warming.

At the PAH we have celebrated the graduation of good numbers of Clinical Pastoral Education participants whilst we continue to work towards additional quality Multi-Faith training options. We identify this as an area needing our attention if we are to be able to meet demand. We have been blessed to welcome several new volunteers to the Pastoral Care team.

Another highlight at the PAH has been our growing association with the Palliative Care Team and, in fact, all faculties to increase awareness and develop greater team and partnership ministry. The PAH is now able to offer a Pastoral Care presence in the hospital from 6am until 10pm each weekday, and we believe that to be unique throughout Queensland. We thank the hospital for their support.

Whilst we all have varied operations across hospital many of the challenges remain the same:

- We never seem to be able to visit as many of the patients as we would like to; never get through the list, but each day we try, trusting in God that we see the ones He wants us to.
- Our biggest challenge is in identifying our Anglican patients. Patients can only be visited if they consent to a visit and state their religion and/or denomination on the admission form. Fewer and fewer people are doing that these days, although we know that so many are searching for emotional and spiritual contact and support. A work in progress!

Carol and Judy would like to record here a big thank you to The Rev'd Cheryl Selvage for her tireless advocacy for Anglican hospital chaplaincy, and her faithful support and care of her chaplains.

*Mrs Carol O'Ryan, Ms Judy Burt
& The Rev'd Canon Cheryl Selvage,
Pastoral Care Coordinators (Brisbane Region)*

Chaplaincy – Hospitals: Northern Region

A team of 15 Anglicans offer pastoral care in the hospitals of the Northern Region of our Diocese from Bundaberg to Redcliffe and Caboolture. During this past year, we have tried to recruit new pastoral carers for the more remote areas of our region; however, the cost of training courses which they can access is prohibitive. Currently MU is providing pastoral care in some of the hospitals in Bundaberg and Maryborough, which ensures parishioners in hospitals there are cared for.

The Sunshine Coast University Hospital has continued to grow in bed numbers and services provided. Fifteen pastoral carers from a variety of Christian denominations, and one Buddhist, provide spiritual and emotional support for patients. In April, the Multi-Faith Room (Chapel) was commissioned in a Multi-Faith service which included Muslims, Buddhists, Baha'i, Latter Day Saints, Indigenous Representatives and several Christian denominations. Each faith group provided a blessing or words from their sacred writings and the service was concluded with the Christian leaders praying and blessing the room with holy water. The service was attended by about 60 participants and guests and was opened with words of welcome from members of the Executive Team of the hospital who gave certificates of thanks to all who donated furniture or furnishings to help complete the space. Currently we hold a Eucharist each week and meditation sessions on Monday, Wednesday and Friday in the Multi-Faith Room. Other Services are held seasonally and when a situation at the hospital requires it.

During the past year, I have been absent for long service leave and I thank the Rev'd Lynette Neil who took on the role of Anglican Pastoral Care Coordinator for the northern region in my absence. My thanks also to each pastoral carer who generously offers support to Anglicans who are struggling with health issues in hospitals in our region. I know patients are grateful and that others in the Diocese also appreciate all you do.

During the year, a Pastorally Caring in Your Community course was conducted using a Train the Trainer model with very positive feedback from participants and the parish involved. One parishioner described how she reached out to someone in a way she hadn't before and was able to offer support to this person through a difficult time. Our hope is that all parishioners will have the confidence to reach out to strangers, welcome them and be a friend to them: to offer generous hospitality to them. This course provides tools

to help this happen. It is planned that the course will be available to all regions through the team of trained facilitators who are ready to respond to parish requests.

I thank God for the opportunity to work with so many caring and committed Anglican pastoral carers, and to reach out to Anglicans who are unwell or finding life stressful and difficult. This work brings some challenges, but many joys and deep satisfaction. May God bless each pastoral carer on our team.

*The Rev'd Ann Shepperson,
Pastoral Care Coordinator (Northern Region)*

Chaplaincy – Hospitals: Southern (Gold Coast) Region

Pastoral Care continues to shine on the Gold Coast. Although we are very low on volunteers, we continue to provide our ministry to all six hospitals. Below is a list of hospitals, beds and volunteers. Our area is in desperate need of volunteer chaplains:

Hospital	No. of beds	No. of volunteers	No. of days pw volunteers attend the hospital	Approx no. of Anglicans on visiting list per day
Gold Coast University Hospital	750	5	4	70
Robina Hospital	364	1	2	35-40
Pindara Private	348	1	1 day and only one ward visited	
Spendlove Rehab <i>(Post op, recuperation, recovery, sub-acute)</i>		1		
John Flynn	340	1 (every other week)	1	10
Gold Coast Private <i>(Healthscope)</i>	314			
Southport Private (Ramsay) <i>(mental health, rehab)</i>	66			
Robina Private <i>(day procedures, MH, rehab, medical)</i>	90			

To meet the urgent need for Anglican pastoral carers in the region, the Deanery has suggested we offer some small training sessions for interested persons. There was also a suggestion for another part-time coordinator in preparation for the increase in population in the near future.

Despite these challenges, the ministry at both Gold Coast University Hospital and Robina Hospital continues to grow. We commenced a monthly initiative called 'Revitalise, Relax and Refresh' (RRR) which includes a healthy lunch, head and shoulder massages, and mindfulness activities. These events provide an opportunity for Chaplains to engage with staff, build rapport and raise awareness of our services. The RRR program has been embraced positively by wards and feedback has been heartwarming. This initiative was nominated for a Gold Coast Health Award.

In October 2018, the first planning day for our Spiritual Care Services team was held at the Baha'i Centre and was attended by Volunteer and paid Chaplains, the Director of Social Work, Volunteer Services Manager and Board members. The opportunity to further raise awareness of our services and to engage with planning for the future with the senior leadership team of the region has resulted in several positive outcomes, including an increase in professional and respectful interactions from clinicians for chaplaincy services.

*The Rev'd Michelle Philp,
Pastoral Care Coordinator (Southern Region)*

Chaplaincy – Hospitals: Western Region

Education & Nurture Day

Regular Education and Nurture (E&N) Days are a part of professional development for the ministry team in the Western Region.

In April 2018, the E&N day focused on mental health, delirium, anxiety and depression. The day was facilitated by specialised staff from the Toowoomba Hospital.

In June 2018, all the pastoral carers from Toowoomba attended a retreat day at the James Byrne centre near Highfields. The day was designed as a time to reflect and refresh. The theme of the day was 'Come and See', where we were invited to participate in reading scripture, journaling, and then sharing insights we had gained. There was a time of silence during the day for us to reflect on the material we were given. I found this day to be beneficial and enjoyable.

In August 2018, I attended an education day with Patrick Oliver. Patrick spent the day speaking about healthy and unhealthy religion. He spoke about healthy ways to converse with people pastorally who have different theological and spiritual beliefs to our own. I

was encouraged by his unwavering personal commitment to Jesus and his creative conversation techniques.

In October 2018, Stephen Robinson shared great insights into working as a pastoral carer in the event of large scale disasters. In events like floods, bombs and train crashes; there are multiple injured, their families, response staff, and hospital teams involved that may need support.

The first E&N day for 2019 will be held on 27 March and the Rev'd Adam Lowe will facilitate "Leading from Your Strengths". Fifty pastoral carers from Toowoomba and surrounds have completed an online survey prior to attending the workshop, which will provide sessions on working within teams, creating a personal development plan, and understanding others (patients, colleagues, family etc).

Organ Donation Remembrance Service

I was invited by one of my colleagues to participate in 2018's organ donation service at the hospital in June. The pastoral care team plans and presents this service under the direction of the organ donor coordinator. This year I was involved in planning and providing music for the service. There were about 60 guests that came along.

CPE

I completed my training in Clinical Pastoral Education (CPE) in June 2018. This has been a long, difficult but beneficial journey for me. I gained a deeper insight into my pastoral care practice and was reminded of some skills along the way that will aid my ministry at the hospital. All of my assignments and course requirements have been completed and handed in for marking.

Funerals

I was invited by the family of a patient who I led back in to relationship with Jesus, to share about the journey at his funeral in July 2018. This was an honour, as his family were not religious but welcomed the opportunity for me to share their father's embracing of his faith.

I also got to spend time with a Christian family who were filled with vibrant faith. I was blessed to be able to sing 'I Cannot Tell' to Mr N only hours before he went to be with the Lord. His wife invited me to sing the hymn again at his funeral.

Professional Development

In October 2018, a handful of pastoral carers who work in the critical care ward were invited to attend a day to learn about the organ donation processes and how we can best

support families through this process. This was also a great opportunity to get to know nursing staff from critical care, emergency and theatre.

In August 2018, I was invited to present dinner music at the conference and participate in the first key note speaker session on the importance of prayer with The Rev'd Adam Lowe.

Baillie Henderson Services

April 2018: I led a service in which we had a small memorial prayer for our ANZACs.

August 2018: I led the Sunday Service at the Toowoomba Hospital. There were four in attendance and our time together was a blessing to all with signing, sharing and Scripture readings.

October 2018: I led the Sunday Service. There were 11 in attendance and our time together was a blessing to all with signing, sharing and Scripture readings.

November 2018: An anniversary Service was held in the Baillie Henderson Chapel to commemorate 25 years since the refurbishment of the building for its specific purpose as Chapel.

December 2018: I organised and facilitated a Carols service at Baillie Henderson and about 20 patients and staff attended.

It can be challenging to communicate with patients at Baillie Henderson, as most suffer severe mental health issues. I recently led the Ecumenical Service for a group of 16 patients. I had prayed the night before for a sign that my time here was effective. He answered my prayer as I witnessed many of the patients expressing themselves in worship in ways I had not seen before.

Coordinator Farewell

In August 2018, our pastoral care team farewelled our coordinator, Sharon Kirk. I was involved in the planning and was invited to share around a time of blessing for Sharon on the day.

Pastoral Care Week 2018

This year we ran a one-day craft and bake stall at the hospital, offered daily blessing of hands, rituals at the Place of Prayer, and shared lollies and love with staff around the wards as time allowed.

Fundraisers

We held craft and bake stalls in April and October 2018. 26 November was our annual theatre night. Our team of pastoral care volunteers, along with their family and friends, went to see the play *Glorious* and shared supper together.

Regional Connections

In December 2018, I travelled to Dalby and had morning tea with eight Anglican pastoral carers there. Most of these do not visit in the hospital, they are appointed by the church to visit in aged care centres and homes. It was great to meet them all and be able to clarify who is on our DDHHS list.

Thanksgiving Dinner

In December 2018, I organised and set up a dinner to honour all of our volunteer pastoral carers at the Toowoomba Hospital. It was a great night where our leadership was able to bless the group.

Volunteer Team

I was able to update our list of Anglican pastoral carers in the Darling Downs region and make contact with them all. I hope that in 2019 I will be able to personally visit with all of them.

*Mrs Jodie O'Shannassy,
Pastoral Care Coordinator (Western Region)*

Missions

Anglican Board of Mission

The Anglican Board of Mission (ABM) believes in a world where all people enjoy God's promise of love, hope and justice and works to see this belief become a reality.

As the national mission agency of the Anglican Church of Australia for over 150 years, ABM aims to connect the Anglican Church of Australia with overseas, and Aboriginal and Torres Strait Islander, people and communities.

With a holistic view of God's mission, ABM partners with Anglican Churches and others to see lives empowered and transformed spiritually, materially and socially. ABM also helps Australian Anglicans and the wider community realise and respond to the invitation for all to be a part of God's hope for the world.

In 2018, ABM supported the Aboriginal and Torres Strait Islander ministries across Australia with projects totalling \$250,000. These include:

- Assistance to Wontulp-Bi-Buya and Nungalinga Colleges in Cairns and Darwin
- Walkabout ministries in Dubbo
- Aboriginal and Torres Strait Islander youth engagement
- Gawara School for Aboriginal and Torres Strait Islander students in Sydney
- NATSIAC and reconciliation programmes
- Northern Territory Discipleship Track to assist leadership training and support
- Aboriginal and Torres Strait Islander Mission Grants

ABM's programs are diverse and reflect the needs of our different partners and their communities. Overseas projects include:

- Catechesis of the Good Shepherd, Men's Ministry and Disability Projects in Kenya
- Child nutrition programmes in the Holy Land
- Adult literacy and Newton College in PNG
- Bible School support, agriculture projects, provision of Motor Bikes and Water and Sanitation in Myanmar
- Community capacity building and asset development in the Philippines
- Disaster risk management and Positive Parent Programmes in The Solomons

- Integrated gender projects and St John's Seminary in Zambia
- Language and literacy programmes and water and sanitation in Vanuatu

As well, ABM supports the Encounter Programme and a general community development fund.

ABM works with ACFID, DFAT and other agencies in order to assist with these projects, which in 2018 totalled almost \$1.2m.

ABM is only able to do this work with the support of so many parishes and individuals, who uphold ABM and our partners in prayer and generously give their time and money to support our work in practical ways. During 2018, The Anglican Church Southern Queensland, supported ABM with just over \$164,000, which is again approximately 15% of the total given by all Dioceses. We give thanks for those many parishes, deanery meetings and organisations, with which one of the committee was able to meet and relay the ABM message. The ABM committee members visited 30 parishes in 2018 and we thank them for their interest and hospitality.

The Diocesan Committee especially appreciates and gives thanks for the support and positive promotion of ABM by the Archbishop, our Diocesan Regional Bishops and the clergy and congregations of the Diocese. The work of ABM has always been close to the hearts of the members of the Diocese and we recognise that they continue to support and promote that work at all levels. We extend our thanks to all who have supported ABM and those who will continue to do so. We thank all who supported the Lenten Appeal and the Archbishop's November Appeal. The proceeds of the latter have exceeded \$25,000 and were directed towards support for the Church in Yarrabah and for the Aboriginal and Torres Strait Islander mission grants.

We give thanks for and appreciate the support, guidance and expertise of the staff from the ABM office in Sydney, especially Brad Chapman (Education Missioner), Michael Begaud (Marketing and Fundraising Manager), Robert McLean (Partnerships Co-ordinator), as well as Meagan Swartz (Committee Support Officer), Fiona Richardson (Receptionist and National Auxiliary Secretary), and The Rev'd John Deane (Executive Director).

A close relationship has continued between this committee and the members of the ABM Auxiliary, particularly through the Auxiliary President, Mrs Lynette Keyes, who is a member of the committee. As part of this, one of the committee attends each alternative Auxiliary meeting.

As part of the Youth Ambassadors' Programme, in 2016 we were able to send one person on a Pilgrimage and in 2017, three persons. Some of you will have hosted them at your parishes. However, due to financial constraints, this was not able to be part of the ABM programme in 2018. The Brisbane Committee is looking at ways in which it may be recommenced in a similar format in future years.

The Annual Diocesan Representatives meeting was held in Adelaide in July, with delegates from 18 Dioceses attending.

The committee's Facebook page – ABM in Southern Queensland, has continued. We invite all to link into it and be kept up to date on the activities of the Committee and ABM generally.

Each year, ABM, through the committee, has been pleased to be able to present stoles to all newly ordained clergy. Again, in 2018, we were able to present a green stole to the newly ordained Deacons and a white stole to the newly ordained Priests – a tradition that we hope can be continued. We thank the Archbishop for presenting them to the Ordinands during their pre-ordination retreat.

ABM has established The Coaldrake Award, consisting of a medal and citation, which is offered to past missionaries and workers for ABM. It is named in honour of the Rev'd Canon Frank Coaldrake who served with distinction, first as a missionary and later as Chairman of the Board. Over 50 Awards have been presented to recipients in Southern Queensland. Details of the criteria for the award are available on <https://www.abmission.org/pages/abm-coaldrake-award.html>, and those who may be eligible are encouraged to make application.

Members of the committee are committed to promoting the work of ABM and are happy to make themselves available to speak on specific appeals or the general work of ABM. We are always delighted to be asked to:

- Train and provide speakers for parishes and schools;
- Organise local promotions suitable for a mission night, or other parish activity;
- Promote visits by members of partner churches.

For those who are interested in requesting a speaker or are seeking resources or more information on ABM projects and appeals please contact a member of the committee or visit the ABM website at abmission.org.au

I must pay tribute to the Rev'd Canon Arthur Fellows for his untiring work, sorting and arranging sales of the many kilograms of stamps donated to ABM. Arthur has done this work for many years, and though in his 90s, enjoys it so much he is not intending to retire from that Ministry.

The compilers of *Wednesday Weekly* and *Focus* have provided valuable publicity and news of our work – your wonderful support is much appreciated.

We thank Mr Stephen Clarke and St Francis College for allowing the committee to meet there and also for the provision of the remote meeting technology allowing us to communicate with members of the committee from outside of Brisbane during the monthly meetings.

We continue to look for those committed to ABM who feel they may be able to offer their gifts and talents to the work of the committee. In 2018, we welcomed new committee members, Rev'd Claye Middleton, Rev'd Rosemary Gardiner, Ms Sarah Gover and Rev'd Bronwyn Pagram, but Mr Arthur Jayasundera retired from the Committee in December after 12 years of service and Rev'd Jon Cornish left to serve overseas. Other members

of the committee are the Rev'd Ken Spreadborough (Chair); Mrs Lynette Keyes, the Rev'd Julia Van Den Bos, the Rev'd Andrew Schmidt, Mr Christopher Gehrman, the Rev'd Patrick Doulin, Mr Stephen Harrison (ABM Board Member) and Mr Greg Henderson (ABM Education Missioner) and the Rev'd Rebecca King.

As a final point, I wish to advise that I shall be retiring as Committee Chair and Member as from 30 April 2019 and would convey my personal thanks to the Archbishop, Committee members and all in the Diocese who have supported me in this role for more than eight years.

*The Rev'd Ken Spreadborough,
Chair, Brisbane Committee*

ABM Auxiliary, Diocese of Brisbane

The national ABM Auxiliary was established in 1910 to support the work of the Anglican Board of Mission Australia, through prayer, fundraising, and awareness-raising in parishes across Australia.

In our Diocese, there are two branches, Brisbane and Maryborough. Every year, members support the national project: in 2018, this was adult literacy in PNG.

The Maryborough branch, in June 2018, held a service of celebration of its Centenary, attended by Rev'd John Deane, the Executive Director of ABM. Several Brisbane members also attended this special day. The Maryborough branch raises funds through its sewing and craft program, which raises thousands of dollars each year for the National Auxiliary Project and other projects.

The Brisbane branch meets monthly at St John's, Hendra. Activities in 2018 included two missionary lunches in June and November, support for ABM's Synod stall, and help with the Archbishop's November Appeal. Members bake biscuits to sell at the Synod stall, and two of our members helped to staff the stall during the weekend. In September, members helped with preparing materials for packaging, for the 2018 Archbishop's November Appeal.

From time to time, guest speakers are invited to address our meetings. For example, the (then) new Bishop of the Southern Region, Bishop John Roundhill, who addressed our June Missionary Lunch.

Every year, the President attends the National Auxiliary Council meeting in Sydney. This meeting is chaired by the Chair of the ABM Board, Bishop Garry Weatherill, and is addressed by ABM staff members, who give updates of ABM's work in the field, and recommendations for future national projects. In September 2018, the meeting was also addressed by Archbishop Allan Migi, the Archbishop of Papua New Guinea.

The Auxiliary is privileged to continue to serve God's kingdom by its work and prayers.

*Mrs Lynette Keyes,
President*

Bush Church Aid Society

Our Vision

Since 1919, reaching Australia for Christ.

Our Mission Field

Remote, rural and outer regional Australia.

Our Method

Recruiting, sending and supporting field staff for a minimum four-year term. They enjoy our vast prayer support, intentional pastoral support and financial support.

Our Key Priorities

- Bringing the gospel of Christ to the outermost parts of Australia.
- Developing a new generation of culturally diverse Christian leaders.
- Supporting ministry by Aboriginal and Torres Strait Islander people so they can serve Christ in ways that are Biblically faithful and culturally appropriate.
- Planting and renewing sustainable, vibrant and outward-looking churches.
- Equipping local leaders for fruitful ministry.
- Providing care in Christ's Name – serving hurting people in times of crisis and through ongoing Christ-centred pastoral care.

Our Diverse Ministries

BCA is an independent Anglican Mission with its own constitution and board. We work nationally through Diocesan Bishops and Dioceses and are currently partnering with 19 of the 23 Anglican Dioceses. Our field staff come from diverse backgrounds and are serving as church planters, church pastors, school chaplains, RI/SRE workers, children's, youth and family workers, Indigenous ministry workers.

Our New Ministries & Appointments

BCA is partnering with St Peter's Anglican Church, South Tamworth NSW, supporting George and Carmel Ferguson. George is the Indigenous Ministry Trainee and is heading up the parish's outreach in the Indigenous suburb of Coledale.

BCA is supporting Jack and Lil Harradine who are leading the Living Desert Indigenous Church in Broken Hill NSW.

BCA is supporting Rev'd Roger and Mrs Amanda Kyngdon in Newman, WA, where Roger pastors the Anglican Church.

BCA is supporting Ayumi Tamsett in Gilgandra, NSW, (married to Peter who pastors the Presbyterian Church) where she is a school chaplain and SRE teacher.

BCA is supporting Rev'd Chris and Mrs Wendy Thiele on King Island, TAS, where they lead the Anglican Church.

BCA continues its longstanding partnership with Nungalinga College, Darwin, where it is supporting Jim Watson (married to Natalie) who is working as Property Manager and supporting Aboriginal men.

Our QLD/NNSW Region

North West Queensland – Rev'd Capt Rod and Mrs Christene Oldfield are overseeing a growing Anglican Christian community in Cloncurry, and also working in partnership with the local Uniting Church both in Cloncurry and Julia Creek.

Central West Queensland – Rev'd Capt Graeme and Rev'd Susan Liersch are working as Mission Facilitators and Trainers overseeing the parishes of Barcardine, Barcoo, and Longreach. Graeme and Susan are working to train and equip the saints for their ministry and to reach and disciple the unchurched.

Moranbah, Central Queensland – Rev'd Luke and Mrs Julia Collings are leading St Francis Anglican Church in Moranbah – a purpose-built coal mining town with a transient population. The church is successfully running a mainly music ministry, Messy Church, and a large op shop that functions as an important community hub.

Lightning Ridge, North West NSW – Rev'd David and Mrs Joanne Piper lead the Anglican Community Church in the Ridge, and serve an Indigenous congregation in Goodooga. Between them they teach SRE in the local Central School, work with children and youth, lead Bible study groups, and deliver food hampers and cotton seed to drought-affected farmers, generously donated by Mrs Trisha and Mr Eric Greenham of Brisbane.

South Tamworth – Mr George and Mrs Carmel Ferguson – please see under 'Our new ministries and appointments.'

Woolgoolga/Grafton Diocese – BCA is in partnership with the Anglican Parish of Northern Beaches and the Diocese of Grafton, supporting Rev'd Simon and Mrs Alison Reeve. Simon is working as Young Families' Minister in the Parish of Northern Beaches and Young Families' Resource Officer for the Diocese. Alison teaches SRE in local schools and assists with the parish's children's and families' ministry.

Norfolk Island – Rev'd David and Mrs Crystal Fell. Our QLD/NNSW region handed over support of the Fells to our NSW/ACT region.

Regional Officer – In 2018, I attended three Diocesan Synods (DSQ, Grafton, DNQ) and made a BCA presentation at the DNQ Synod; represented BCA and gave two mission presentations (mixed & youth) at the QLD Tropics Keswick Convention (Atherton);

represented BCA and gave a seminar on Christian Leadership during the Soul Survivor North Coast NSW Youth Trip; planned and led our annual Bush & Bible Day in Brisbane (speakers Bishop Richard Condie TAS, BCA Field Staff – Lierschs); visited BCA Field Staff in Moranbah and Woolgoolga; and preached the Bible and presented the work of BCA in many churches across the five Dioceses of the region.

Thank you to my wife, Julie, a wonderful wife and partner in this ministry, to my Office Manager, Craig Buchanan, for his skillfull and dedicated administrative work and support, and to all our faithful supporters who pray and give so that this vital ministry across Australia can continue and grow. Why? So that the gospel of grace in Jesus can grow and flourish, people and communities be blessed, and God be glorified, in 'the bush.'

*The Rev'd David Rogers-Smith,
Regional Officer QLD/NNSW*

CMS Queensland with Northern NSW

The Church Missionary Society (CMS) is a fellowship of Christian people and churches committed to see 'A world that knows Jesus'. We work with churches to set apart long-term workers who cross cultures to share the gospel of our Lord Jesus Christ.

As we seek to see a world that knows Jesus, and – conscious of our responsibility to peoples in our near-neighbour region – the mission of CMS is:

- to reach gospel-poor peoples for Christ,
- to equip Christian leaders for church and society,
- to engage churches in cross-cultural mission.

In 2018, the prayers and generosity of many Anglican parishes and parishioners enabled the branch of CMS Queensland with Northern NSW (CMS-QNNSW) to support 15 missionaries. The branch also responded to enquiries from those interested in short and long-term mission and provided opportunities for parishes and individuals in the Brisbane Diocese to learn about and experience cross-cultural mission.

CMS is funded solely by the giving of parishes, and individuals directly. Through these generous donations, CMS covers missionary costs of living allowance, housing, flights, language training, education, medical costs, pastoral care, superannuation, home deputation and resettlement.

CMS-QNNSW Branch Missionaries for 2018

CMS-QNNSW missionaries served in the following locations and ministries during 2018:

South Asia

- Medical superintendent of a local hospital, supporting the staff in providing compassionate care to treat and prevent disability.
- Principal of a new primary school, providing children's education for parents working in the country.
- Mathematics teacher at a local school also involved in the local church.
- Trainer and encourager of Young Life leaders.

Eurasia

- Teacher of English as a foreign language.

Japan

- Members of a church planting team, reaching out to local families, teaching the Bible and building their team in preparation for starting services in their city.
- University student worker ministering to students through Bible studies, prayer meetings, camps and social gatherings.
- Serving local church through Bible studies, music classes and outreach programs.

Papua New Guinea

- Working alongside students at the University of Papua New Guinea, teaching the Bible and discipling students. Developing reading and study tools, as well as writing courses on key issues of biblical understanding and application.

Italy

- GBU staff worker in Italy, training and equipping Christian students, working alongside them to share the message of Jesus with other students.

Middle East

- Studying Arabic full-time to learn from and relate well to local friends and people. Looking forward to deepening relationships and taking opportunities to love others and share the hope of Christ.

South East Asia

- Working with the AFES in Australia to gain more experience in student ministry. At the end of 2018 they completed their service with CMS and ask that we continue to pray for God's work in their location country.

New Missionaries & Missionaries in Training

Missionaries in Training at St Andrew's Hall

In 2018, we had a married couple approved to complete training at St Andrew's Hall in the first half of 2019. Prior to final selection as CMS missionaries, candidates spend five months full-time in a residential course at the CMS training facility, St Andrew's Hall in Melbourne. The course equips them with skills they need to thrive and to communicate the gospel across cultures.

Short-Term Workers

South Asia

- Developing PE programs and student support at an international school and building relationships with the students.

Conferences

During 2018 hundreds of people attended CMS conferences in Queensland and Northern New South Wales, to hear great Bible teaching and to be motivated and equipped for God's mission including Summer School, Autumn Encounter and Toowoomba Conference.

*The Rev'd Mark Fairhurst,
General Secretary*

All Other Reports

Anglican Cursillo Movement in the Diocese of Brisbane

Cursillo is a Spanish word for “a short course”. Emanating from the Catholic Church in the 1940s, Cursillo seeks to strengthen the faith, spiritual awareness and commitment of Christians.

Initially, participants are sponsored by a Cursillista to attend a Cursillo weekend or *Short Course in Christian Living* which is prepared for them by a team of lay members and clergy; all of whom have attended such a weekend themselves. These weekends provide opportunities for participants to experience Christian community and fellowship. A series of talks and meditations are presented throughout the weekend.

Cursillo Weekends are held annually in the Diocese. In 2018 Men’s and Women’s 78 were held in the Western Region at James Byrne Centre Toowoomba. Four men and 12 women made their Cursillo at these weekends.

Subsequent to attending the weekend, Cursillistas are encouraged to join a small local or parish group to encourage further reflection, individual development and provide support to each other. Focusing on personal relationship with God, spiritual growth through study and intentionally seeking opportunities to share the love and knowledge of God in everyday environments are key elements of the ongoing Cursillo method.

One important characteristic of Cursillo is its capacity to transcend parish boundaries. This is reflected in the attendance of Cursillistas in larger group gatherings called Ultreyas which tend to be organised either by individual parishes or combinations of adjoining parishes in the Diocese. There is always an open invitation to Cursillistas and other interested people across the Diocese to attend. These times of worship, fellowship, testimony and singing provide opportunities for sharing on a wider level and people often travel significant distances to take part and thereby encourage each other on their spiritual journey. During 2018 Ultreyas were held on the Fraser Coast, Warwick, Goondiwindi and Toowoomba with the Diocesan Ultreya at St Pauls Ipswich. We are hoping to have an Ultreya every month somewhere in the Diocese in 2019.

2018 also gave the Cursillo Movement the opportunity to visit some parishes in the Western Region when we held a Pilgrimage weekend. This was open to all Cursillistas and any other interested people. The Pilgrimage took on a different form in May as we

travelled with Bishop Cam, the Episcopal Overseer for the Diocese, and the Rev'd Iain Moore, Diocesan Spiritual Adviser, to Mitchell, stopping at Chinchilla and Roma on route to encourage local parishioners. This was an eye opener to many and showed us how resilient these country parishes are. They were an inspiration to us as we saw how faithful they were.

Though overseen and supported by clergy, the Cursillo Movement is largely led by lay members. Diocesan Secretariat coordinates the activities and performs the role of governance at a Diocesan level. A National Secretariat meets annually with members of each participating Diocese invited to send representative members.

The Diocesan Servant Community is the prayerful arm of the movement and this group meets monthly to pray for and study/review the material utilised by the Cursillo Movement. Cursillo has now been operating in the Brisbane Anglican Diocese for 34 years. Many people report that Cursillo has been an important milestone or turning point in their Christian walk and has led them on to participate more fully in their parishes and other Christian activities.

We are thankful to the Diocese in the support offered in clerical oversight and use of facilities such as St Francis College as a meeting venue.

If anyone would like to participate in a Cursillo weekend, their parish contact or local Cursillista or priest are the recommended points of contact.

*Mrs Margaret Siebenhausen Jnr,
Diocesan Lay Director*

Anglican Men's Society

In 2014, Jim Smith from St James Toowoomba was appointed Chairman, and Andy Brodersen from St Paul's Ipswich, was elected General Manager.

In 2014, we had branches in Bundaberg, Ipswich, Sherwood, Toowoomba and Zillmere (five branches) with a total membership of only about 70 members. In 2019, we now have branches also in Southport, Inala and Laidley, as well as in Honiara, Solomon Islands. Membership has increased to about 200 members.

We have two Council meetings a year – May and November. The May Conference is also an AGM and takes place over three days. The November meeting is a “one day affair”.

Every branch receives a financial statement every month.

The 2018 AGM and Conference was held at St Peter's, Southport and was attended by Bishop John Roundhill, Bishop Jonathan Holland and Bishop Daniel Abot as well as members and their wives – a total of 56.

The 2019 AGM and Conference will take place in Bundaberg, 24-26 May. Bishop Jeremy Greaves has graciously accepted to be our keynote speaker on Saturday 25 May. We are also expecting The Dean from Honiara, Phillip Rongotha and Bishop Daniel Abot from South Sudan. From Vanuatu we expect Bishop James Tama or Vicar General Father Stanley as well as Regional Secretary Selwyn Leodoro.

In July 2018, Andy Brodersen and his wife visited Port Vila and had a long meeting with Selwyn Leodoro and Father Stanley about establishing AMS in Vanuatu.

At the AGM and Conference in May, the Vanuatu delegates will be inducted into AMS, and on their return to Vanuatu expect to induct many members there.

AMS Queensland is proud of our Pacific Islands initiatives to help these people. Fifty chairs are in the process of being shipped to Santa Ana, a remote island in the Solomon Islands, where primary school students are currently sitting on the ground. More help for these people is in the planning stages.

AMS Qld has a real estate income which is used to financially assist parishioners in South East Queensland. When a parish establishes an AMS branch, the parish immediately receives a cheque for \$1,000, and if the parish has a project which requires funding, we will help financially.

AMS Queensland supports St Francis Theological College at Milton, with an annual bursary of \$15,000, to financially assist Formation students. Bishop Jonathan Holland is sole administrator of this bursary. AMS Qld also provides for a popular BBQ lunch for the students at the end of October each year.

In 2017 and 2018, we helped Christ Church Bundaberg with their War Memorial Bell Tower project to the tune of \$10,000.

Other donations for 2018:

\$ 4,000 The Bush Ministry via Bishop Venables
\$ 2,300 The Archbishop's Emergency Relief Fund
\$ 1,000 The Anglican Board of Mission – Philippines Tsunami Appeal
\$ 2,000 Christian Religious Instructions
\$ 6,000 St. Hugh's Parish in Inala
\$ 5,000 AMS Men's shed in Oxley
\$ 5,000 St. Paul's Parish, Ipswich
\$ 5,000 St. James Parish, Toowoomba
\$10,000 Tanzania and South Sudan

AMS Qld has three bank accounts and balances per 31 Dec 2018 were as follows:

Bendigo Bank Trading Account	\$29,611.84
ANFIN Relief Fund	\$ 4,897.04
ANFIN Trust Account	<u>\$31,270.48</u>
Total Funds	\$65,779.36

Every AMS branch has full control of their own funds and dispose of them as they see fit. Thousands of dollars are each year donated by the branches to their own parishes and local charities.

In 2019, we are hoping and expecting to start at least another three South East Queensland AMS branches.

On a long-term basis we have people in Tanzania and Uganda who would like to start up AMS in their countries. We shall seek guidance from our Archbishop as to how we can approach the Archbishop of Canterbury for official approval and possible financial assistance for initial start-up.

AMS Queensland is open to requests for financial help from parishes who do not currently have an AMS branch. Please contact the AMS General Manager.

Yours in Christ

Mr Jim Smith,
Chairman

Mr Andy Brodersen,
General Manager

Anglican Mothers Union Australia

Anglican Mothers Union Australia (AMUA) Brisbane Diocese is a missionary agency of the Anglican Church of Australia and part of the Worldwide Mothers' Union. AMUA Brisbane Diocese works to promote the vision, aim and purpose and mission of AMUA and abide by the constitution of The Council of Anglican Mothers Union Australia.

Vision

Our vision is of a world where God's love is shown through loving, respectful and flourishing relationships.

Aim & Purpose

To demonstrate the Christian faith in action by the transformation of communities worldwide through the nurture of family in its many forms.

Mission

- To promote and support married life.
- To encourage parents in their role to develop the faith of their children.
- To maintain a worldwide fellowship of Christians united in prayer, worship and service.
- To promote conditions in society favourable to stable family life and the protection of children.
- To help those whose family life has met with adversity.

The AMUA Brisbane Diocese is managed by its Executive Committee and Council, and the Diocesan President chairs Executive Committee and Council Meetings. The Executive Committee is four vice presidents, ten deanery presidents, seven department heads, secretary, treasurer and chaplain.

Relationship with the Diocese & Wider Church

Brisbane Diocese has 55 financial parish branches with a total membership of 1034. Mothers' Union, in showing Christian care for families, are involved in projects and activities within the parish, within their community, within the Diocese as well as nationally, and worldwide.

Retiring Collections

AMUA facilitate retiring collections in the parishes on two occasions each year. This year the Mothering Sunday/Mother's Day Overseas Retiring Collection for Peace and Reconciliation in Africa amounted to \$14,412. The annual collection in August for Anglicare Southern Queensland Chaplaincy received \$10,923, which will be presented

to Canon Linda McWilliams on Lady Day. Our sincere thanks to all parishes who have contributed to these appeals.

Donations for other Diocesan Outreach Projects

Through voluntary contributions from branches, donations were received for The Emergency Relief Fund – \$4,080, Family Holiday – \$680, Fresh Start Baskets – \$742, Women’s Shelter – \$1,300, Kids at Risk – \$1,317, Overseas Fund – \$3,100, and Northern Outreach – \$7,600.

Because of the severe drought in south west Queensland, AMUA Brisbane Diocese this year has been able to direct \$15,000 to the Drought Appeal for Southern Queensland from our Emergency Relief Fund. Fifty percent has been given to the Bush Ministry Fund and 50% to the Archbishop’s Drought Appeal.

In April, an amount of \$22,288 was given to the Anglicare Women’s Shelter for the children’s playground equipment.

Clinical Pastoral Education Bursaries

The recipients for 2018 were Susan Barker, Danni Clark and Lauren Martin who gave a ‘thumbnail’ sketch of their spiritual journey at the February Council Meeting. The bursaries – of \$1,200 each – provide financial assistance to Susan, Danni and Lauren to complete the compulsory clinical pastoral education component of their ministry and we wish them well.

AMUA Stoles & Kits

Six theological students, who were ordained Deacon on 1 December, were presented with AMUA stoles at their Valedictory Service at St Francis on 28 October, by Vice President Margaret Coombs and Past President Marilyn Dunning.

Seven Deacons who were priested on 1 December, were presented with AMUA Kits. These are wonderful opportunities to promote AMUA to our clergy.

Lady Day

The Annunciation of the Blessed Virgin Mary. The Lady Day Service held on 11 April at St John’s Cathedral was a wonderful experience of worship, with the choir, procession of banners and the Archbishop’s inspiring address. The 173 communicants were excited to witness Archbishop Phillip admit Deacon Bronwyn Pagram to membership of AMUA, and equally excited to hand Canon Linda McWilliams a cheque for \$14,500 for the Anglicare Chaplaincy.

Successful Lady Day Services were also held at Childers in the Burnett Deanery, Maleny in the Sunshine Coast Deanery, and Warwick in the Toowoomba Deanery. This enables members too far from Brisbane to attend this special service and to enjoy fellowship.

Activities during the Financial Year

Important Events 2018

The year began with our Diocesan Executive Committee having an overnight stay at St John's College St Lucia. It was a time of welcoming new members to Executive Committee, a time of bonding and understanding more about the roles and responsibilities in Mothers' Union.

The AMUA Diocesan Council met four times during the year, with two meetings held in Brisbane and two Country Meetings held this year at St James Toowoomba and St Andrew's Caloundra. All meetings were well attended with interesting guest speakers: in Toowoomba, Sisilia Ajang from the Sudanese Community, and in Caloundra, Mrs Susan Ball, speaking on 'Strengthening a Caring and Giving Community'.

The AGM for 2018 was held at The Church of the Holy Spirit Algester with 112 members attending. We were privileged to have as chairperson Mrs Amerson Stephenson, the great granddaughter of Mrs Exley the founder of Mothers' Union in Brisbane Diocese. Guest Speaker was Police Officer Mrs Barbara Briggs who presented reflections from her 25 years of policing and addressed the challenges of gender-based violence. To remember all who are affected by gender-based violence, a reflection followed, and lighting a candle of hope as the gathering prayed: *"Loving Lord we light this candle to remember all who are affected by gender-based violence, and as a symbol of hope as we pray for a world which is free from all kinds of violence and abuse."* Amen.

The Oversea and Outreach Day on 7 June at St Mark's The Gap was a very successful day, despite the disappointment of our Australian Co-ordinator Christine Brain not being personally present due to recent surgery. However, her excellent PowerPoint and audio presentation featured her recent visits to the Mothers' Union Branches in Myanmar and the grassroots work done in Northern Australia with the Northern Outreach Grants. Along with the fellowship and delicious luncheon provided by The Gap's members in their lovely new hall, it was a successful day.

The Provincial Conference held in Rockhampton from 9-12 August was also a great conference. Well organised by Rockhampton Diocese, with excellent speakers on the theme "Befriend". The keynote speaker was Dr Robin Ray the Australian Education Co-ordinator. Brisbane Diocese was well represented with 41 members attending.

The MULOA Conference for Zone C was held in Auckland 19-23 August 2018, and St John's College St Lucia, Brisbane, 21-24 January 2019. Vice President, Margaret Coombs and I, represented the Brisbane Diocese, and were part of the 60 leaders from the South Pacific. MULOA stands for Mothers' Union Listening, Observing and Acting. It is the name of the global process which we are using to explore the essence of what it is to be Mothers' Union. We explored how we can contribute to making a real difference to people's lives by listening to the voices of our members and communities to help us create our strategy beyond 2020. The aim and purpose of MULOA is for Mothers' Union to be more effective and to make a difference in our church and community. Since September, Margaret and I have been busy visiting many branches and deaneries so that we can

share and work through the method of workshops to help answer some recurring MULOA core questions:

- Who are we as Mothers' Union?
- Whose lives are we touching or could we be touching?
- What difference are we making or could be making?
- How do we effectively make a difference or could be making a difference?

I am pleased to report that Margaret Coombs and I have visited 13 branches and deaneries. The Rev'd Bronwyn Pagram one of the MULOA facilitators, conducted a workshop at the November Council Meeting, so many have experienced something of this process, and I hope are excited about the possibility of new visions and growth in our Diocese.

It is vital that we take up the challenge that this process offers and think about the future of AMUA and be inspired and energised in our relationship with God and each other.

Branch Activities

The above were Diocesan-organised activities well supported by branch members. However, each AMUA Branch organises a program each year which members follow, creating much activity in their parish and community. This year's theme "In Mary Sumner's Footsteps" had members involved in local ministries, showing much love, care and support and meeting needs in various ways, using guest speakers to educate and through regular prayer and worship continue to grow in faith, love and service.

Risk Management

There are some Mothers' Union members who work with children in their parishes, Mainly Music, Messy Church, Sunday School, Kids Club etc. Included in the AMUA Brisbane Diocese Policies and Procedures and AMUA Handbook are the guidelines for "Safe Practices in our Churches". Mothers' Union members who have any contact and ministry to children have been instructed to comply.

Financial Position

Anglican Mothers Union Australia (AMUA) Brisbane Diocese recorded subscriptions of \$36,330 and donations of \$45,593, during 2018, as part of revenues totalling \$92,655.

However, our extensive activities and donations resulted in an overall loss for AMUA of \$37,138. AMUA as at 31 December 2018 has total assets of \$195,244. All held in cash or cash equivalents with no liabilities.

Mrs Beverley Perry,
AMUA Diocesan President Brisbane

Angligrreen

2018 began with a greater focus on reducing the environmental footprint of the Anglican Church Southern Queensland. The Angligrreen Constitution was amended to strengthen the focus on the *General Synod Protection of the Environment Canon 2007* which was adopted by our Synod in 2009. Highlights from Protection of the Environment Canon (2007) include:

Mechanisms to assist in protecting the environment

2. (1) 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 minimalises its contribution to the mean global surface temperature rise.

- (2) Every Diocese which adopts this Canon undertakes to establish such procedures and processes such as an environment commission, or similar body, as are necessary to assist the Diocese and its agencies to:
 - (a) give leadership to the Church and its people in the way in which they can care for the environment,
 - (b) use the resources of God's creation appropriately and to consider and act responsibly about the effect of human activity on God's creation,
 - (c) facilitate and encourage the education of Church members and others about the need to care for the environment, use the resources of God's creation properly and act responsibly about the effect of human activity on God's creation.

The 2018 Angligrreen Committee elected at the AGM, 24 March 2018 was: the Rev'd Peter Moore (Chair appointed by the Archbishop), Dr Jayne Murdoch (Secretary), Gloria Wisker (Treasurer) and Committee Members: John Wrench, Rev'd Bill Redman, John Oxenford and Judy Seymour. The committee was commissioned by the Archbishop at Evensong in the Cathedral.

Angligrreen is concerned that since adopting the Environment Canon, apart from several Synod motions and isolated actions by parishes, schools, commissions and other agencies, there had been few steps taken to set targets and change policies to really work towards a reduction of the environmental footprint of the Diocese. There has been no central gathering of information on these individual actions, so it is difficult to get a clear picture of progress in reducing the environmental footprint. Angligrreen is doing its best to gather this data.

Angligrreen has continued to strengthen its relationship with the Diocesan Social Responsibilities Committee (SRC), Anglican Communion Environmental Network (ACEN), Queensland Churches Environmental Network (QCEN) a Commission of

Queensland Churches Together, and to liaise with Australian Religious Response to Climate Change (ARRCC). During the year, we endorsed, promoted and encouraged participation in a range of activities drawing attention to the impacts we all have on the environment and how we can reduce that impact. Such activities included:

- Promoting Carbon Fast Lent Calendar with Justice Unit (SRC)
- Promoting Faith Communities *Climate Action Forum* with ARRCC featuring journalist and documentary film producer Lujayn Hawari. Lujayn is a Muslim advocate for veganism, environmental protection and animal welfare, and founded a website The Vegan Muslim. <http://www.theveganmuslim.net/> (March)
- Supporting *Live for Less* using stories & tips from Brisbane's sustainable living hub. (<https://liveforless.com.au/>) (March)
- Encouraging Anglican signatures on the Letter to the Heads of Commonwealth Meeting on Climate Change Action in April 2018. The 2018 Commonwealth Heads of Government Meeting in London concluded with a commitment from all 53 member states to limit global warming to below 1.5C. (<https://cop23.com.fi/commonwealths-53-nations-commit-1-5c-climate-target/>)
- Supporting ARRCC Global Sustainable Living Initiative (April)
- Meeting with Archbishop Phillip on the work of Angligreen (May). The Archbishop acknowledged that there was much work to do if we were to comply with the requirements of the Environment Canon. He agreed to encourage parishes to celebrate *Season of Creation* in November 2018.
- Sponsoring with the Cathedral and ARRCC a *Vigil for the Great Barrier Reef* to draw attention to the effects of Climate Change (September).
- Supporting and promoting *Living the Change* which encouraged people to commit and participate in the Interfaith gathering to witness to their commitment at the Greenslopes Mosque (October).
- Bringing a motion to the 2018 Synod to encourage action on commitments under the Environment Canon (October).
- Maintaining our newsletter, Facebook and web page to share information and events and give witness to what is going on in the Anglican Communion, particularly GREEN ANGLICANS (Anglican Communion Environmental Network).
- Mounting a display at Synod in cooperation with SRC and encouraged Synod members to use cups and keep cups rather than disposable cups. We again tried to have recycle bins at Synod but Churchie was unable to provide them and refused the Angligreen offer to provide them.
- Hosting a presentation from the *Tool Library* organisers. People can borrow household tools instead of having to purchase tools they seldom use.

Fr Peter had a meeting with his local member Leeanne Enoch (MP), Minister for Environment and the Great Barrier Reef, Minister for Science and Minister for the Arts, together with a ministerial advisor from the Dept of Environment. He was able to discuss the role of Angligreen, QCEN and ARRCC in the environmental movement and ways we could assist in changing attitudes and actions to recognise the environmental footprint we have on the planet and how we can reduce that impact.

The Diocese has responded to the motion with requests to parishes about their sustainability practices and has begun to call on Anglicare and the Schools Commission covering all Diocesan schools and associated schools to report on their actions to reduce their environmental footprint. It is very early days, but the Canon is being taken seriously and Angligreen is driving the action with SRC, through Diocesan Council and the General Manager's office. Initial meetings are very encouraging and positive. There is recognition that there is a lot of work to do and that we need to get things moving.

Angligreen does not have a budget allocation, relying on donations and individual supporters to cover expenses. Angligreen has a current bank balance of \$5,318.97. The Audited Financial Report for 2018 is attached. We are supported by SRC in covering the costs associated with our social media accounts, web hosting and the electronic distribution of our newsletter.

We expect 2019 to be a busy and exciting year. It is expected that environmental issues will play an important part in the 2019 federal election. The Diocese is coming to grips with its obligations under the Environment Canon and opportunities are opening to work with other faith groups to co-ordinate programmes, share resources and speak on environmental issues from a faith perspective.

*The Rev'd Peter Moore,
Chair*

Bush Ministry Fund

Many, many thanks to those parishes, schools, and individuals who have partnered with drought affected rural communities through the Bush Ministry Fund in 2018. Through visits, phone calls, fundraising, prayer, and many acts of generosity we have, in God's grace, made a world of difference.

In 2018 the BMF helped enable ministry in eight parishes:

- *CONTINUING*: The Maranoa-Warrego Anglican Mission Area (\$40,000) – very thankful for the continuing ministry of the Rev'd Steffan Van Munster as priest and Police Chaplain, and congratulations to Steffan and Eliane on the safe arrival of their baby Sven.
- *CONTINUING*: 4x4 Vehicle Lease (\$10,000) – very thankful that ministry in the Maranoa-Warrego Anglican Mission Area is supported by a reliable and appropriate vehicle.
- *NEW*: The Maranoa-Warrego Anglican Mission Area (\$21,000) – a very warm welcome to the Rev'd Rick Gummow and his wife Tracey. Rick has a great background in rural banking and hospitality management before being Ordained Deacon in December 2018. Rick is working alongside Steffan to serve the communities and congregations of this area that incorporates the co-operating parishes of Mitchell, Charleville, and Cunnamulla.
- *NEW*: The Leichhardt-Chinchilla Anglican Mission Area (\$40,000) – a very warm welcome to the Rev'd Terry Frewin and his wife Karen who moved from Newcastle to serve the communities and congregations of this area that incorporates the co-operating parishes of Leichhardt and Chinchilla.
- *COMPLETED*: Boonah-Harrisville Parish (\$10,000) – very thankful for the continuing development of the Parish Op-Shop which reaches out to the community of Boonah, and now generates sufficient funds for the Parish to no longer need BMF support.
- *CONTINUING*: Dalby Parish (\$5,000) – very thankful for the ongoing and fruitful ministry of Annabelle Harth, part-time Children and Family Minister.
- *CONTINUING*: Quilpie Parish & Diamantina Shire (\$6,000) – very thankful for the itinerant ministries of the Rev'd Di Murphy and the Rev'd Geoff Reeder to some of the most remote communities of the Diocese. Geoff was licenced *Missioner to the Quilpie District* in 2018.

People in each of these parishes have expressed great thanks for the financial support of the BMF because it has helped to make possible full-time, part-time, and itinerant leadership. People living in rural and remote communities are encouraged – when they have opportunity – to worship and pray with others, be trained and resourced to provide ministry when a priest is not present, and be nurtured in their journey of faith by skilled and caring people.

Please pray for all rural and remote communities in the West, particularly those who are supported in some way by the BMF. If you, like me, are already supporting the BMF,

please keep giving... in the knowledge that this is used by God to bless the lives of others. But, if you are not yet supporting and would like to find out more please contact Helen Briffa at the Western Region Office via email hbriffa@anglicanchurchsq.org.au or phone (07) 4614 7050.

The Right Rev'd Cameron Venables



The Right Rev'd Cameron Venables in his Toowoomba office.

Diocesan Director of Ordinands

Between last September and this March there have been two seeker events, namely the 'Steeple Chase' held at the Cathedral and the annual 'Seekers Day' held at Bulimba. From those days 14 people entered into a period of reflection for discernment to the ordained ministry. As they are still discerning at this stage of the year we are still uncertain as to how many will go onto the Vocational Discernment Conference (VDC) in June.

The process of discernment and selection is not an easy one, for either the candidates or the many people who are asked to present reports or recommendations and advice to the Archbishop. Whilst it seems as though it is a very big ask for all of this gathered information from so many sources to in some way be coherent and align, but in fact it generally is. Almost without exception, the selection criteria found in 'God Calling' which is the document outlining the requirements for those seeking ordination in this Diocese, align across these gathered reports on individuals. It is the breadth of information which is gained which ultimately helps discernment come to the right conclusion for that time.

The Examining Chaplains have continued in their roles as advisors to the Archbishop. Two reports are required on each candidate who is seeking to be invited to the VDC and if successful these reports will be required until the year of priesting. This is a substantial commitment by each examining chaplain and I thank them for their work.

I wish to continue my encouragement of all within the church to seek out those who may have a vocation to holy orders. Is there someone you know who you think can 'grow the church' and minister to God's people? If so, why not talk to them and encourage them. What about yourself? Why not encourage some young people to attend the 'Steeple Chase' event just for the fun of it? You never know how this might affect those people a number of years later as they grow in faith.

There is now a website dedicated to discernment and for the time being the URL is www.discernment.dyndns.org. This URL will change in the near future to align more with Diocesan IT restructuring. The aim of the site is to try to answer questions about discernment for the ordained ministry as well as offer resources to those with those questions. I recommend it.

Lyn Lamb has continued to serve the Diocese, candidates and DDO in an administrative capacity and I want to thank her for going the extra mile on so many occasions to get the job done.

*The Rev'd John Milburn,
Diocesan Director of Ordinands,
Diocese of Brisbane*

Diocesan Ecumenical Affairs Committee

It has been a great privilege to chair the Ecumenical Affairs Committee of the Diocese of Brisbane. I thank the Archbishop and Bishops for their support, and the members of the committee for their commitment to the cause of ecumenism in the Diocese.

The work of the Diocesan Ecumenical Affairs Committee (DEAC) is to encourage and promote ecumenical understanding and Anglican ecumenical activity in Southern Queensland. DEAC works closely with Queensland Churches Together (QCT) the Queensland affiliate of the National Council of Churches and also seeks to further growth in relations between our Anglican Diocese and both the Roman Catholic Archdiocese of Brisbane and the Diocese of Toowoomba.

The group met several times during 2018.

Membership

In 2018, the committee comprised the following:

- The Chairperson, The Right Rev'd Doug Stevens
- The Rev'ds Bruce Boase, Geoff Hoyte, Stephen Hooper and Helen Paget
- Ms Jane Markotsis and Mr Tim Coates

Activities/Events

Throughout 2018 our chairperson met regularly with the chairs of the Roman Catholic and Uniting Churches ecumenical committees to exchange information and plan some combined activities. These meetings took place at the Roman Catholic Diocesan offices. We welcomed two quest speakers to our regular meetings, Ms Margaret Naylor from the Roman Catholic ecumenical committee and the Rev'd Jamie-Lee Callard who spoke to us about a combined churches youth weekend she attended at Ormiston.

During the year, some members of the Committee participated in the activities of the Faith Communities Council of Queensland at the Centre for Interfaith and Cultural Dialogue in the Nathan Campus of Griffith University. This Council's priority is to stimulate interest in interfaith dialogue and engagement, and promote understanding and reconciliation between peoples of differing faiths.

A regular and major part of the work of the Committee is to help facilitate an annual activity mandated by the Anglican-Roman Catholic Covenant, the shared clergy day. In 2018, it was hosted by the Brisbane Roman Catholic Archdiocese at the Holy Spirit seminary at Banyo. Presentations on the theme of contemporary parish ministry were made by Rev'd Mauro Conte of Springfield Roman Catholic Parish and Rev'd Adam Lowe of St

Bartholomew's Anglican Parish Toowoomba. Fellowship and discussion were had in the context of an excellent lunch.

In 2018, the annual Joint Ecumenical Committees' Dinner was hosted by the Uniting Church at their ministry training centre in Toowong. The group shared a meal together and enjoyed a lively discussion.

Finally, in November, representatives of the three member Dioceses of the Tri-Diocesan Covenant gathered for an annual reconciliation service and enjoyed fellowship afterwards.

All in all, 2018 was a quiet year, and regular meetings were limited in scope because of a lack of quorum at times. We are seeking in 2019 to have some new members invited to take membership in the in group.

*The Right Rev'd Dr Doug Stevens,
Chair*

GFS – An Anglican Ministry Incorporating Kids Plus+

The purpose of GFS is to give glory to God by bringing children, youth and their families into the full life and fellowship of the church and helping them know, love and serve our Lord Jesus Christ. GFS Brisbane's Vision Statement is 'To provide a vital ministry which will empower people to build a continuing relationship with Christ, to value themselves and one another, and to experience life within a faith community.'

The Chairman of GFS Brisbane is Mrs Lesley Briggs. She has held this position on three separate occasions, firstly from 1998-2003, then from 2006-2012 and thirdly from 2017 up to the present time. She also held the position of National Chairman of GFS Australia from 2002-2005. Her educational and professional background is in nursing and early childhood education. She worked in various hospitals in England and Australia before entering the Child Care sector where she was the Director of two different Child Care Centres. From there she went to work as the Home/School Liaison Officer at a Roman Catholic High School, where she worked for 10 years before retiring in December 2005.

Other members of the GFS Diocesan Council for 2018 were: Di Bell and Jen Tutin who were elected to the positions of Vice Chairmen. The Chairman's appointment of Vice Chairman was The Rev'd Cannon Cheryl Selvage. Our Treasurer is Roslyn Lumsden, Leader Development Officer Chris Rooney, Office Secretary Margaret Humphries, Minutes Secretary Lesley Gee, Grant's Coordinator Cheryl Russell, Promotions/IT Officer Ian Russell and the Chairman's appointment to the board was Marj Wellings.

GFS Brisbane made two types of grants available to parishes and agencies within the Diocese in 2018. A grant of up to \$500 is offered to parishes to provide an ongoing ministry to children and/or youth, for them to be able to replenish materials such as pencils, colouring pencils, glue and craft materials. During 2018, 17 grants of \$500 were approved. The second grant is our 'One Off' grant of up to \$1500 for parishes to hold a one off (Special Event). We approved 11 grants in 2018 ranging from \$700 to \$1500. Examples of one off events were an Advent Sunday event, Big Night Out, Holiday Camps and Christmas Festivals. GFS Brisbane also supports MEC by providing grants of \$2,000 for each of their Ichthus camps.

GFS Brisbane gives two bursaries of \$5,000 each to students attending St Francis College, who have been recommended to us by the Principal, Bishop Jonathan Holland. We support a Chaplain at the Children's Hospital by paying her wage for one day a week. Each year we have a Diocesan Project, and for 2018 that was for 'Our Rainbow House' in Zambia. Our financial support extends to our World GFS where we support the current GFS World Project, which in this three-year term is to Sri Lanka (English for Employment Prospects) for young women.

GFS World also has a World Travel Fund and a World President's Travel Fund. The World Travel Fund is there to help leaders from third world countries attend the GFS

World Council, and the World President's Fund is to help the GFS World President travel to different GFS Countries during her term of office, we generously supported both of these funds in 2018. We have also been supporting GFS Training in PNG financially, and have leaders travelling to PNG annually to conduct the training sessions.

GFS Brisbane meets on a bi-monthly basis and our meetings are held at St Francis Theological College. We hold two 'Outreach' events each year for past and present members of GFS. In 2018, the first of these was held in May where we visited the MacArthur Museum in Brisbane before having lunch together after the visit. Then in September we came together for the GFS World Day of Prayer, which was held at St. Bart's, Mt Gravatt. Our Chaplain, The Rev'd Kaye Pitman OAM presided over the service, and Lesley Gee was awarded Life Membership of GFS Brisbane. Again we enjoyed fellowship after the service by going for lunch at the Coffee Club.

In January 2018, our GFS National Council was held in Newcastle from 7-13 at Kurri Kurri College. Ten members from Brisbane attended, with three taking on active roles during the Council. Chris Rooney and Cheryl Selvage each ran a session during Council, and Lesley Briggs ran a Workshop on Prayer and Spirituality on two separate occasions as an elective. At the closing service of council it was a joy to see The Rev'd Cannon Cheryl Selvage Commissioned as the new GFS Australian President for 2018 to 2020.

All GFS leaders must undertake the 'Safe Ministry to Children and Vulnerable People' training as set out by the Diocese. They must also hold a Blue Card

The future plans for GFS Brisbane are to update our constitution, which has been an on-going project during 2017-2018. We have had meetings with Paul Paxton Hall, a solicitor, who is helping us with this, as well as exploring how to protect our investments by setting up a Trust in order to ensure that financial help to parishes and agencies will still be available to provide ministry to children and youth well into the future, if/when there are no longer any GFS members around to do this themselves.

GFS Brisbane is proud and pleased to be in a position to help support Children's/Youth Ministry in our Diocese, this is what we are about, but as well as supporting this vital ministry we support each other by having two 'Townsend Groups' for adult members of GFS. The Headquarters Group meet in the Darnell room in the Cathedral precinct and have been ongoing for very many years, most of the members are elderly and unfortunately the numbers are falling due to them entering Retirement Homes, or going home to be with our Lord. The second Townsend Group meets bi-monthly for fellowship at different homes of our members. We are all ex GFS leaders. This group is well supported and we all gain valuable friendship and support from each other.

We are only as strong an organisation as the people who are a part of it, and I think that we have a wonderful group of people dedicated to keeping GFS Brisbane alive and well. It gives me pleasure to present to you GFS Brisbane's report for 2018.

*Mrs Lesley Briggs,
GFS Chairman, Brisbane*

Mission to Seafarers Brisbane Inc.

Committee Members

<i>President</i>	Capt Ross Nicholls
<i>Vice President</i>	Mr Robert Clark
<i>Secretary</i>	Vacant
<i>Treasurer</i>	Mr David Thomas
<i>Member</i>	Mrs Wendy Firmin
<i>Member</i>	Capt Kasper Kuiper
<i>Member</i>	Mrs Judith Harris
<i>Member</i>	Mrs Marianne Ross
<i>Member</i>	Vacant
<i>Member</i>	Vacant

Honorary Chaplains

The Rev'd Ian McGilvray

The Rev'd Stephen Briggs

(Priest in Charge St Oswalds Banyo RAN Chaplain)

Chaplain Emeritus: The Rev'd. William Pearson RFD MNSC RANR Ret.

Honorary Life Members

Mrs Marcia Scholes

Mr Bruce Balnaves

The Mission to Seafarers Brisbane Inc. is an Incorporated Association and Registered Charity in Queensland and registered with the Commonwealth Charities and Not for Profit Commission.

The Mission to Seafarers is financially supported by proceeds from the Seafarers Centre shop, income from investments, donations from parishes, companies and individuals along with community grants and projects supported by industry.

The Objects of the Mission to Seafarers Brisbane Inc.

- To work to meet the practical, welfare and spiritual needs of seafarers of all races and creeds visiting the Port of Brisbane;
- To work to assist any seafarer in need of support and care or in necessitous circumstances or injured or in distress in the Port of Brisbane; and

- Where practicable, to provide a place of safety and rest, relaxation and comfort to seafarers visiting the Port of Brisbane and to provide a means of communication with family and other loved ones.

The Mission to Seafarers Brisbane Inc. “FLYING ANGEL” Seafarers Centre is a place of safety, comfort and a “Home away from Home” for all seafarers irrespective of Race, Language or Faith

President’s Synod Report

I am pleased to present the President’s Report on The Mission to Seafarers Brisbane Inc. for 2018.

2018 has been another exciting year for our Seafarers Centre. The year has included a number of celebratory events, a significant change in the Centre’s operating structure and the addressing of a range of issues that any Charity has to consider while operating in these times.

People underpin the success of any business, whether it be a charity or a for profit business and our Seafarers Centre is no different. The commitment, dedication and compassion for our Seafarers that is exhibited by our committee, centre supervisors and volunteers is inspirational and something we should all be very proud of. We have recently implemented a number of new initiatives to recognise and reward our volunteers along with capturing the comments and feedback from Seafarers who visit our centre. The supportive feedback highlights that we are making a difference in a seafarer’s life and generally meeting their expectations when in Brisbane. That said, there are always opportunities for improvement.

We are also blessed to be supported by a widening group of stakeholders, supporters and followers. Without their support, whether it be financial or “in kind” our role in the port would be significantly diminished. The Mission has Memorandum of Understanding with the Port of Brisbane and Brisbane Marine Pilots which continue to yield benefits to all organisations, and we encourage other likeminded shipping industry participants to consider the long-term complementary benefits of such agreements. At a time when the globalisation of labour is accelerating, given the ever increasing pressure on costs and financial performance in the shipping industry, the need for the Mission to Seafarers to continue providing a place of sanctuary, care and kindness for these forgotten workers is never more valued. The increase in seafarer suicide, the threat of automation and job loss and the long periods of isolation are stark reminders of the need for the role we continue to play.

While not diminishing the value of any member of this group of stakeholders and supporters, I must acknowledge the amazing support that the Port of Brisbane provides

to our Seafarers Centre directly and to our Seafarers indirectly. Without this support our centre would not have the profile and ability to operate at the level we do. A capital city port has many working parts and is a tapestry of logistical channels that facilitate both import and export trade. Our port has clearly been recognised for their ability to achieve this goal and were awarded the 2017 Port of the Year award. It is only fitting that our ability to provide pastoral care and welfare services in this exemplar port was emphasised in 2018 by winning the ISWAN International Seafarers Centre of the Year award.

To be recognised for this award was an achievement in itself given the level of international competition, but to win the award was recognition from the Seafarers that we are on the right track and punching above our weight as a Seafarers centre operating in a global environment. While no “one person” is responsible for winning the award, I must acknowledge the pivotal role that Capt Dave Ellis has played over the 10 years of his presidency at our Seafarers centre which has culminated in the winning of this prestigious award.

The award recognises that the care and provision of welfare services to our Seafarers is our primary focus. Following some refinements on the way we measure Seafarers attending our centre we have noted a significant increase in seafarer visits to around 14,500 per year. This is a significant increase again on last year’s numbers of some 12,500 seafarer visits. While we anticipate that this change in counting heads may account for numbers not previously captured, the levels of attendance at the centre and the demand for our services continues to grow. While the growth in numbers is encouraging, how the Seafarers wish to spend their time and how they choose to spend their limited money is requiring all seafaring centres to consider how the financial future of their operation can be better secured.

It is also a pleasure to highlight the importance of the unseen network of our supporters and followers across the many parishes and beyond the traditional boundaries for their beanies, scarves, clothing, books, magazines and other items given so freely to the Seafarers. The introduction of our Facebook page – Mission to Seafarers Brisbane – and our regular quarterly e-newsletter has allowed to us to widen our network and more readily publicise the work our centre and the people behind it.

The following statistics highlight the activity of the Seafarers Centre for the past year:

No. of Ships calling Port of Brisbane	2,700
No. of Seafarers visiting the centre	14,500
No. of bus trips for Seafarers	7,800
No. of Supervisors	2
No. of Volunteers	54
Minimum No. of Volunteer Hours	8,700
No. of Ship Visits	146
Value of Donations – Goods and “In Kind”	In excess of \$50,000

Key Events of 2018

Restructuring

This year has brought with it a number of challenges as we re-shape the centre for the future.

Early in the year our Centre Manager of 10 years, Adrian Willes left our centre for greener pastures. Adrian is well remembered by us all for being a compassionate person who worked hard and long hours for the benefit of the seafarers and the centre. The vacating of this role gave us an opportunity to establish a more sustainable structure for the future given our long opening hours and need to meet the 24/7 nature of the shipping industry. It also highlighted the importance of our volunteers, their significant contribution to the operation and the implications when there are not enough.

Heather Turner and Jacqueline Nielsen-Dale, each with complementary skills and experiences, were employed as the new centre supervisors responsible for managing the ongoing operations of the centre. What is traditionally a difficult period, following a long-valued employee departing, both supervisors have to be commended for hitting the ground running, establishing their new roles along with some much needed structures and new networks, all to benefit our Seafarers and the centre.

The positive changes around the Seafarers Centre have brought comment from our many seafarers, volunteers and regular visitors and can be found on our "feedback wall" next to our front entrance.

ISWAN Seafarers Centre of the Year Award

The highlight of the year for the Brisbane Seafarers' Centre has been winning the International Seafarers Welfare and Assistance Network (ISWAN) Seafarers' Centre of the Year 2018. It was the sixth consecutive year our mission has been nominated for this award by the Seafarers, and this year all the stars aligned.

The award was announced at the UN ILO headquarters in Geneva Switzerland in April last year and our very own Capt Dave Ellis was honoured to accept the award on behalf of the Mission.

It was a great honour to be nominated by the Seafarers who visit our Mission centre and shows that the hard work and dedication of the committee and volunteers and our terrific donor support is valued by those we serve.

To recognise all of those people who have contributed to making our centre such a success, a special event was held during the year to celebrate. The event was exceptionally well attended, highlighting the role that our Seafarers Centre plays in the lives of such a cross section of incredible people.

Sea Sunday & Regular Services

Sea Sunday, the first Sunday in July, is an internationally recognised day for the Mission to Seafarers to recognise their Seafarers. This day, in conjunction with the International Day of the Seafarer (last Sunday in June) allows us to widely recognise the Seafarer and promote the efforts of the Mission to Seafarers.

Our Seafarers Centre has traditionally spread the word far and wide for Sea Sunday by attending Parishes across Brisbane, both recognising the Seafarer and the wonderful support provided by many of the Parishes assisting us in our work. During 2018, it was decided to hold a service at the Seafarers Centre for Sea Sunday. The service was presided over by our Chaplain Rev'd Ian Mc Gilvray and well attended by those that could make it. We are hoping to make this an annual event at our centre, inviting our widening group of stakeholder, supporters and followers to attend.

We are also blessed to have two wonderful and active Chaplains. Their support for our Seafarers and the work they do shines through at every turn. Rev'd Ian Mc Gilvray and Rev'd Stephen Briggs can be regularly found volunteering at the mission and engaged in mission activities both internally and externally providing a strong link to the welfare and pastoral care required by Seafarers, current, past and those that have "crossed the bar".

Our regular Sunday Services held at the Seafarers Centre are a much welcomed and cherished component of our Chaplains' activities and we encourage parishes far and wide to consider the option of holding Sunday services at our Centre.

Brisbane Open House

2018 was the first year for our Seafarers Centre to participate in the Brisbane Open House event which is scheduled in October each year. The Port of Brisbane has been involved in Open House for several years and this year we saw it as a great opportunity to extend the welcome to greater Brisbane.

While the weather on the weekend dampened the enthusiasm of many Brisbaneites, the 67 people who visited our Seafarers Centre over the weekend were given a great insight in to the not so enviable life of a seafarer. It's a pleasure to note that some of our newest volunteers have joined us following the Open House weekend, which we are intending to repeat in 2019, with better weather.

Our Volunteers

Without our volunteers it is unlikely the service we currently provide could exist. Opening all year round, 12 hours per day requires significant resources to respond to the needs of such a dynamic industry. The ability to open and staff the centre and our shop, along with providing transport to/from the centre and our local shops is one of the key service requirements. Allowing Seafarers to experience different surrounds and to observe and interact with people at shopping centres, take a walk in a park or just sit and watch and

listen is something we all take for granted. This simple level of service in itself is vital, let alone providing coverage 12 hours per day each day of the year to keep these doors open and the buses moving.

By the very nature of volunteering, an individual has something special to give. The demonstration of basic compassion, love, wanting to assist, an open ear and a sense of humour have consistently given our seafarers something they cherish but are living a life that is devoid of these basic human needs for the majority of each year.

Just prior to Christmas our centre supervisors organised a Christmas Party for our volunteers as a demonstration of appreciation for everything they do.

Ship Visiting

Several years ago, the management committee recognised the increasing need for the building of a larger ship visiting team to compensate for the reduced turnaround time of ships in port in conjunction with smaller crew sizes. Both of these trends restrict the Seafarer from getting ashore, having a small time away from their workplaces and a "home" to rehumanise themselves.

Two ICHMA ship visiting courses have now been completed over the past two years and there is around 15-20 qualified ship visitors now available in our port. While this is a great start, the coordinating of a ship visiting team requires a significant resource to meet the stringent security requirements of ports and ships, along with the 24/7 operation of ships, which often come and go during the night with very little time for a visiting team to gain access.

A goal for 2019 is to find the resources to be able to coordinate an eager team to start visiting a greater number of ships.

That said, our long-term ship visitors of Peter Jones, the Rev'd Ian Mc Gilvray and Rene Lejeune continue to do a magnificent job and I thank them for their ongoing commitment to the Mission and the seafarers they visit. This engagement extends our welfare and pastoral care activity to as many seafarers visiting the port as possible and during the past year this involved visiting around 194 ships.

Capt Milford Eyres Bursary

Capt Milford Eyres, an ex-Torres Strait Marine Pilot who passed away during 2017, left a bequest to the Brisbane Mission. The Mission Committee wanted to retain the bequest as a separate amount for the ongoing benefit to the Mission and seafarers.

During 2018, the Bequest was enlivened with the Mission offering its first Bursary to a Clinical Pastoral Education (CPE) student for the Anglican Ordained Ministry. Mr Gary Tognola accepted the Bursary in late 2018 and commences his CPE at the Seafarers Centre in early 2019.

In addition to supporting our first CPE student, the Bursary Committee is considering supporting qualifying female Marine Cadets engaged by the Port of Brisbane during 2018.

The purpose of the bursary is that it be applied to the wellbeing of the Seafarer. The Committee overwhelmingly acknowledged that the training of new Seafarers, within our very own port, would greatly enhance the wellbeing of their lives. The Mission is proud to be associated with assisting these new female seafarers commence their careers and it is hoped that they will also recognise the work of our Mission and seek to assist us in any way possible at some stage in the future.

Marketing & Volunteer Drive

The Mission devotes a lot of time and resources seeking to refresh our volunteer pool to ensure we can effectively operate the Seafarers Centre 12 hours a day for 365 days a year. Following the management restructure in mid-2018, we now have a dedicated Supervisor to develop a greater pool of well trained and enthused Volunteers and to also manage their human needs.

Following a number of early initiatives, we have grown our volunteer numbers and are delighted at the compassion, enthusiasm and initiative they have shown.

The Mission continues to raise its community profile by optimising the communication networks in many ways, including:

- Engaging with Volunteering Redlands and Volunteering Queensland,
- Maintaining an interesting and informative website,
- Maintaining an interactive social media presence through the Facebook Page (currently with 390 followers)
- A quarterly e-newsletter ("Brisbane Mission Matters") emailed to volunteers, supporters and other interested persons and associations,
- Attending forums and presentation opportunities within the Port, parishes, service clubs and interested groups,
- The development of meaningful MOU's with key organisations,
- Expanding the skills and experience of committee members to broaden the skills base and the network.

MTS Australia Council Biennial Conference

The next Australia Council and Regional Directors conference will be held in Brisbane in September 2019. Planning for this has already commenced and a program will eventually be publicised through our regular channels. The global Mission Regional Directors and the Secretary General Rev'd Canon Andrew Wright along with senior staff from the Mission's London Headquarters will be attending the Conference.

The conference has been coordinated to coincide with the Annual Seafarers Memorial Day which recognises the role of the Seafarer and those that have fallen in this capacity.

Finance

The financial results for 2018 show an operating loss from our Centre operations, which is fortunately offset by increases in revenue from investment income and a number of significant donations, for which we are truly blessed. The operating loss was a direct result of the management restructuring process and revitalising various deficiencies in equipment and services. The Management Committee had accounted for this expected increase in expenses prior to the commencement of the restructuring. While the restructuring of our operations was inevitable and caused a range of challenges, mostly predictable, we have expectedly invested in a new structure which has already delivered operational and cost efficiencies along with broadening our exposure to the wider community, all of which has enhanced the service and profile of our Seafarers Centre.

The full benefits of the restructure will be further borne out during 2019 and hopefully well in to the future and we are hopeful of achieving a small operating surplus for 2019. While these benefits are both tangible and intangible, we are continuing to ensure we explore new and existing areas of income and cover our costs while continuing to make provision for the future.

Future Funding of the Mission Centre & its Operations

Our current operating income stream is from four primary sources – our shop, bar sales, phone cards and foreign exchange. We have already seen downward trends on these traditional income sources as Seafarers get less time ashore, improved communication networks aboard ships reducing the cost and access to internet for a seafarer, and a transition towards digitised money or the use of a debit or credit card. While these trends will drive our need to diversify traditional income streams and monitor costs closely, while also meeting the current Seafarers' needs, other sources of income will become more critical to continue funding our work.

While investment income and accumulated interest is important to the future funding of the annual budget and operations to support the objectives of the Seafarers Centre, longer term strategies and opportunities are being considered.

Mission to Seafarers Brisbane Inc. Points of Contact:

Phone: Seafarers Centre 07 3895 1181

Email: tfa@mtsbrisbane.org.au

Website: Visit us at www.mtsbrisbane.org.au

Facebook: Like us at Mission To Seafarers Brisbane

E-newsletter: Please send your email address to tfa@mtsbrisbane.org.au to be added to the mail-out list for this quarterly newsletter

Bank details:

Account: Mission to Seafarers Brisbane Inc

BSB: 704 901

Account Number: 0000 3660

Conclusion

At the Mission to Seafarers Brisbane all our staff, volunteers, supporters and donors from across South East Queensland contribute from their hearts to support Seafarers visiting the Port of Brisbane. We see that our mission is of more relevance and serving a greater need now than it was in the 1890's when we commenced our welfare services to seafarers in the Port of Brisbane.

Our Port continues to innovate, collaborate and enable a growth in trade which only seeks to underpin our role while humans continue to staff ships that ply these trades. To meet these demands we are continually seeking ways to adapt our services to address the current trends in the global shipping industry which ultimately impact our role in the port – caring for the seafarer. For as long as Seafarers continue to man ships, the Mission to Seafarers Brisbane will continue to adapt to provide the best welfare and pastoral care service possible.

We pray that our valuable and vital ministry to seafarers visiting the Port of Brisbane will continue for another 126 years!

*Capt Ross Nicholls,
President*

St John's College, within The University of Queensland

Vice Warden (1 January 2018 to 31 July 2018);

Acting Warden (from 1 August 2018):

Mr Glen Cronan

BBus (USQ), DipT (QUT)

Introduction

- 2018 was a challenging year, particularly the final five months after the Warden took leave.
- Four staff resigned during the year culminating in the Warden's resignation in January 2019.
- Despite that, and through the efforts of remaining staff, the college is full as we start 2019.

College Council

- Mr John Peden QC was appointed as Chair after Mr Douglas Porter stood down in October.
- Prof Graeme Nimmo subsequently stood down in January.

Occupancy & Admissions

- A summary table of current enrolment numbers is included at the end of this report.
- Start the year full with 306 students = 135 first year students.
- We are doing very well compared with some other colleges who have significant vacancies.

Academics

- Academic standards continue to be a high priority for the College.
- Over 70 tutorials were conducted each semester for individual courses.
- The overall GPA for the College was 5.4 out of 7 for the year.
- 14 students achieved a perfect GPA of 7 in one of their semesters.
- Two students achieved a perfect GPA of 7 in both semesters.
- Departing 3rd year students achieved an average GPA of just under 6.

Scholarships & Bursaries

- These are a critical part of St John's.
- Represent a significant point of difference for us in relation to most of the other colleges.
- Acknowledgement and thanks go to the Foundation for the fine work they do in this area.
- Approximately \$250,000 was distributed in 2018 and a similar amount planned for 2019.

Student Matters

- Extensive training provided for Executive, RA's and O-Week committee during P-Week.
- Leadership training a focus in conjunction with their organisation of O Week.
- Other sessions on gender and sexuality issues, misconduct, legal risks, event organisation.
- Relations with Student Executive are healthy – they seem engaged and keen to do well.
- There is a wealth of sporting, musical and cultural talent among the first years.
- 51 of our 135 new students are under 18 – careful management will be required.

O Week

- Continues to improve but still not perfect.
- Speeches and activities that caused concern last year either removed or done much better.
- Decision to have a staff member at all significant events and activities proved successful.
- Media looking to negatively report on the week continues to be a concern.

Critical Incidents

- A critical incident occurred during O-Week.
- A student made an allegation of serious misconduct against another student.
- Chair of Council was informed and Chair advised the Bishop of the situation.
- Complainant subsequently withdrew the complaint & asked for no further action to be taken.

Feedback/Student Surveys

- A survey of departing students was conducted at the end of 2018.
- Feedback was overwhelmingly positive and suggested we are getting most things right.
- A survey of all new students conducted at the end of O Week.
- Encouraging number of responses so far – 116 out of 135.
- Data is currently being collated and will be available for the next report.

Staff Matters

- A HR firm conducted a staff structure review in October.
- Process was being coordinated by the Warden so was interrupted due to his leave.
- A final report was presented to Council in November.
- It showed we are currently understaffed in comparison to similar organisations.
- Davidson's recruitment has been engaged to assist with staffing processes moving forward.
- Further action will be required after the Warden and BM positions are finalised.

Staff Departures (in chronological order):

- 11 February 2018 – Ms Jennifer Gearing (Admissions Officer)
- 29 April 2018 – Ms Juliet Read (Accounts Officer)
- 24 September 2018 – Ms Erin Dieperink (Business Manager)
- 30 October 2018 – Ms Dianna Fitzgerald (Administration Officer)
- 17 January 2019 – The Rev'd Professor Rodney Wolff (Warden)

Staff Appointments (in chronological order):

- 30 April 2018 – Ms Amy Hearn (Accounts Officer)
- 7 January 2019 – Ms Dianna Fitzgerald (Administration Officer)

Temporary Staff Appointments:

- 13 September 2018 – 14 December 2018: Ms Ariel Jones (Administrative Assistant)
- 1 October 2018 – 14 December 2018: Ms Natalie Klemm (BM) (secondment through AFS)
- 22 October 2018 – 14 December 2018: Ms Maria Auilu (Enrolments Officer)
- 14 January 2019 – 18 April 2019: Mr John Martin (Acting BM)

Chaplaincy

The Rev'd Dr Ceri Wynne has been involved in one-off locum duties at Christchurch parish in St Lucia, St Francis Chapel at Auchenflower, St John the Baptist at Bulimba and St John's Cathedral, Brisbane. Rev'd Wynne is a member of Council at The Anglican

Church Grammar School (Archbishop's nominee) and also the Archbishop's appointee to the Ecumenical Tertiary Chaplaincy Committee in 2019.

Key College Chapel Events during the year:

- Evensong and Eucharist services conducted regularly during the teaching semester with contribution from the St John's Choral Scholars, conducted by Mr Andrej Kouznetsov.
- Service of Readings and Carols for Christmas.
- ANZAC day service.
- Remembrance Day Service.
- 'Round the Organ' recitals in collaboration with the UQ School of Music.
- Shrove Tuesday celebration and Ash Wednesday 2019 service.

Wider Diocesan Involvement

The College hosts several conferences in UQ semester holidays including:

- Abundant Justice and Prophetic Imagination 16-18 July 2018 (Social Responsibilities Committee, Anglican Church Southern Queensland).
- Mothers Union Conference in February 2019.

Building & Grounds

- Revised refurbishment program went ahead over Christmas period
- Vatican and Kitchen Flat rooms done and New Block pathway replaced
- Showers in New Block and Foundation were also upgraded.
- Very successful program both practically and financially.
- Need for Block 4 (Annexe), Block 5 (Twickenham) and Block 6 (Goodbury) to be done soon.

Finance – Investment Strategy

- Decision made to more effectively manage idle funds within the College.
- The College engaged a funds management group to streamline this process.
- Hopefully the fruits of this decision will materialise in the not too distant future.

Events (Students)

- Jazz Night – held at the Princess Theatre, Woolloongabba with 445 attendees. The St John's Jazz Band showcased the enormous amount of musical talent present at the College.

- St John's Ball – held at the St Lucia Golf Club with 412 in attendance. The St John's Rock Band, Who is John?, further showcased the enormous amount of college talent.
- Fresherome, an event which has long caused concern from a risk point of view, ran for the last time in 2018. There were no significant issues but it will not be held from now on.

Events (College)

- Valedictory – after a disappointing version was conducted in 2017 the College took back ownership of this event appointing convenors rather than having them elected by the Student Club. This proved a very good decision with the 2018 event being one of the highlights of the year. The Honourable Tim Nicholls MP was guest speaker
- *Argo* – again, after a problematic process saw this magazine abandoned in 2017, the College took back ownership of the publication appointing convenors rather than having them elected by the Student Club. The final product was an extremely professional publication of which the College can be very proud.
- Academic & Professional Dinner – this annual dinner acknowledges and celebrates the academic achievements of our best students. In 2018 the guest speaker was the Hon Justice Deborah Mullins, a recently admitted Honorary Fellow of St John's.
- Family Night – held at the College for the second time, this is proving a highly popular and worthwhile event. Over 300 parents and other family members attended and the only issue with the event is whether it is getting too big to hold at the College.

Sport & Culture

- The college again competed in ICC Sporting and Cultural competitions.
- It was a highly successful year with the students securing all five ICC trophies.
- It was only the second time in ICC history such a feat has been achieved (St John's 2000).
- Women's premierships were won in Netball, Basketball, Tennis, Water Polo and Hockey.
- Men's premierships were won in Athletics, Basketball, Water Polo and Volleyball.

Other UQ Colleges

- It is a challenging time for residential colleges with half of them not full to start 2019.
- The saturation of purpose built student accommodation by private providers is impacting.
- The drought has resulted in declining student numbers from our traditional rural areas.
- Media attention and reports on college activities and culture continue to be problematic.
- This is despite the fact that nearly all such reports relate to university colleges in other states.
- The 10 colleges as a collective are working hard together to overcome this narrative.

Conclusion/Thanks

St John's continues to strive for excellence and balance within its 300 strong community. It remains committed to the vibrancy of college life whilst at the same time ensuring safe, lawful, and respectful behaviour. In conclusion, I would like to thank the Council for placing their trust in me to steer the college in challenging times. Whilst it has been demanding and time consuming, I have enjoyed the challenge and appreciate the confidence and support from Council. I would also record my thanks to all of the staff who assisted me greatly through this period. In particular the Rev'd Prof Ceri Wynne who has been a tower of strength throughout.

Enrolment Breakdown 2018/2019

YEAR	1st Years	2nd Years	3rd Years	Postgrads	Exchange	TOTAL
2018	125	88	58	13	10	294
2019	135	101	45	12	13	306

*Mr Glen Cronan,
Acting Warden*

St John's Crisis Centre

Undertaking the ministry of caring for the underprivileged and undervalued within our community continues to present many managerial challenges, and yet equally, to be paradoxically encouraging and rewarding. Predominantly because, and despite our very human frailty, we continue to see the miraculous – and providentially so – of our Lord's hands every day and everywhere.

The past year has not been without its problems, particularly those associated with the renovations of St John's, which took longer than was expected to complete and cost considerably more than was budgeted for. The works caused enormous turmoil, and to some degree impacted all services on site at the centre, yet staff and volunteers were exemplary in their willingness to adapt, especially considering relocating to the Church of the Holy Spirit and back again.

Operationally, the breadth of services now being offered compared with what was available some years ago only reinforces the increased needs of the community. Government funding provided for specific purposes such as the Homeless Housing Programme, Social Workers, and Emergency Relief Welfare Services, but other assistance would not have been possible without ongoing financial contributions from fundraising events, businesses, service clubs, parishioners, schools, bequests and members of the community in general.

In addition, regular services were complemented by: Southern Cross University Podiatry student program, Centrelink, Dental Health, Hairdresser/barber, Financial Planner, Justice of the Peace, Homeless Health Outreach Team, Gold Coast Homelessness Youth Services, Gold Coast Homeless Hub, Narcotics and Anonymous Groups. For the year 2017/2018 we provided emergency assistance for 2,990, fed 15,031, provided 120 Christmas hampers/toys, and provided 2,582 nights housing for previously homeless men. All whilst attempting to navigate an eight-month renovation project.

There can be no denying that the renovations exposed numerous operational shortfalls, obstacles and disappointments. It would be easy to say that we have questioned undertaking the best of the least desirable option available to us, ultimately to maximise safety, yet the marvellous is continually evident, not only in the securing of the loan, for which we remain enormously grateful to the Diocese, but for the approx. \$500,000 which we have secured over the past two years, \$29,644 of which was raised from a second Fundraising Luncheon.

Even more so, has been the extraordinary support and encouragement received throughout this enormous endeavour. Though, as the recent financial audit has clearly demonstrated, we were grossly underprepared and naïvely inadequate regarding adherence to expected practice and due diligence. That said, we now have a facility that is far healthier, safer, more spacious and a significantly more comfortable and dignified environment for all.

Regrettably we were prevented from providing a Safe Haven overnight refuge for those exposed to the wet and cold. Though, we did assist Australia Red Cross with sheltering 327 people at the Church of the Holy Spirit during the 2018 Commonwealth Games.

During 2018, our committee consisted of the following committee members:

- Judy Bennet (President)
- The Rev'd Jon Brook
- Lyn Johnson
- Aaron Lavell
- Ed Eadeh

All committee members, volunteers and staff have blue cards and actively work towards ensuring the safety of children in our care.

We continued to work closely with the Surfers Paradise parish and have been generously supported by the following Anglican Schools on the Gold Coast:

- The Southport School
- St Hilda's School
- Coomera Anglican College
- All Saints Anglican School

The St John's Crisis Centre received income for 30 June 2018 of \$797,580 made up primarily of donations and government grants. After expenses, the Centre made a surplus of \$393,515, however this money is earmarked for continuing the Centre's activities and fully expending the government grants. As of 30 June 2018, the Centre had a net asset balance of \$590,444.

The Centre only operates through the generous donations from the community and the continued receipt of government grants.

It is undeniable that the work of St John's Crisis Centre is necessary, vital and effective and becoming more so as the numbers seeking assistance increase. The plight of many clients is heartbreaking but in all cases every effort is made to do as much as possible to alleviate the hardship being experienced. At times, dealing with some clients provides challenges but the dignity of each individual is acknowledged, whilst respect from both sides is encouraged and expected. It is a credit to all volunteers and staff, that they continue to provide such incredible work, within the confined and in all sincerity, vastly inadequate work space, compounded by the day-to-day enormity of working in the most unpredictable and confronting of coal-face ministries. The Centre's mission of outreach to the needy is an unapologetic and dedicated response to Jesus' challenge to all believers: *"..I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink, I was a stranger and you invited me in, I needed clothes and you clothed me, I was sick and you looked after me....."*

The Rev'd Jon Brook, Coordinator of Mission and Ministry

Service Personnel Anglican Help Society

SPAHS is a not-for-profit organisation that offers subsidised holiday apartment stays for military personnel as well as providing grants to ADF Anglican Chaplaincy. It does this by utilising its key asset, St Georges Holiday Apartments, Rainbow Bay, Coolangatta, as well as its investments.

The objects of the society are:

- To provide recreation accommodation and support for:
- members and former members of the Australian Defence Force and their dependants;
- members and former members of other Defence Forces and their dependants at the absolute discretion of the Board;
- To support Australian Defence Force Anglican chaplains in their ministry.
- In carrying out the objects above, if considered desirable from time to time and at the discretion of the society, to provide accommodation for persons or groups from related or kindred organisations and associations.
- To aid in the establishment and support of associations, institutions, funds, trusts and conveniences calculated to benefit persons or groups mentioned above or otherwise to further the objects of the society.
- To make available facilities, apparatus, equipment and other resources to any person, trust, corporation, firm, society, institution, government instrumentality or local government authority or other body for the purpose of carrying out any object of the society.
- To donate monies and give financial support to any organisation (whether incorporated or not incorporated) in the furtherance of any charitable object or purpose carried on by that organisation.

Management Committee Details

- *Chairman:* Rev'd Don Parker, Rector of St Peter's, Southport.
He is one of three Anglican Clergy on the committee. He has served in the both the New Zealand and Australian Defence Forces as a Chaplain. Whilst serving in the NZDF he held the position of Principal Defence Chaplain (PDC), responsible for the management and coordination of all Chaplaincy

Support across the three services. He took over the role of Chairman in May 2018, from Chap Jim Cosgrove.

Other members:

- *Secretary:* David Philips, OAM (Lt Col, Rtd.)
- *Treasurer:* Damien Moffrey, Business Strategist, Managed Right
- Col Chris Austin (ARES), Director, Chatham Inquiries and Investigations
- Mr Hal Morris, CEO, Gold Coast Waterways Authority.
- The Rt Rev'd Len Eacott, OAM, Bishop to the ADF (Rtd).
- Chap Rev'd Jim Cosgrove (ARES).

Relationship with the Diocese & Wider Church

From its inception, SPAHS has been proud of its Anglican identity. Founded 100 years ago by an WWI Anglican Chaplain, the Rev'd Canon David Garland, it has always functioned as a financially autonomous entity. Although St George's is located within the Diocese of Brisbane, SPAHS ministry is to all service men and women (active or retired), who often travel interstate to avail themselves of the St George's Holiday Apartments. Recently there has been a move to provide a chaplaincy support role for those staying at St George's on a one-day-per-week basis.

St George's has historic relationships with Robina and Coolangatta parishes.

During 2018 SPAHS subsidised holiday accommodation to the amount of approx \$500,000.

Activities during the Financial Year

Significant activities during the year (Jan-Dec 2018): Since the financial success of the new building was predicated upon the sale of the apartments in the Garland Apartment block in the same building complex (i.e. the top six floors), it is especially pleasing to note that the last of these apartments was sold in late 2018. Overall, the success of the new St George's venture has been outstanding, with deep gratitude owed to those earlier committee members who gave of their time and considerable skill to see the project through its 24-month building period (2015-16).

Accounts for 2017 (those most recently audited) are attached.

Risk Management

In December 2018, SPAHS initiated a review of all its WH&S systems with the aid of the Diocese. This was done with the help of a gap analysis undertaken by Michael Kucera, Diocesan WH&S advisor. There is further analysis being undertaken with the Diocese with regard to all aspects of SPAHS corporate governance.

No significant risks have been identified in this process.

Future Direction

In late March the SPAHS Management Committee will be undertaking a strategic planning day to establish a business plan for the next three years. It is currently in a consolidation phase following the December 2017 completion of the St George's/The Garland building complex.

In closing, thanks must be according to the hard working SPAHS Management Committee. Still, we are all mindful that one plants, another waters, but God gives the growth.

*The Rev'd Don Parker,
Chairman*

Social Responsibilities Committee

Hosting a National Gathering

With well over 100 people from across the Diocese and Australia, coming together for three days of thought provoking talks, performances, liturgy and time spent in dialogue, the highlight of 2018 was undoubtedly hosting our first national Anglican gathering – *Abundant Justice & Prophetic Imagination* <https://www.abundantjustice.com/> .

It included an array of speakers, local and national, of different theological perspectives, non-Indigenous and members of the National Aboriginal and Torres Strait Island Anglican Council (NATSIAC). The program featured two days of talks, a day of open space dialogue, a day of masterclasses, a performance by Pirate Church, and a sold out Cathedral special event featuring the Kodaly Choir and renowned artist Michael Leunig.

It was the first time we had attempted something of this scale, and the Social Responsibilities Committee (SRC) worked alongside the Cathedral community, St Francis Theological College, St John's College within the University of Queensland, the Anglican Board of Mission, and the Public Affairs Commission, to make it happen.

It was a great success, and we hope to offer more such opportunities for hosting people from across the church, here in our Diocese, and for gathering people together for urgent and renewing connection and discussion.

Seeking Climate Justice

It was also the year in which our attention was drawn more sharply to our emerging climate crisis, with our drought deepening, and our summer of extreme weather events across Queensland. We experienced drought, cyclones, floods, and fires, with our brightest minds and frontline responders clearly telling us that their increasing intensity was attributable to climate change.

We recognise that in the last several years our Synod has repeatedly called on all of us in the Church to act, to both ask our politicians to take more principled and urgent leadership on climate change, and for us to reduce our own impact on the earth. So we have worked closely with Angligrreen and the General Manger, who are leading the task to reduce our own environmental footprint, and take the actions that are required to properly be stewards of this earth and love our neighbours in warming climate.

In advocacy we are also involved with the Australian Religious Response to Climate Change (ARRCC) network nationally, and locally, ecumenically with other Churches. We hosted a vigil for the reef at St John's Cathedral in September and participated in other events, such as the launch of the Living the Change campaign in Australia www.arrcc.org.au.

For 2019 and beyond, this pressing need to seek climate justice, including urgent action to mitigate our polluting ways, and to support a just transition for those communities and workers who will be most affected by change, will be our advocacy priority.

Ongoing Projects

The SRC also remain engaged in other issue of concern and interest to the church, such as Australia's treatment of people seeking asylum, gambling, and our response to the historic *Statement from the Heart*, which was crafted by a gathering of our First Nations peoples at Uluru just over two years ago. The *Statement from the Heart* called for truth-telling, a voice to Parliament and Treaty. Its intent was embraced by the General Synod of the Anglican Church in 2017.

We also continue to seek ways to enable people to experience and grow in developing their spirituality and practice of collaborative leadership and maturity. To this end we held workshops for facilitating talking circles, and hosted a visit from Bishop Stephen Pickard who spoke on the theology of collaborative shaped ministries.

We understand that many of these opportunities continue to be offered in Brisbane. In 2019 and 2020 we would like to be able to offer them further afield and right across the Diocese, however we need to know where there is energy and passion to engage in this more deeply. So please let us know if you are interested.

About the SRC

For those newer to Synod or unfamiliar with the Social Responsibilities Committee (SRC), our aim is to provide advice and support to church leadership, but also to work with and enable the church to better fulfill its five marks of mission, in particular the two:

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

The current SRC is:

- The Very Rev'd Dr Peter Catt, Chair of the SRC
- The Rev'd Rodney Wolff
- Ms Eve James
- The Rev'd Bronwyn Pagram
- The Rev'd Peter Moore, Chair of Angligreen
- Dr Ruth Kerr
- The Rev'd Ray Clifton

The SRC is also supported by the small Justice Unit based within the Diocese.

An Invitation to Collaboration

We realise that there is much passionate and compelling missional work happening right across the cphurch. So we ask that you share your stories of how you are doing justice in your space, as it would be wonderful to hear, and be enthused by, more of these stories shared across the whole church.

We also invite you to join with us, in any of our initiatives, to get involved in any workshops, let us know what opportunities you would like to see offered, and to get in touch if you need some support in your own endeavours.

We welcome collaboration in our shared mission to do justice and care for creation.

contact@doingjustice.org.au

*Ms Jennifer Basham,
Secretariat*

Finance & Diocesan Services Commission

The purpose of the Finance & Diocesan Services Commission ("the Commission"), as set out in the Diocesan Governance Canon, is to support the mission of the Church by providing strategic direction and policy development to, and monitoring of, administrative systems across the Diocese, managing and controlling all real property of the Corporation and ensuring the proper management of all financial, banking, investment and treasury services across the Diocese.

Commission meetings commence with worship and prayer as members seek God's blessing on their deliberations and seek to discern God's will for the Anglican Church in Southern Queensland.

This report to Synod covers the first full year of operation of the Finance & Diocesan Services Commission.

During the early part of 2018 the Commission developed, and had approved by Diocesan Council, a Strategic Plan for the period June 2018 to June 2021. Central to developing this Strategic Plan was a workshop at which the Commission, together with senior management, envisaged what success would look like at the end of the three-year planning period.

As a result, five key strategic initiatives were agreed for the first 18-month horizon:

1. Delivery of agreed client service
2. Digital enabling of people and processes (stage 1)
3. Embedding an effective governance and compliance system
4. Delivery of a whole-ACSQ investment strategy, including property
5. Successful workforce engagement

Work has progressed well on all five initiatives during 2018, with clear plans in place for the delivery of the agreed outcomes over the first half of 2019.

The key highlights achieved to date include:

- establishment of the Parish Support function, offering a one-stop shop for parishes when they are uncertain who to contact in the Diocese – the feedback has been very positive;
- implementation of the Parish Safety Management System with the results recorded and actions for improvement agreed – the aim is for the System to be manageable for the Parishes whilst still being compliant;

- deciding how to separate the IT functions between Anglicare and Diocesan Operations and commencing to digitally enable the Diocese – early days as yet but very exciting;
- the launch of *anglican focus* – strong readership and engagement;
- reviewing and streamlining the property approval process – feedback to date has again been positive;
- undertaking a staff engagement survey the results of which indicate that the team is in a *Culture of Success* phase – a very pleasing result.

Further details of these outcomes are included in the body of this report.

Membership

President

The Most Reverend Dr Phillip Aspinall – *BSc, Grad Dip RE, BD (Hons), PhD, MBA*

The following table summarises the membership of the Finance & Diocesan Services Commission:

Member	FDSC
Mr Douglas Porter BA (Hons), Hon DEcon, FAIM, GAICD	Chair
Mr Bruce Wilson AM BE(Hons1), MEngSc, FIEAust, GAICD	Deputy Chair
Mr John Davies BA, LLB, LLM, Barrister-at-Law	Member
Ms Desiree Houston-Jones Masters Urban & Regional Planning, BSc(Env), GradDipEd	Member
Dr Ruth Kerr OAM PhD, BLeg Studies, BA, GradDipLibSec	Member
Ms Sandra Long (ED FDSC) BCom, CA, GAICD	Member
The Rev'd Stewart Perry BCom, CPA, B Th	Member
Mr Frank Prostamo BSc, MBA, MIPA, F Fin, MAFA	Member (resigned effective 25 October 2018)
Emeritus Professor Christine Ryan BCom, DipEd, MFinMgt, PhD, FCPA, CA	Member
The Rev'd Peter Shayler-Webb BSc, B Arch, Dip Min	Member
The Rev'd Canon Gary Smith BCom, B Th, AAUQ, FCPA, CA	Member
The Rev'd Dan Talbot BBus, Grad Dip Th, MA (Theol)	Member
Mr Anthony Weder ASA, BEcon, CFTP (Snr), GDipAppFin (Sec Inst)	Member
Mr Greg Windsor MIEAust, MAICD, FAIP	Member

The Commission has established four sub-committees:

- Records and Archives Committee
- Board of Management of the Diocesan Insurance Fund
- Diocesan Investment Advisory Standing Committee
- Credit Control Committee

All members of the Commission and the sub-committees give their time and skills willingly and voluntarily. Their hard work and the contribution they make to the ongoing mission of the Church is acknowledged and much appreciated.

Major Achievements & Challenges

Property

The Property Team's focus has been on three key areas over the past year:

- improving processes and governance,
- facilitating the delivery of parish-initiated property and building projects, and
- identifying and progressing strategic property opportunities in the context of the FDSC Strategic Plan.

Improving Governance & Processes

The Property Team has been developing guidelines and improving processes for more consistent and efficient operations. For example, a guideline document to clarify the Faculty process undertaken through the Parish Buildings and Furnishings Committee was developed and is now available on the Parish Portal. The parish project approval form is also currently under review to improve the clarity of processes and information requirements for parishes.

Other guideline and policy documents completed or underway include: heritage management, capital project management, procurement, strategic asset management, property settings for safe ministry, building design, and risk management.

Strategic Property Opportunities

A number of sites are being investigated with the aim of improving the use of parish properties and to generate additional income for mission delivery. These opportunities are being analysed in the context of the parish's missional priorities. So far, the Commission has approved plans to progress two child care centre projects on parish sites.

An apartment development project in Highgate Hill, on the site that previously had the South Brisbane Parish rectory, is due to complete in April 2019.

The commercial property co-located with the Holy Trinity Church at 900 Ann Street, Fortitude Valley, has been completed and is now tenanted.

Some of the strategic property decisions in the Western Region relate to declining congregations and the relatively large number of church buildings under management by

some parishes. Some of these were sold in the past 12 months with the aim of reducing the level of liabilities, and to reinvest the sales proceeds. (Please refer to the list below for the properties sold.)

Parish Building Projects

The Property Team has worked collaboratively with parishes to ensure the tender and contract processes as well as the construction phase are managed well. Some of the larger projects underway included the following:

- New rectory at Holland Park Parish
- New multi-purpose centre at St Peter and St Paul's, Gold Coast South Parish
- New multi-purpose hall at St Stephen's Coorparoo Parish
- Church precinct revitalisation at Robina-Mermaid Beach Parish

Disposed Properties

The following properties were recently disposed of following approval by the Commission. (Property sales settlements between July 2018 and March 2019).

- Residential property at Keong Road, Albany Creek
- Residential property at Mirang Street, Mansfield
- Residential property at Freemont Drive, Tamborine Mountain
- Former St Peter's Church, Wyreema
- Former St Luke's Church, Freestone
- Residential property at Fairway Drive, Warwick
- Residential property at Acacia/Cedar Streets, Killarney
- Former St James' Church, Dulacca
- Part of former St Peter's property in Yangan

Human Resources and Work Health & Safety

The increasing number of clergy and parishes that sought advice and support from Human Resources in 2018 was reassuring, as the team continued to strengthen this connection and provide dedicated HR support in the areas of recruitment, conflict resolution, contract and policy advice, employee assistance program support and assistance with performance issues.

The Work Health and Safety Advisor has continued to work closely with the Regional Bishops to build and sustain a positive safety culture across the Parishes. The support provides Safety Management Training (covering a 3 year period) and Site Support Visits which measure Parish compliance with the Safety Management System. Each quarter, the Regional Bishops receive a report on the safety culture across their region and contribute actively to the next quarter's direction of activity.

Region	Site Audits (support visits) Undertaken since August 2017	Safety Management Training (three-year renewal program)
Northern	63% Completed of 49 Parishes – 88% Compliance	86% Completion
Southern	51% Completed of 49 Parishes – 89% Compliance	92% Completion
Western	50% Completed of 36 Parishes – 89% Compliance	94% Completion

Parishes Regulation Canon

The Commission approved and recommended changes to the following Regulations:

1. Regulation VI Travelling Facilities – Parishes Regulation Canon
Increase of 1.9% to the fixed cost and increase of 1.9% to operating cost components.
2. Regulation VII Remuneration for Occasional Duty – Parishes Regulation Canon
Approved for business reimbursement and occasional duties under Regulation VII the ATO rate per kilometre.
3. Regulation IV Stipends – Parishes Regulation Canon Increase of 2% of the Minimum Rate of Stipend (MRS) from 1 January 2019 as follows:
 - a) The minimum rate of stipend for assistant clergy and stipendiary lay ministers shall be increased from \$58,442 per annum to \$59,611 per annum.
 - b) The minimum rate of stipend for parish priests and associate priests shall be increased from \$65,747 per annum to \$67,062 per annum.

Remuneration Increase

The Commission endorsed the recommendation of an increase of 2.0% for lay employees and pastoral care workers of the Corporation not covered by an Award, with the increase to take effect from the first full pay period on or after 1 January 2019.

Zone Allowances

The Commission approved a CPI increase to zone allowances for 2018 as follows:

Zone 1 – \$332.62
Zone 2 – \$805.52
Zone 3 – \$1,005.57

Digital Innovation – Information Technology, Marketing & Communications

A key highlight in the Communications space was the launch of the *anglican focus* website (<https://anglicanfocus.org.au/>) at Synod in October 2018. From launch to 31 December, more than 80 individuals had contributed articles and the site was experiencing good levels of traffic with over 28,000 page views. Each fortnight an email is sent to subscribers highlighting recent stories and a summary PDF is uploaded for parishes and other agencies to download and print for any readers who are unable to access the internet. Feedback since launch has been overwhelmingly positive.

The unbundling of IT services from Anglicare Southern Queensland is a substantial program of work. The proposed model enables greater connection and collaboration with and, among parishes.

The scope of the work and the time and cost to complete the transition have been agreed with the project commencing early in 2019.

Records & Archives

The main focus of activity for the Archives Centre in 2018 was the delivery of an extensive work program including:

- development and approval of the Retention and Disposal Schedule,
- sorting and organising the collection.
- commencing to develop a digital strategy for the archiving of certain records such as property plans.

With the launch of the National Redress Scheme in late December 2018, the scope and complexity of requests from the Office of Professional Standards (OPS), the General Manager's Office, and the Legal Team increased significantly and has placed great pressure on the time and resources of Archival staff.

The Archives Centre is conducting tours of the Centre to educate Diocesan employees and volunteers in the depth of records kept and how they may be accessed. These tours are very popular.

The Records and Archives Regulation made under section 73 of the Diocesan Governance Canon was endorsed by Diocesan Council in February 2019.

Insurance

During 2018 we put the Diocesan insurance program through a rigorous tender process. It was pleasing to see a positive reaction from the market, with both Brokers and Insurers competing vigorously for the opportunity to secure our business. This culminated in a decision to leave the Anglican National Insurance Program as at 31 October, 2018, replacing that coverage with a bespoke program managed on our behalf by Jardine Lloyd Thompson (JLT).

The various business units within the Diocese have seen positive results from this change reflected in their contribution notices for the 2018/19 year, which were generally the same or slightly lower than those from the prior year – a pleasing outcome in a challenging market. Equally, coverage is at least comparable – and in many cases greater than that which was previously held.

Property claim payments by the Fund were relatively stable, sitting at \$293,037 last year compared with \$355,724 in the prior period, with water damage and storms being the major contributors to these payments. The Fund reserve balance at year end was \$2,027,434.

Sickness and Accident benefits of \$91,139 were paid, an increase over the prior year, and an amount greater than the contributions received for the year. The surplus in the Reserve Account now stands at \$413,992 at year end. In the Maternity Leave Scheme, one claim was recorded for the year and there was, accordingly, little change in reserves with the year-end balance standing at \$38,780.

ANFIN/Treasury & Investment Management

Anglican Financial Services (ANFIN) is an operating entity of The Corporation of the Synod of the Diocese of Brisbane (Anglican Church Southern Queensland or ACSQ) and is overseen by the Finance & Diocesan Services Commission.

The focus of the Treasury & Investment function is ensuring that:

- ACSQ continues to meet its financial liabilities,
- strategic and missional priorities can be funded,
- investment into Diocesan business activities is financially sustainable,
- financial risks are managed appropriately.

ANFIN was able to increase its distribution to the Diocese in 2018 by \$1m over the 2017 distribution, in spite of a decline in the overall level of assets under management. The 2018 ANFIN surplus of \$5.25m is almost double that of 2014, the period through which we have taken a more deliberate “corporate” treasury approach, with a greater focus on liabilities across all Diocesan entities, and increasing risk on investments for a portion of ANFIN’s assets.

Increased distributions from the See Estate and Going for Growth investments have also added an additional \$1.2m per year to the Diocese’s bottom line since their inception. The growth in the surplus from ANFIN and other sources has been critical in maintaining funding for mission, and allowing for investment in resourcing across the Diocese to develop our internal capabilities.

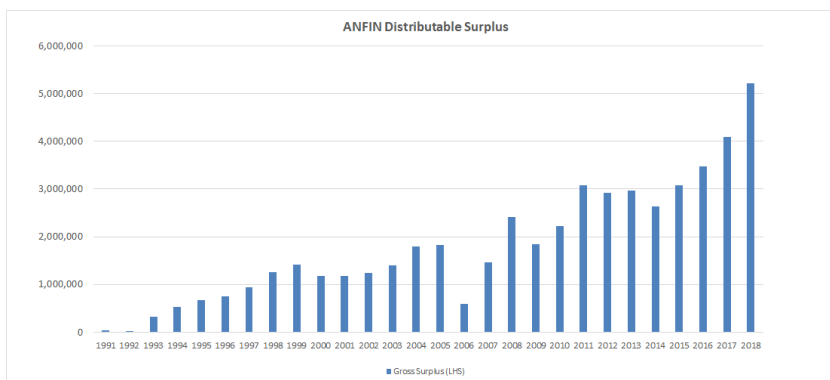
Despite the growth in revenue, the Diocese faces the challenge of ensuring its operating expenses are maintained within a sustainable funding envelope. Our focus in conjunction with the Diocesan Property team is to find ways to sustainably increase income to fund the core functions and mission activities of the Diocese. We are mindful that new revenue measures must be undertaken in conjunction with appropriate measures to reduce expenditure.

In exploring new revenue measures, we are cognisant of the cumulative capital at risk across all Diocesan enterprises. Capital requirements across all Diocesan entities are likely to be significant over the next five years as Anglicare increases its activity in the retirement village sector, and Schools maintain a solid program of capital renewal.

2018 Financial Performance Summary

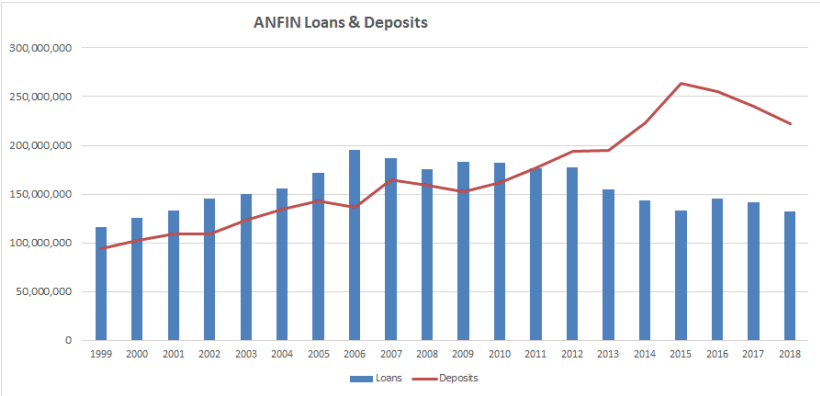
- A 27% increase in the operational surplus over prior year to \$5.25m.
- Dividends due to the Diocese totalled \$5.2m, an increase of \$1.1m over prior year. \$4.6m was paid during 2018, with \$0.6m paid in early 2019.
- Decrease of 11% in total assets at year end to \$228m.
- Deposits of \$222m.

ANFIN achieved a gross surplus of \$5.25m for the year ending 31 December 2018, from which \$5.2m was distributed to the Diocese. The full year result for ANFIN is primarily the result of a higher Interest Margin (the net income we earn on loans and investments, less interest expenses paid on internal deposits). The chart below shows the change in ANFIN's distributable surplus over time:



Client Investments & Lending

Funds on deposit with ANFIN at year end reduced by 7.6% to \$222m. This reduction largely reflects the continued investment by both Anglicare Southern Queensland (ASQ) and Anglican Schools in major projects.

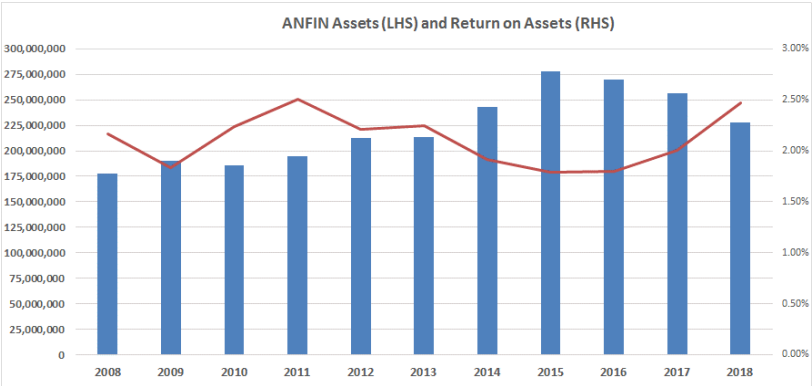


ANFIN, in respect of its short-term liquidity management, maintains a conservative investment policy, by matching the shorter dated liabilities with investments into regulated Authorised Deposit-taking Institutions. This ensures that ANFIN is able to meet the liabilities of our Diocesan depositors as they draw on their expenses through the year, with minimal risk.

For our longer-term liabilities, for which there is no immediate lending demand, ANFIN has diversified its approach by investing in longer-dated securities which provide a better match to our risk profile, and provide for the opportunity to generate a greater longer-term return.

The majority of the \$131m in loans continues to rest with Diocesan-owned schools, whose ongoing financial performance and project spending are carefully monitored by the Anglican Schools Commission and FDSC to ensure that they are within the mission strategy and risk appetite of the Diocese.

ANFIN's return on assets has been steadily improving since 2014 as a result of a diversifying investments, as well as tighter management of cash flows across all Diocesan entities.



Compliance

ANFIN is compliant with Banking Exemption No 1 issued by Australian Prudential Regulatory Authority (APRA) on 14 December 2017.

ANFIN has undergone and maintains compliance with the *Anti-Money Laundering and Counter – Terrorism Financing Act 2006*.

External Audit & Budgets

The 31 December 2018 year-end audit for the Diocese was completed with an unqualified audit opinion provided by Deloitte.

The 30 June 2018 year-end audit for Anglicare Southern Queensland was completed with an unqualified audit opinion provided by Deloitte.

The 2019 Diocesan budget was completed and approved by Diocesan Council in July 2018, with the Diocesan refresh budget completed and approved by Diocesan Council in December 2018.

The Going For Growth Fund

The Going for Growth fund (“the Fund”) is invested in complementary strategies operated by two investment managers – the AMP Income Generator Fund and Schroders Real Return Plus 5% Fund. The investment objective of the Going for Growth Fund is to achieve a longer-term return on capital of inflation plus 4-5%, while providing a sustainable and predictable level of income to allow for an ongoing distribution to the Diocese and its mission initiatives.

While these investment managers have generated strong levels of income for the Fund, and have a strong diversification and risk focus, they are struggling to meet their own inflation plus objectives in the current market environment. While the FDSC is comfortable that these managers are investing in line with their stated process, we also note the risk in the short-medium term that the Fund may not meet its inflation plus 4-5% objective. We will consider the opportunity to add additional investment strategies to the Fund as appropriate in order to improve the prospect of meeting the investment objective.

As at 1 January 2018, the Going for Growth Fund had a balance of \$18.6m.

The following deposits were made to the Fund during 2018:

Deposits	\$
Distributions from property sales	176,792
Bulimba Property Income	9,750
L G Strub Bequest	50,577
Other Bequests	21,472
ASCENT surplus	10,000
Toyota Rebate	13,275
	281,866

The total investment income earned during 2018 was \$788,378.

The following distributions were made from the Fund:

Distributions	\$
Distribution to Mission Alive Fund	740,012
	740,012

As at 31 December 2018 the Fund had a balance of \$19.0m.

Some of the key missional initiatives in Parish Services and Ministry Education that were funded in part by the Going for Growth Fund included:

Description	Commission	Net Cost
RE Children's Ministry	MEC	\$187,649
Faith Formation	MEC	\$140,733
Hospital Chaplaincy	PMC	\$349,512
Tertiary Chaplaincy	PMC	\$38,380
Murri indigenous ministry	PMC	\$37,192
		\$753,466

As the Diocese progressively reaps greater financial benefits from some of its strategic property assets, it is anticipated that, in the long run, the corpus of the Going for Growth endowment will grow, providing a greater level of ongoing income, and allowing the Diocese to increase the funds available for mission or strategic initiatives.

*Mr Douglas Porter,
Chair*



The Corporation of the Synod of the Diocese of Brisbane

(Trading as Anglican Church Southern Queensland)

ABN: 32 025 287 736

Annual Financial Statements

For the Year Ended 31 December 2018

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Directory

Members of the Diocesan Council

President

The Most Reverend Dr P J Aspinall BSc GDip RE BD (Hons) PhD MBA

Assistant Bishops

The Right Reverend C D Venables BA (Hons) BTh (Western Region)

The Right Reverend G Fryar ThL (locum resigned 13 April 2018)

The Right Reverend J Greaves KSJ BTh (Northern Region)

The Right Reverend J Roundhill MA (Hons) BTh (Hons) (consecrated 14 April 2018) (Southern Region)

Chancellor

The Honourable Justice D Mullins LLM (Adv) LLB (Hons) BCom

Members

The Reverend Canon G F Harch BSurv BA

The Reverend A Lowe BBehSc BPsych (Hons) BTh MOrgPsych MA Theol&Rein MAPS

The Reverend J Worrall BTh GradDipMin MMin

Dr G Dashwood OAM ASM TSSF MBBS MHL MBioeth BSpPath (Hons) LTCL AMusA ACertCM DipMH

Mrs J Dyke BA (Hons) Qld MEd QUT

Dr R S Kerr OAM BA GDipLibSc PhD BLegSt

Mr D O'Connor DipTchg BEdSt(Qld) LLB (QUT) LLM (Qld) FAIM MAICD

Mr D Sneesby FCA FFin BBusAcc&Comp GDipAppFin&Inv

The Reverend G Hoyte BTh MA (Stud Rel)

The Reverend G Moses BA LLB (Hons) BTh (Hons)

Auditors

Deloitte Touche Tohmatsu

Chartered Accountants

Contact Details for the Corporation:

Street Address: St Martin's House, 373 Ann Street, Brisbane Qld 4000

Postal Address: GPO Box 421, Brisbane, Qld 4001

Tel: 07-3835 2222 Fax: 07-3831 1170

DIOCESAN COUNCIL REPORT

The Diocesan Council of The Corporation of the Synod of the Diocese of Brisbane (the Corporation) hereby presents the financial report of the Corporation for the year ended 31 December 2018.

The Corporation is not a reporting entity and as such prepares a special purpose financial report which is not required to comply fully with all Australian Accounting Standards and Australian Accounting Interpretations. The extent to which the financial report does not comply with all Australian Accounting Standards is summarised in Note 1 of the financial report.

The financial report does not include the financial results of all the activities carried on by the Corporation. Specifically the following has been excluded from the financial statements:

- The operating results and Statements of Financial Position of parishes, except for real property assets that have been included in the financial statements
- The operating results and Statements of Financial Position of schools
- The Community Services Commission (CSC) trading as Anglicare Southern Queensland (Anglicare SQ). The annual financial report for Anglicare SQ for the year ended 30 June 2018 has been included as a separate Appendix to this report.

Therefore, this report covers the financial operations of the following operational streams:

- Anglican Schools Office;
- Ministry Education;
- Parish & Other Ministries Services;
- The Episcopate and Leadership Team;
- General Managers Office;
- Finance and Diocesan Services, including Anglican Financial Services (ANFIN)
- The Going for Growth Fund;
- The Mission Alive Fund;
- The Diocesan Insurance Fund and other Insurance Funds; and
- General Trust and Special Trust Funds.

The financial report includes the results of Anglican Financial Services (ANFIN) in the consolidated results and details of ANFIN's income and expenditure are shown at summary level in Note 18 to the accounts.

PRINCIPAL ACTIVITIES

The Corporation of the Synod of the Diocese of Brisbane operates as the "Anglican Church Southern Queensland".

Its principal activities are to proclaim the Gospel through worship, pastoral care and outreach in its parish network, to provide training for ministry, to minister to and educate young people via schools and to provide community, aged care and welfare services through the operation of Anglicare Southern Queensland (Anglicare SQ).

The Marks of Mission of the Worldwide Anglican Communion

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 strive to safeguard the integrity of creation and
sustain and renew the life of the earth**

To worship and celebrate the grace of God

And to live as one holy catholic and apostolic Church

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

SIGNIFICANT CHANGES

In late 2017, Diocesan Council approved the restructure of shared services delivered under the Diocesan Services Commission (DSC) and the Financial Services Commission (FSC). It was agreed Anglicare SQ would be responsible for the majority of services critical to their business. Effective 1 January 2018, the newly formed Finance and Diocesan Services Commission (FDSC) assumed the shared services responsibilities not transferred to Anglicare SQ.

During the financial year, the Corporation became a participant in the National Redress Scheme that was formed following the Royal Commission into Institutional Responses to Child Sexual Abuse. At the end of the financial year the current claim costs accumulated in insurance reserves have been transferred to Retained Earnings, with all future unrecovered costs to be funded from retained earnings. Provisions for settlement of abuse claims continue to be made in similar manner as the previous year.

CHANGE IN STATE OF AFFAIRS

There has been no significant change in the state of affairs of the Corporation.

REVIEW OF THE YEAR

The following table summarises the financial results for the Corporation in relation to the reported activities.

	2018	Restated *
	\$'000	2017
		\$'000
Income	137,735	118,715
Expenditure	126,112	127,269
Surplus/(Deficit) for Year	11,623	(8,554)
Other Comprehensive Income/(Expenditure)	(7,557)	26,146
Total Comprehensive Surplus	4,066	17,592

* See Note 19 for details regarding restatement as a result of an error and Note 1(t) for details for restatements for changes in accounting presentations

The Corporation made a surplus for the year of \$11.6m (2017: deficit \$8.6m). Key items impacting the result for the year include:

- An increase in Australian Government school funding to \$88m (2017: \$84.2m) largely offset by a corresponding increase in the distribution to system schools;
- Recognition of reimbursement income received and receivable from schools of \$17.1m in relation to abuse claims settled and provided (refer notes 3(c) and 6(c));
- Reversal of a previous loan impairment of \$5m (refer Note 6(b)); and
- Changes to business operations income and associated employee expenses following a restructuring of the shared services arrangement with Anglicare SQ.

Other Comprehensive Expenditure for the year totalled \$7.6m (2017: Other Comprehensive Income of \$26.1m). No revaluation of property, land and buildings was undertaken for 2018 (2017: \$22.8m).

For the year, Total Comprehensive Surplus was \$4.1m (2017: \$17.6m).

GOING CONCERN

Due to the effect of the consolidation of the ANFIN assets and liabilities, the financial report shows an imbalance between the current assets and current liabilities.

The Corporation maintains sufficient funds in cash and cash equivalents to meet its day to day operational requirements with an unrestricted year end cash balance of \$41.8m (2017: \$66.8m). The movement between the years is primarily due to moving cash to investment in managed funds.

The singular legal relationship between the Corporation and its business entities allows for a higher degree of information flow and controls. This supports the management of assets to meet the short-term liabilities to our internal depositors in ANFIN, as well as allowing for more systematic planning for longer-term investment and for meeting our longer-term liabilities, ensuring that those liabilities are supported by the considerable level of non-current assets.

These measures, along with the considerable level of non-current assets held, give the Diocesan Council the assurance that the Corporation will be able to meet its financial obligations as and when they fall due.

POST BALANCE DATE EVENTS

There have been no material post balance sheet events.

STATEMENT BY MEMBERS OF THE DIOCESAN COUNCIL

The Corporation is not a reporting entity and these special purpose financial statements are prepared in accordance with the accounting policies outlined in Note 1.

In the opinion of Diocesan Council, the Financial Statements set out on pages 6 to 30:

1. Present a true and fair view of the financial position of The Corporation of the Synod of the Diocese of Brisbane as at 31 December 2018 and for those operations and its performance for the financial year ended on that date.
2. At the date of this statement there are reasonable grounds to believe The Corporation of the Synod of the Diocese of Brisbane will be able to meet its financial obligations as and when they fall due.
3. Comply with the Australian Charities and Not-for-profits Commission Act 2012.

This statement is made in accordance with a resolution of the Diocesan Council and is signed for and on behalf of Diocesan Council by:



The Most Reverend Dr Phillip Aspinall
Archbishop
Date: 28 March 2019



Mr David Sneesby
Chairman Diocesan Audit and Risk Committee
Date: 28 March 2019

Statement of Comprehensive Income
For the Year Ended 31 December 2018

	Notes	2018 \$	Restated * 2017 \$
Interest Income	2(a)	8,477,663	10,044,518
Dividends & Managed Funds Distributions	2(c)	4,406,905	2,396,995
Business Operations Income	3(a)	9,240,943	16,949,269
Australian Government Funding for Schools		88,037,501	84,156,985
Donations, Fundraising, Levies & Contributions	3(b)	5,640,998	4,992,644
Other Income	3(c)	21,931,403	174,946
Total Revenue		<u>137,735,413</u>	<u>118,715,357</u>
Employee Expenses	4(a)	11,847,700	17,698,910
Business Operating Expenses	4(b)	21,213,361	21,474,754
Distribution of Australian Government Funding to Schools		86,544,951	82,567,784
Interest Expense	2(b)	4,856,396	5,261,151
Other Expenses	4(d)	1,414,554	6,280
Depreciation	9	235,049	260,390
Total Expenses		<u>126,112,011</u>	<u>127,269,269</u>
Surplus/(Deficit) for the Year		<u>11,623,402</u>	<u>(8,553,912)</u>
Other Comprehensive Income/(Expenditure)			
Items that will not be reclassified subsequently to profit or loss:			
Revaluation on Parish Property		-	22,783,945
Reversal of revaluation on assets disposed and transferred to held for sale		(3,664,999)	-
Gain/(Loss) on recognition/derecognition of Parish Property		1,388,200	4,807,653
Trust Funds drawn down during the year		(565,810)	(2,188,904)
		<u>(2,842,609)</u>	<u>25,402,694</u>
Items that may be reclassified subsequently to profit or loss:			
Net fair value gain/(loss) on Financial Assets during the year		(4,620,765)	884,154
Reclassification adjustments relating to Financial Assets disposed of in the year		(94,397)	(140,931)
		<u>(4,715,162)</u>	<u>743,223</u>
Total Other Comprehensive Income		<u>(7,557,771)</u>	<u>26,145,917</u>
Total Comprehensive Surplus for the Year		<u>4,065,631</u>	<u>17,592,005</u>

* See Note 19 for details regarding restatement as a result of an error and Note 1(t) for details for restatements for changes in accounting presentations.

This statement is to be read in conjunction with the notes to the financial statements set out on page 10 to 30.

Statement of Financial Position
As at 31 December 2018

	Notes	2018	Restated * 2017
		\$	\$
Current Assets			
Cash and Cash Equivalents	5	42,288,652	68,977,561
Receivables	6	35,390,833	28,321,331
Assets Held for Sale	8	4,368,026	3,571,227
Total Current Assets		<u>82,047,511</u>	<u>100,870,119</u>
Non-Current Assets			
Receivables	6	116,903,777	116,706,046
Investments	7	84,770,510	73,682,148
Property, Plant and Equipment	9	708,386,894	709,955,551
Total Non-Current Assets		<u>910,061,181</u>	<u>900,343,745</u>
Total Assets		<u>992,108,692</u>	<u>1,001,213,864</u>
Current Liabilities			
Trade and Other Payables	10	5,467,234	7,640,336
Interest Bearing Liabilities	11	198,323,982	208,521,515
Employee Entitlements	12	1,033,481	1,340,341
Provisions	13	13,251,517	13,995,604
Total Current Liabilities		<u>218,076,214</u>	<u>231,497,796</u>
Non-Current Liabilities			
Interest Bearing Liabilities	11	30,397,941	30,104,358
Employee Entitlements	12	169,409	159,213
Provisions	13	41,099	94,099
Total Non-Current Liabilities		<u>30,608,449</u>	<u>30,357,670</u>
Total Liabilities		<u>248,684,663</u>	<u>261,855,466</u>
Net Assets		<u>743,424,029</u>	<u>739,358,398</u>
Accumulated Funds			
Retained Earnings		4,431,969	11,546,873
Other Reserves and Special Accounts	14(a)	281,505,940	280,048,992
Insurance Reserves	14(b)	2,532,859	(16,633,081)
Asset Revaluation Reserve		454,953,261	464,395,614
		<u>743,424,029</u>	<u>739,358,398</u>

* See Note 19 for details regarding restatement as a result of an error and Note 1(t) for details for restatements for changes in accounting presentations.

This statement is to be read in conjunction with the notes to the financial statements set out on page 10 to 30.

Statement of Changes in Equity For the Year Ended 31 December 2018

	Retained Earnings - Diocese	Retained Earnings - AMFIN	Retained Earnings - Total	Parish Property Reserve	Trust Funds Property Reserve	Trust Funds Reserves and Special Accounts (Note 14 (j))	Insurance Reserves (Note 14 (k))	Asset Revaluation Reserve - Equities	Asset Revaluation Reserve - Property	Asset Revaluation Reserve - Total	TOTAL RESERVES
Opening Balance (1/1/17)	(88,193)	12,867,773	12,979,580	230,538,179	49,988,599	280,576,886	(19,531,580)	1,136,979	440,484,619	441,621,598	725,196,286
Correction of Previous Period Error (Note 19)	-	-	-	-	(3,600,000)	(3,600,000)	-	170,107	-	170,107	(3,429,893)
Restated total equity at the beginning of the financial year	(88,193)	12,867,773	12,979,580	230,538,179	46,388,599	276,976,886	(19,531,580)	1,307,086	440,484,619	441,791,705	721,766,393
Profit/(loss) for the year	(1,106,195)	73,488	(1,032,707)	-	(419,704)	(419,704)	(7,101,501)	-	-	-	(8,553,912)
Transfer from Asset Revaluation Reserve	-	-	923,259	(489,802)	923,259	923,259	-	-	(923,259)	(923,259)	-
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	-	489,802	489,802	-	-	-	-	-
Other Comprehensive Income:	-	-	-	-	-	-	-	-	-	-	-
Revaluation of Land and Building	-	-	-	4,807,653	-	4,807,653	-	-	22,783,945	22,783,945	22,783,945
Gain on recognition/derecognition of Parish Property	-	-	-	-	(2,098,904)	(2,098,904)	-	-	-	-	(2,098,904)
Trust Funds drawn down during the year	-	-	-	-	(90,000)	(90,000)	-	-	-	-	(90,000)
Net fair value gain on financial assets during the year	-	-	-	-	-	-	-	892,398	-	892,398	892,398
Correction of Previous Period Error (Note 19)	-	-	-	-	-	-	-	(8,244)	-	(8,244)	(8,244)
Reclassification adjustments relating to financial assets disposed of in the year	-	-	-	-	-	-	-	(140,931)	-	(140,931)	(140,931)
Closing Balance (31/12/17)	(1,194,388)	12,741,261	11,546,873	234,856,030	45,192,962	280,048,992	(16,633,081)	2,050,309	462,345,305	464,395,614	739,358,388
Opening Balance (1/1/18)	(1,194,388)	12,741,261	11,546,873	234,856,030	45,192,962	280,048,992	(16,633,081)	2,050,309	462,345,305	464,395,614	739,358,388
Profit/(loss) for the year	4,012,758	650,922	4,663,680	-	(427,634)	(427,634)	7,387,356	-	-	-	11,623,402
Transfer from Asset Revaluation Reserve	-	-	-	-	1,062,192	1,062,192	-	-	(1,062,192)	(1,062,192)	-
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	(1,425,693)	1,425,693	1,425,693	-	-	-	-	-
Transfer between Retained Earnings	11,000,000	(11,000,000)	-	-	-	-	-	-	-	-	-
Transfer MSIF Balance (Note 14(b))	(11,778,584)	-	(11,778,584)	-	-	-	11,778,584	-	-	-	-
Other Comprehensive Income	-	-	-	-	-	-	-	-	-	-	-
Revaluation of Land and Building	-	-	-	-	-	-	-	-	-	-	-
Reversal of revaluation on assets disposed and transferred to held for sale	-	-	-	2,000,212	(612,012)	1,388,200	-	(3,664,999)	(3,664,999)	(3,664,999)	(3,664,999)
Gain on recognition/derecognition of Parish Property	-	-	-	-	(565,810)	(565,810)	-	-	-	-	(565,810)
Trust Funds drawn down during the year	-	-	-	-	-	-	-	-	-	-	-
Net fair value loss on financial assets during the year	-	-	-	-	-	-	-	(4,620,765)	-	(4,620,765)	(4,620,765)
Reclassification adjustments relating to financial assets disposed of in the year	-	-	-	-	-	-	-	(94,397)	-	(94,397)	(94,397)
Closing Balance (31/12/18)	2,089,786	2,393,183	4,482,969	235,430,549	46,075,391	281,505,940	2,532,859	(2,660,853)	457,616,114	454,955,261	745,424,029

* See Note 19 for details regarding restatement as a result of an error and Note 1(t) for details for restatements for changes in accounting presentations.

This statement is to be read in conjunction with the notes to the financial statements set out on page 10 to 30.

Statement of Cash Flows
For the Year Ended 31 December 2018

	2018	Restated* 2017
	\$	\$
Cash Flows from Operating Activities		
Cash Receipts from Operations	123,923,813	115,321,170
Interest Received	8,704,647	11,301,860
Dividends and Franking Credits Received	3,990,492	1,671,771
Cash Paid to Suppliers and Employees	(135,325,707)	(125,417,327)
Interest Paid	(4,822,528)	(5,353,585)
Interest bearing liabilities deposited with the Corporation	18,662,618	20,983,061
Interest bearing liabilities repaid by the Corporation	(28,982,353)	(27,510,631)
Loans and advances granted by the Corporation	(14,344,728)	(19,941,567)
Loans and advances repayments received by the Corporation	19,145,067	22,726,488
Net Cash Flows used in Operating Activities	15 (9,048,679)	(6,218,760)
Cash Flows from Investing Activities		
Proceeds from Sale of Property, Plant and Equipment	2,013,090	761,987
Proceeds from Disposals of Investments	1,395,673	679,634
Purchase of Investments	(16,685,405)	(45,873,214)
Purchase of Property, Plant and Equipment	(4,363,588)	(3,702,082)
Net Cash Flows used in Investing Activities	(17,640,230)	(48,133,675)
Net Decrease in Cash and Cash Equivalents	(26,688,909)	(54,352,435)
Cash and Cash Equivalents at beginning of period	68,977,561	123,329,996
Cash and Cash Equivalents at end of period	42,288,652	68,977,561

* See Note 19 for details regarding restatement as a result of an error and Note 1(t) for details for restatements for changes in accounting presentations.

This statement is to be read in conjunction with the notes to the financial statements set out on page 10 to 30.

Note

1 Statement of Significant Accounting Policies

The Financial Statements have been prepared for distribution to the Members of the Corporation of the Synod of the Diocese of Brisbane (the Corporation) as a special purpose financial report. The Diocesan Council has determined that the Corporation is not a reporting entity.

The Financial Statements are presented as a consolidation of main business streams of the Corporation (refer Note 1 (b) below).

(a) Basis of Preparation

The Financial Report has been prepared in accordance with the basis of accounting specified by all Australian Accounting Standards and Australian Accounting Interpretations except for:

AASB 3 — Business Combinations
AASB 9 — Financial Instruments
AASB 10 — Consolidated Financial Statements
AASB 12 — Disclosure of Interests in Other Entities
AASB 13 — Fair Value Measurement
AASB 116 — Property, Plant and Equipment
AASB 127 — Consolidated and Separate Financial Statements
AASB 137 — Provisions, Contingent Liabilities and Contingent Assets

and the following for disclosures only:

AASB 8 — Segment Reporting
AASB 124 — Related Party Disclosures.

The financial statements are prepared on the historical cost basis and do not take into account current valuations of non-current assets, except where specifically stated. The preparation of a financial report requires management to make judgments, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. The estimates and associated assumptions are based upon historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgments about carrying values of assets and liabilities that are not readily apparent from other sources.

The following specific accounting policies have been adopted in the preparation of this report. They are consistent with the previous period unless otherwise stated.

Going Concern & Liquidity Management

Due to the effect of the consolidation of the ANFIN assets and liabilities, the financial report shows an imbalance between the current assets and current liabilities.

The Corporation maintains sufficient funds in cash and cash equivalents to meet its day to day operational requirements with an unrestricted year end cash balance of \$41.8m (2017: \$66.8m).

The singular legal relationship between the Corporation and its business entities allows for a higher degree of information flow and controls. This supports the management of assets to meet the short-term liabilities to our internal depositors in ANFIN, as well as allowing for more systematic planning for longer-term investment and for meeting our longer-term liabilities, ensuring that those liabilities are supported by the considerable level of non-current assets.

These measures, along with the considerable level of non-current assets held, give the Diocesan Council the assurance that the Corporation will be able to meet its financial obligations as and when they fall due.

The financial statements are prepared on a going concern basis, which contemplates the continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.

Note

(b) Principles of Consolidation

The consolidated Financial Statements incorporate the assets and liabilities of the Corporation's main business streams as listed below and the results of those business streams.

The business streams included are:

- Anglican Schools Office (excluding the operating results of schools);
- Ministry Education;
- Parishes & Other Ministries Services (excluding the operating results of parishes);
- The Episcopate and Leadership Team;
- General Managers Office;
- Finance & Diocesan Services, including Anglican Financial Services (ANFIN)
- The Going for Growth Fund;
- The Mission Alive Fund;
- The Diocesan Insurance Fund and other Insurance Funds; and
- General Trust and Special Trust Funds.

Inter-entity transactions and balances between the main business streams are eliminated.

Anglicare SQ, Diocesan parishes, Diocesan owned schools and child care centres are not consolidated in these financial statements, with the exception of real property assets of parishes.

(c) Income Tax

The Corporation and its related entities are exempt from income tax under section 50-5 of the *Income Tax Assessment Act 1997*.

(d) Goods and Services Tax

Goods and Services Tax (GST) is not charged or received where the transaction is between the Corporation and another member of the Anglican GST Group as defined by the Australian Tax Office.

All other revenue, expenses and assets are recognised net of GST except:

- (i) where the amount of the GST is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of an asset or as part of an item of expense;
- (ii) for receivables and payables which are recognised inclusive of GST; or
- (ii) interest revenue and interest expenses that are not subject to GST.

The net amount of GST recoverable from, or payable to, the taxation authority is included as part of receivables or payables.

(e) Revenue and Expense Recognition

Donations, fund raisings and bequests are recognised upon receipt. All other revenue is recognised net of Goods and Services Tax (GST) on an accruals basis.

Revenue from the disposal of other assets is recognised when the Corporation has passed control of the asset to the other party. The gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal (including incidental costs).

Expenses are recognised net of GST on an accruals basis following receipt of goods or services.

(f) Related Party Transactions (for included entities)

All related party transactions for included entities have been eliminated on consolidation for this Financial Report.

The Corporation receives income from related parties as follows:

Levies and Contributions

Levies and contributions are received from Parishes, Schools and the Anglicare SQ. These amounts contribute towards the operating expenses and Mission of the Corporation.

Note

Insurance Premium Recovery

The Corporation recovers insurance premiums and self-insurance levies from Parishes, Schools, Anglicare SQ and other related entities.

Interest Revenue & Expense

Interest revenue is received from Parishes, Schools, Anglicare SQ and other related entities on loans advanced by the Corporation and ANFIN.

Interest expense is paid to Parishes, Schools, Anglicare SQ and other related entities on deposits held by ANFIN.

School System Revenue & Expense

As from 2017, the Corporation has received funding from the Federal Government for the Anglican School Queensland System. In 2017, the Corporation reported the funding income and distribution to schools on a net basis. This financial year the amount received from the government and paid to schools is now shown on a gross basis. The 2017 comparative has been updated to reflect this change.

Fees for Service

In 2017, the shared services model was in operation. From 1 January 2018, the shared services offering has been significantly reduced.

(g) Employee Benefits

Wages and Salaries

Liability for wages and salaries (including non-monetary benefits) expected to be settled within twelve months of the end of the annual reporting period are recognised in respect of employee's services up to the end of the annual reporting period. They are carried at nominal value where the liability is expected to be settled within twelve months.

Employee Entitlements

A liability is recognised for benefits accruing to employees in respect of annual leave and long service leave when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities recognised in respect of short-term employee benefits, are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

Liabilities recognised in respect of long term employee benefits are measured as the present value of the estimated future cash outflows to be made in respect of services provided by employees up to reporting date.

Superannuation

Superannuation contributions are made to superannuation funds on account of employees in accordance with governing legislation and are charged as expenses when incurred. The Corporation has no obligation to cover any shortfall in the superannuation funds' obligation to provide benefits to employees on retirement or death or disablement.

(h) Operating Lease Payments

Payments made under operating leases are recognised in the Statement of Comprehensive Income on an accrual basis over the term of the lease.

(i) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term cash investments and financial intermediaries. Bank overdrafts are shown within borrowings in liabilities on the Statement of Financial Position.

(j) Receivables

Receivables are recorded at amounts due less any allowance for impairment.

Note

(k) Financial Instruments

Financial instruments, incorporating financial assets, are recognised when the entity becomes a party to the contractual provisions of the instrument. Trade date accounting is adopted for financial assets that are delivered within timeframes established by marketplace convention.

Financial instruments are initially measured at fair value plus transaction costs where the instrument is not classified at fair value through comprehensive income.

Classification and Subsequent Measurement

Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at cost.

Held-to-Maturity Investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Corporation's intention to hold these investments to maturity. They are subsequently measured at amortised costs using the effective interest rate method.

Financial Assets

Financial assets for investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments are measured at fair value. Gains and losses arising from changes in fair value are recognised directly in the asset revaluation reserve.

Financial Liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised costs using the effective interest rate method.

Fair Value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

(l) Property, Plant and Equipment

Land and buildings are initially recognised at cost, except where the historical cost is not available. In these instances, the initial recognition of land is at a valuation estimate (see Note 1 (q)) based on the Valuer General's rateable value for similar properties in the area. Where there is no historical cost for buildings, they are initially recognised at the insured value for the building as advised by the Board of Management of the Diocesan Insurance Fund.

In subsequent years, land has been revalued based on an updated Valuer General's rateable value where the Valuer General determines the rateable value for that parcel of land. For land that has been updated by the Valuer General in 2017 the value has been updated to the 2017 rateable values. In 2018, the land has been held at previous valuations.

In subsequent years, buildings are carried at the insured value at year end. These values are the insured values of the buildings determined by the Board of Management of the Diocesan Insurance Fund and are based on local trends, inclusive of an independent external valuer's estimation of increases in building costs, if any. During 2018, no valuation change was determined to be required, with 2017 values retained for the 2018 financial report.

Increases in the carrying amounts arising on revaluation of land and buildings are credited to the Asset Revaluation Reserve in equity. Any revaluation decrements are initially taken to the Asset Revaluation Reserve to the extent of any previous revaluation surplus of the same asset.

All other items of property, plant and equipment are stated at cost or deemed cost less accumulated depreciation and impairment losses. The cost of self-constructed assets includes the cost of materials, direct labour and other relevant costs required to bring the asset to its current condition and location.

Note

- (l) All other items of property, plant and equipment are initially recorded at cost at the date of acquisition, being the fair value of the consideration provided plus incidental costs directly attributable to the acquisition.

Donated assets are recorded at their fair value and credited to the Statement of Comprehensive Income.

Property Sales are recorded as a profit or loss against book value followed by writing back any revaluation to Asset Revaluation Reserve.

Subsequent Costs

Costs incurred on assets subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed standard of performance of the asset will flow to the Corporation in future years, otherwise the costs are recognised in the Statement of Comprehensive Income as an expense when incurred.

Depreciation

Depreciation of plant and equipment is calculated such that the assets are written off over their expected useful lives using the straight-line basis.

The depreciation rates for each class of asset are as follows:

Furniture and Fittings	10%
Computer Equipment and software	33.33%
Office Equipment	20-33.33%

Buildings are not depreciated.

Non-Current Assets Held for Sale

Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction instead of use and the sale is highly probable to occur within twelve months of reporting date. They are measured as the lower of their carrying amount and fair value less costs to sell. Where a reversal of a previous revaluation is required to adjust the asset to fair value, the revaluation adjustment against the Asset Revaluation Reserve is made immediately prior to the asset reclassified to held-for-sale. They are not depreciated.

An impairment loss is recognised for any initial or subsequent write-down of the asset to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset, but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset is recognised at the date of de-recognition.

- (m) **Impairment of Assets**

Tangible Assets

At each reporting date, carrying values of tangible assets are reviewed to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the insurance value or land value as determined by the Corporation, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the Statement of Comprehensive Income.

Financial Assets

In respect of financial assets, the reliability, consistency and prudence of estimates of undiscounted future cash flows are reviewed to determine if there are any indicators of impairment. Where an impairment exists the adjustment to the carrying value is expensed to the Statement of Comprehensive Income.

- (n) **Accounts Payable**

Trade and other payables liabilities are recognised for amounts to be paid in the future for goods or services received. Trade accounts payable are normally settled within 30 days.

- (o) **Borrowings**

Borrowing costs directly attributable to the acquisition, construction or production of qualifying assets, which are assets that necessarily take a substantial period of time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale.

Note

Bills of exchange are recorded at an amount equal to the net proceeds received, with the premium or discount amortised over the period until maturity. Interest expense is recognised on an effective yield basis. Bank loans and other loans are recorded at an amount equal to the net proceeds received. Interest expense is recognised on an accrual basis.

(p) Provisions

Provisions are measured as management's best estimate of the net expenditure required to settle the present obligation at the reporting date.

Provisions for legal claims are recognised when the Corporation assesses there is a high probability that the claim will result in a future payment to the claimant and the amount can be reliably estimated.

Provisions for other obligations are recognised when the Corporation has a present legal obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated.

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

(q) Critical Accounting Estimates and Judgments

Estimates and judgments incorporated into the Financial Report are based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Corporation.

Key estimates — Impairment

The Corporation assesses impairment at each reporting date by evaluating conditions specific to the individual assets that may lead to impairment of assets. Where indicators of impairment exist, the recoverable amount of the asset is determined.

Key estimates – Land and Buildings Valuation

Land has been recorded at management's valuation. These valuations are based on the Valuer General's rateable value where available or based on similar properties in the area where not available. Thus the valuation relies on the assumptions as to alternative uses of the land and assumptions as to appropriate comparable properties.

Buildings are recorded at their insured values determined by management. The valuation relies on estimates of replacement value and on assumptions in relation to building costs. Assumptions in relation to building cost increases are determined using an independent external valuer's estimation of increases in building costs.

Key estimates — Abuse claims costs

The provision includes assumptions about likely outcomes and estimates of average claim amounts for uninsured claims and additional redress on settled claims.

(r) Application of New and Revised Accounting Standards

In the current year, the Corporation has applied a number of amendments to Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are effective for an annual period that begins on or after 1 January 2018. Their adoption has not had any material impact on the disclosures or on the amounts reported in these financial statements.

Note

AASB 2017-2 Amendments to Australian Accounting Standards – Transfers of Investment Property, Annual Improvements 2014-2016 Cycle and Other Amendments:

The Corporation has adopted AASB 2016-5 for the first time in the current year, which amends the following Accounting Standards (as relevant to the Corporation):

- AASB 140 Investment Property, to clarify that a transfer to, or from, investment property necessitates an assessment of whether a property meets, or has ceased to meet, the definition of investment property, supported by observable evidence that a change in use has occurred. The amendments further clarify that situations other than the ones listed in AASB 140 may evidence a change in use, and that a change in use is possible for properties under construction (i.e. a change in use is not limited to completed properties).

(s) Standards and Interpretations in issue but not yet adopted

At the date of authorisation of the Financial Statements, the Standards and Interpretations listed below were in issue but not yet effective. Initial application of the following Standards will not affect any of the amounts recognised in the Financial Statements but in some instances will change the disclosures presently made in relation to the Financial Statements.

Standard / Interpretation and the Relevant Amending Standards	Effective for Annual Reporting Periods Beginning On or After	Expected to be initially applied in the Financial Year Ended
AASB 15 Revenue from Contracts with Customers (as amended)	1 January 2019	31 December 2019
AASB 16 Leases	1 January 2019	31 December 2019
AASB 1058 Income of Not-for-Profit Entities	1 January 2019	31 December 2019
AASB 2017-6 Prepayment Features with Negative Compensation	1 January 2019	31 December 2019

The potential effect of the revised Standards / Interpretations on the Corporation's financial statements has not yet been determined.

(t) Comparative Information

Where necessary, comparative amounts have been amended for any changes to the current year presentation or classification of items in the financial statements that were made in order to enhance users' understanding of the financial statements:

- Employee Entitlements have been shown separate from Provisions on the Statement of Financial Position

	As Originally Presented 31/12/2017	Increase/ (Decrease)	Restated 31/12/2017
Current Liabilities:			
Employee Entitlements	-	1,340,341	1,340,341
Provisions	15,335,945	(1,340,341)	13,995,604
	<u>15,335,945</u>	<u>-</u>	<u>15,335,945</u>
Non-Current Liabilities:			
Employee Entitlements	-	159,213	159,213
Provisions	253,312	(159,213)	94,099
	<u>253,312</u>	<u>-</u>	<u>253,312</u>

Note

- Federal school funding income and distribution are now shown at gross values than the net value as presented included in Business Operations Income in 2017.

	As Originally Presented 31/12/2017	Increase/ (Decrease)	Restated 31/12/2017
Business Operating Income	18,538,470	(1,589,201)	16,949,269
Australian Government Funding for Schools	-	84,156,985	84,156,985
Distribution of Australian Government Funding to Schools	-	(82,567,784)	(82,567,784)
	<u>18,538,470</u>	<u>-</u>	<u>18,538,470</u>

- In previous years, distributions from managed funds had been shown in Interest Income. For the current financial year, the presentation groups distributions from managed funds with dividend income.

	As Originally Presented 31/12/2017	Increase/ (Decrease)	Restated 31/12/2017
Interest Income	10,769,742	(725,224)	10,044,518
Dividends	1,671,771	(1,671,771)	-
Dividends & Managed Funds Distributions	-	2,396,995	2,396,995
	<u>12,441,513</u>	<u>-</u>	<u>12,441,513</u>

Notes**2 Investment Income and Expenses****(a) Interest Income**

	Average Balance	Interest
	\$	\$
2018		
Deposits with other financial institutions	92,179,931	2,715,563
Loans and advances	140,544,252	5,762,100
	<u>232,724,183</u>	<u>8,477,663</u>

2017

Deposits with other financial institutions	152,810,707	4,178,750
Loans and advances	149,333,413	5,865,768
	<u>302,144,120</u>	<u>10,044,518</u>

(b) Interest Expense

	Average Balance	Interest
	\$	\$
2018		
Facility Fees	-	-
Client Investments	238,071,933	4,856,396
	<u>238,071,933</u>	<u>4,856,396</u>

2017

Facility Fees	-	39,761
Client Investments	246,505,994	5,221,390
	<u>246,505,994</u>	<u>5,261,151</u>

	2018	2017
	\$	\$

(c) Dividends & Managed Fund Distributions

Dividends & Managed Fund Distributions Received	4,406,905	2,396,995
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Note

	Notes	2018	2017
		\$	\$
3 Business Operations and Other Income			
(a) Business Operations Income			
Insurance Premiums Received		4,301,702	3,943,979
Sundry Income		2,539,316	2,531,759
Rental income		1,066,044	1,112,820
Education and Conference Income		731,796	479,035
Service Fees		569,752	8,832,444
Grants Received		32,333	49,232
		<u>9,240,943</u>	<u>16,949,269</u>
(b) Donations, Fundraising, Levies & Contributions			
Donations & Fundraising Income		331,391	159,732
Parish Contributions		1,395,156	1,379,669
Levies - Schools		1,578,396	1,521,595
Anglican Belonging Fee Income		2,336,055	1,931,648
		<u>5,640,998</u>	<u>4,992,644</u>
(c) Other Income			
Reimbursement of Uninsured Abuse Claims Costs		6,748,957	591,909
Reimbursement of Claims provided for	6(c)	10,339,263	-
Bequests		52,577	71,375
Realised Gain/(Loss) on Sale of Property		(474,796)	(651,072)
Realised Gain/(Loss) on Sale of Investments		262,149	162,734
Reversal of Impairment Loss	6(b)	5,000,000	-
Other Non-Operating Income		3,253	-
		<u>21,931,403</u>	<u>174,946</u>
4 Expenses			
(a) Employee Expenses			
Superannuation		995,323	1,389,232
Termination Benefits		203,851	535,442
Other Employee Benefits		10,648,526	15,774,236
		<u>11,847,700</u>	<u>17,698,910</u>

Note

	<u>Notes</u>	<u>2018</u>	<u>2017</u>
		\$	\$
4 (b) Business Operating Expenses			
Advertising & Marketing		150,505	52,422
Audit fees	4(c)	110,000	111,954
Bad Debt Expense (ANFIN)		80	45,253
Bank Charges		77,106	175,598
Computing, Software & Licenses		390,565	839,319
Grant Payments		679,122	578,028
Hospitality and Synod Expenses		142,813	186,730
Income Distribution*		582,397	839,054
Insurance Expense		3,702,084	3,633,262
Insurance Claims Expense		9,578,600	7,958,867
Internal Audit & Accounting Expenses		-	171,158
Management Fees		163,299	91,674
Minor Equipment Purchase & Hire		100,832	230,905
Motor Vehicle Expenses		287,505	330,940
Occupancy Expenses		1,097,534	1,695,165
Photocopying, Printing, Postage & Stationery		232,942	335,032
Professional Development		188,449	229,976
Professional Services & Consultants		2,146,680	1,947,442
Removals & Relocation Expenses		60,544	55,162
Repairs & Maintenance		423,649	432,089
Sundry Expenses		23,389	369,640
Telephone, Fax & Internet		109,494	222,873
Training, Conference & Education Expenses		759,885	720,994
Travelling Expenses		205,887	221,217
		<u>21,213,361</u>	<u>21,474,754</u>

* Income Distribution relates to funds drawn from Parish property and other trust reserves.

(c) Auditor's Remuneration

Audit of financial statements	110,000	111,954
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The auditor of the Corporation is Deloitte Touche Tohmatsu.

(d) Other Expenses

Withdrawals of Funds Held in Trust	156,804	6,280
Impairment of Property Plant & Equipment	1,257,750	-
	<u>1,414,554</u>	<u>6,280</u>

5 Cash and Cash Equivalents

Cash at banks and other financial intermediaries	41,843,651	66,763,620
Restricted cash	445,001	2,213,941
	<u>42,288,652</u>	<u>68,977,561</u>

ANFIN holds restricted cash through Indue Ltd who provide services to ANFIN in the form of settlements with bankers for direct entry, chequing and depositing transactions. These funds ensure there is always an adequate amount available to process all overnight transactions.

Note

	Notes	2018	2017
		\$	\$
6 Receivables			
<i>Current</i>			
Loans Receivable	6(a)	17,658,772	22,656,842
Claims Reimbursement Receivable	6(c)	10,339,263	-
Other Receivables		7,392,798	5,664,489
		<u>35,390,833</u>	<u>28,321,331</u>
<i>Non-Current</i>			
Loans Receivable	6(a)	121,903,777	126,821,168
Allowance for Impaired Loans	6(b)	(5,000,000)	(10,115,122)
		<u>116,903,777</u>	<u>116,706,046</u>
Total Receivables		<u>152,294,610</u>	<u>145,027,377</u>

(a) Loans Receivable

	Current	Non-Current	Total
Loans Receivable 2018			
Parishes and Other Anglican Entities	861,824	6,761,714	7,623,538
Schools	16,694,718	115,142,063	131,836,781
Overdrafts	102,230	-	102,230
Total Loans Receivable 2018	<u>17,658,772</u>	<u>121,903,777</u>	<u>139,562,549</u>
Loans Receivable 2017			
Parishes and Other Anglican Entities	975,210	6,527,426	7,502,636
Schools	21,255,975	120,293,742	141,549,717
Overdrafts	425,657	-	425,657
Total Loans Receivable 2017	<u>22,656,842</u>	<u>126,821,168</u>	<u>149,478,010</u>

Loans will be repaid (or in the case of overdraft facilities are repayable) under current repayment conditions over the following periods:

Maturity Analysis - Loans Receivable

Up to 3 months	5,182,816	7,521,204
3 months up to 1 year	12,475,956	15,135,638
1 year to 5 years	52,121,774	72,800,563
Later than 5 years	69,782,003	54,020,605
	<u>139,562,549</u>	<u>149,478,010</u>

Substantial client investments cover many of these loans with the Corporation from the same or related entities. A substantial proportion of these investments are held in the name of, and under the direct control of, the Corporation.

Loans totalling \$128,397,707 (2017: \$138,027,468) are advanced to Diocesan agencies and parties related to the Corporation. Of these loans, \$5,352,896 (2017: \$5,483,033) has been advanced to parishes for purchase of properties which are held as assets in these Financial Statements. One of the major objectives of ANFIN is to provide loan finance to such Anglican Church entities.

As at balance date, loans approved but not funded were \$44,917,031 (2017: \$31,544,488)

(b) Allowance for Impaired Loans

In 2008, the Corporation provided \$10,000,000 in relation to loans to Corporation directly owned schools. During 2018, agreement has been reached with the schools to recognise \$5m of this loan with interest accruing from 1 January 2019. As a result, \$5m of the Impairment provision has been reversed in 2018, with impairment balance at \$5m.

Note

6 (c) Claims Reimbursement Receivable

Agreement has been reached with the schools to reimburse the Corporation for any abuse claim costs settled from 1 January 2019. The Corporation considers the reimbursement of the provision as 'virtually certain' due to the agreement between the Corporation and the directly-owned schools, and the schools having the capacity to fund the reimbursement.

For the financial year end, the Corporation has recognised a receivable for reimbursement for provision of school abuse claims totalling \$10,339,263 (2017: nil).

	<u>Notes</u>	<u>2018</u>	<u>Restated 2017</u>
		\$	\$
7 Investments			
<i>Financial Assets at Fair Value</i>			
Investments in Managed Funds (a)		74,816,384	62,128,539
Externally managed share portfolio		9,954,126	11,553,609
	19	<u>84,770,510</u>	<u>73,682,148</u>

During the year, market value of the portfolio decreased by \$4,715,162 (2017: increased by \$743,223 restated) and this has been recognised in Other Comprehensive Income and the Statement of Changes in Equity Asset Revaluation Reserve.

(a) Of the balance invested in managed funds, \$20,512,788 (2017: nil) is held as security for a \$10m line of credit (refer Note 11).

	<u>Notes</u>	<u>2018</u>	<u>2017</u>
		\$	\$
8 Assets Held for Sale			
<i>Land Held for Sale</i>			
Opening Balance		1,016,782	220,000
Transferred from Property, Plant and Equipment (Note 9)		1,763,914	1,016,782
Disposals		(814,665)	(220,000)
		<u>1,966,031</u>	<u>1,016,782</u>
<i>Buildings and Improvements Held for Sale</i>			
Opening Balance		2,554,445	365,000
Transferred from Property, Plant and Equipment (Note 9)		2,042,923	2,554,445
Adjustment to valuation		(522,151)	-
Disposals		(1,673,222)	(365,000)
		<u>2,401,995</u>	<u>2,554,445</u>
		<u>4,368,026</u>	<u>3,571,227</u>
Total Assets Held for Sale		<u>4,368,026</u>	<u>3,571,227</u>

Note

9 Property, Plant and Equipment	Land at valuation	Buildings and Improvements at valuation	Furniture and Fittings at cost	Office Equipment at cost	Computer Software and Equipment at cost	Work in Progress at cost	TOTAL
Balance at 1 January 2017	253,917,542	429,142,969	2,328,423	97,010	1,363,430	887,458	687,736,832
Additions/transfers from WIP	1,403,366	4,813,208	4,153	-	-	189,748	6,410,475
Completed projects capitalised	-	409,845	-	-	-	(409,845)	-
Impairment write-down	-	-	-	-	-	-	-
Transferred to Assets Held for Sale (Note 8)	(1,016,782)	(2,554,445)	-	-	-	-	(3,571,227)
Revaluation Adjustments - Assets sold during year	(339,726)	(488,333)	-	-	-	-	(828,059)
Revaluation of Land & Buildings	3,020,164	19,763,781	-	-	-	-	22,783,945
Balance at 31 December 2017	256,984,564	451,087,025	2,332,576	97,010	1,363,430	667,361	712,531,966
Additions	1,015,781	1,116,000	-	1,028	-	4,741,018	6,873,827
Completed projects capitalised	-	1,282,331	23,391	-	-	(1,506,724)	-
Impairment write-down	-	(142,700)	(1,829,609)	-	201,002	-	(2,159,561)
Transferred to Assets Held for Sale (Note 8)	(1,763,914)	(2,042,923)	-	-	(187,252)	-	(3,806,837)
Revaluation Adjustments - Assets disposed and transferred to Held for Sale	(312,418)	(2,830,430)	-	-	-	-	(3,142,848)
Balance at 31 December 2018	255,924,013	448,469,303	526,358	98,038	1,377,180	3,901,655	710,296,547
ACCUMULATED DEPRECIATION							
Balance at 1 January 2017	-	-	(982,510)	(76,203)	(1,257,312)	-	(2,316,025)
Depreciation Expense	-	-	(201,817)	(7,183)	(51,390)	-	(260,390)
Balance at 31 December 2017	-	-	(1,184,327)	(83,386)	(1,308,702)	-	(2,576,415)
Impairment write-down	-	-	884,311	-	17,500	-	901,811
Depreciation Expense	-	-	(188,795)	(4,836)	(61,417)	-	(235,049)
Balance at 31 December 2018	-	-	(466,812)	(88,222)	(1,352,619)	-	(1,909,653)
WRITTEN DOWN VALUE							
Carrying Value at 31 December 2017	256,984,564	451,087,025	1,148,249	13,624	54,728	667,361	709,955,551
Carrying Value at 31 December 2018	255,924,013	448,469,303	57,546	9,816	24,561	3,901,655	708,386,894

Note

	<u>Notes</u>	<u>2018</u>	<u>2017</u>
		\$	\$
10 Trade and Other Payables			
Trade Creditors		776,712	480,254
Interagency Payable		131,839	2,103,984
Fees in Advance		471,817	117,175
Accrued and Other Expenses		710,704	1,238,732
Interest Payable (ANFIN)		332,174	591,888
Superannuation Payable		215,344	36,497
PAYG Tax Payable		83,370	118,739
Sundry Current Liabilities		515,704	638,860
GST Payable		2,229,570	2,314,207
		<u>5,467,234</u>	<u>7,640,336</u>

11 Interest Bearing Liabilities*Current (Unsecured - at Amortised Cost)*

Interest Bearing Liabilities (a)	1,115,255	993,053
Funds at Call	97,204,768	98,554,128
Term Investments	100,003,959	108,974,334
	<u>198,323,982</u>	<u>208,521,515</u>

Non-Current (Unsecured - at Amortised Cost)

Funds held on behalf of Anglicare	30,397,941	30,104,358
	<u>30,397,941</u>	<u>30,104,358</u>

Total Interest Bearing Liabilities

	<u>228,721,923</u>	<u>238,625,873</u>
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(a) Current interest bearing liabilities held by the Corporation totalling \$1,115,255 (2017: \$993,053) represent \$969,804 (2017: \$862,914) and \$145,451 (2017: \$130,139) for the Anglican Schools Commission Portable Long Service Leave Fund and unspent employee salary sacrificed funds respectively.

	\$	\$
<i>Maturity Analysis</i>		
At call	98,320,023	99,547,181
Up to 3 months	47,075,305	86,709,839
3 months up to 1 year	52,928,654	22,264,495
1 year to 5 years	-	-
Later than 5 years	30,397,941	30,104,358
	<u>228,721,923</u>	<u>238,625,873</u>

Financing Arrangements

Unrestricted access was available to the Corporation at the end of the reporting period to the following lines of credit.

Equity Lending Facility	10,000,000	-
Used at balance date	-	-
Unused at balance date	<u>10,000,000</u>	<u>-</u>

The Equity Lending Facility is secured by Investments in managed funds of \$20,512,788 (Note 7)

Note

Notes	2018	2017
	\$	\$
12 Employee Entitlements		
<i>Current</i>		
Annual Leave	699,051	925,254
Long Service Leave	334,430	415,087
	<u>1,033,481</u>	<u>1,340,341</u>
<i>Non-Current</i>		
Long Service Leave	169,409	159,213
	<u>169,409</u>	<u>159,213</u>

13 Provisions

<i>Current</i>		
Other Provisions	13,251,517	13,995,604
<i>Non-Current</i>		
Other Provisions	41,099	94,099

Other Provisions relates predominantly to the estimated cost of known uninsured abuse claims yet to be settled \$13,044,130 (2017: \$13,892,190)

14 (a) Other Reserves and Special Accounts

Going for Growth Fund	18,965,591	18,634,909
Parish Property Proceeds	9,145,790	9,833,768
Parish Property Recognition Reserve	235,430,549	234,856,030
Other Reserves and Special Accounts	17,964,010	16,724,285
	<u>281,505,940</u>	<u>280,048,992</u>

The Parish Property Recognition Reserve represents the value of Parish Property at the point of recognition prior to revaluation.

(b) Insurance Reserves

The Corporation has net positive reserves of \$2,532,859 (2017: negative \$16,633,081) in accumulated funds from insurance fund management. The purpose of these reserves is to support the insurance programs being the Diocesan Insurance Fund, Sickness and Accident Fund, Maternity Leave Fund and the Mutual Self Insurance Fund. The balances of each fund are set out below.

	2018	2017
	\$	\$
Diocesan Insurance Fund	2,128,903	2,027,434
Sickness & Accident Fund and Maternity Leave Fund	403,956	452,772
Mutual Self Insurance Fund	-	(19,113,287)
	<u>2,532,859</u>	<u>(16,633,081)</u>

During the financial year, the Corporation became a participant in the National Redress Scheme that was formed following the Royal Commission into Institutional Responses to Child Sexual Abuse. At the end of the current financial year, the claim costs accumulated in insurance reserves under the Mutual Self Insurance Fund have been transferred to Retained Earnings. All future unrecovered costs are to be funded from retained earnings.

Note

	Notes	2018	Restated 2017
		\$	\$
15 Reconciliation of Operating Deficit to Net Cash generated from Operating Activities			
Net surplus/(deficit) for the period		11,623,402	(8,643,912)
Adjustments for:			
Non-cash items:			
Less: Non-cash distribution from investments		(251,642)	-
Add: Impairment of Property Plant & Equipment		1,257,750	-
Add: Depreciation		235,049	260,390
(Gain) loss on sale of fixed assets		474,796	651,072
(Gain) loss on sale of investment		(262,149)	(162,734)
Decrease (increase) in Receivables		(8,955,083)	2,784,217
Increase (decrease) in Payables		(2,173,099)	1,292,180
Increase (decrease) in Employee Entitlements		(296,665)	205,621
Increase (decrease) in Provisions		(797,087)	3,921,977
Increase (decrease) in Interest Bearing Liabilities		(9,903,951)	(6,527,571)
Net Cash Flows used in Operating Activities		<u>(9,048,679)</u>	<u>(6,218,760)</u>

16 Contingent Liabilities and Commitments

The Corporation is party to a long-term lease with The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane (a related entity) for rental of property in the Cathedral precinct.

The Corporation through ANFIN has the following facilities available for bank guarantees:

	2018	2017
	\$	\$
Total Facility	500,000	500,000
Used at balance date	295,956	252,148
Unused at balance date	<u>204,044</u>	<u>247,852</u>

The Corporation is ultimately responsible for the performance of the guarantees. There is nil interest payable on the guarantees for 2018 (2017: Nil)

The Corporation has potential future exposure to claims and costs associated with its response to abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. The Corporation has provided for its best estimate of the net costs of known uninsured abuse claims yet to be settled (refer Note 13). The Corporation has also provided for its best estimate of the net costs of potential additional payments required on previously settled claims as a result of recommendation from the Royal Commission. It is not possible at the date of this report for the Corporation to reliably estimate any additional costs of this nature which might emerge in the future. Accordingly no liabilities or expenses have been recorded in relation to unknown potential future claims.

Capital Commitments:

Buildings	1,153,848	-
	<u>1,153,848</u>	<u>-</u>

Capital commitments represent capital expenditure contracted for at balance date but not yet incurred.

Note

17 Financial Risk Management*Financial Instruments*

ANFIN's financial instruments, other than derivatives, are comprised of loans, investments, overdrafts and client investments. ANFIN's approach to managing associated risks is addressed below.

Liquidity Risk

The risk that the Corporation is unable to meet its financial obligations as they fall due to a mismatch in cash flows is, in the case of ANFIN, mitigated by the fact that substantial client investments cover many of the loans within ANFIN from the same or related entities. A substantial portion of these investments are held in the name of trading entities of the Corporation, which are subject to the Corporation's constitution and canons.

Maximum term loans are set at 20 years, however, in practice loans are generally offered over shorter terms which reflect the unique cash flow and risk profile of borrowers. Forward loan commitments and funding are monitored daily through management reports as part of ANFIN's day-to-day cash flow management. Term investment maturities, cash levels, funding requirements and interest rates are also reviewed daily to form the basis of ANFIN's cash management processes. The liquidity portfolio is monitored in conjunction with these indicators and decisions made on the placement or shifting of investments on the basis of this information.

The Finance & Diocesan Services Commission (FDSC) maintains oversight of the management of the Corporation's assets and liabilities, including the development and application of a risk appetite framework that aligns the Corporation's investments and tolerance of risk to its financial obligations and constraints.

Funding and liquidity management is the responsibility of the Group Manager Treasury & Investment, with oversight from the Chief Financial Officer and the FDSC. Liquidity management is supported by the Manager, ANFIN, who provides daily information to the Group Manager Treasury & Investment on expected cash flows. Cash flow planning throughout the year is supported by weekly forecasts from Diocesan entities, which is refreshed on an ongoing basis to reflect changes in forecasts. The Group Manager Treasury & Investment provides monthly information to the FDSC on ANFIN's asset and liability position, as well as quarterly updates to the FDSC on the longer-term strategic liquidity position of the Corporation.

To facilitate the liquidity management process, investments are placed with approved deposit taking institutions (ADIs) regulated by APRA and approved within the ANFIN Policy. The extent to which ANFIN invests its liquidity in any one institution is based upon pre-determined exposure limits with reference to the ADIs independent credit rating.

Credit Risk

Counterparty concentration risk is monitored daily by the Group Manager, Treasury & Investment. Limits are set by the FDSC based on credit ratings of the authorised deposit taking institutions (ADIs). The maximum exposure to individual approved ADIs and in total is limited by credit rating bands. Counterparties must have a short-term credit rating of at least A-2, and a long-term credit rating of at least BBB. The FDSC approved limits are as follows:

Short Term Credit Rating	Counterparty limit at time of investment %	Portfolio limit at time of Investment
A-1	60%	100%
A-1	40%	70%
A-2	20%	50%

The FDSC considers loans to Diocesan entities on the basis that they have been subject to several levels of due diligence: that of the local School Council (where applicable), the endorsement of the relevant Commission that oversees the borrowing entity (the ASC in the case of schools, CSC in the case of Anglicare SQ, the Regional Bishop in the case of Parishes); and subject to FDSC management's own review of the associated lending/business case. Lending is predominantly to Diocesan legal entities, which are subject to ongoing reporting requirements to the Corporation.

Note

Market and Interest Rate Risk

Market risk is the risk that changes in market prices such as interest rates and equity prices will affect the Corporation income or value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

ANFIN is exposed to interest rate risk. As part of the financial risk management policy prescribed by the FDSC, ANFIN enters into Pay Fixed/Receive Floating interest rate swaps and caps to hedge the interest rate risk associated with offering longer term fixed rate loans funded by shorter term liabilities. As at 31 December 2018 the Fund held fixed rate swap and cap agreements with a total notional value of \$12,184,231 (2017: \$22,956,144).

ANFIN holds no other derivative instruments. ANFIN's derivatives policy does not permit speculative hedging under any circumstances. All hedge contracts taken out by ANFIN must match to a corresponding fixed rate loan to an ANFIN client.

Equity Price Risk

Equity Price risk arises from fluctuations in the market values of securities. It should be noted that the full impact of movements in market value would not necessarily be immediately reflected in the Statement of Profit and Loss as these investments are held at Fair Value through Other Comprehensive Income (FVTOCI). The impact of market movements would be recognised in the income statement only if the investments were sold or if an impairment loss was recognised.

18 Segment Reporting

Segment information is presented in respect of the Corporation's business streams. The primary business segments are based on the internal reporting structure of the Corporation. The Corporation primarily operates within one geographic segment being the state of Queensland. Segment revenue results include items directly attributable to a segment, including inter-entity transactions. The total of transactions eliminated on consolidation has been presented as Consolidation Eliminations in both revenue and expenditure.

In late 2017, shared services delivered under the Diocesan Services Commission (DSC) and the Financial Services Commission (FSC) were restructured. It was agreed Anglicare SQ would be responsible for the majority of services critical to their business. Effective 1 January 2018, the newly formed Finance and Diocesan Services Commission (FDSC) assumed the remaining portion of the shared services responsibilities not transferred to Anglicare SQ.

Business Segments:

- The Anglican Schools Office (excluding schools) (ASC);
- Ministry Education (MEC);
- Parish Services (excluding parishes) (PMC);
- The Episcopate and Leadership Team (Episcopate & Leadership);
- General Manager's Office (GMO)
- Finance and Diocesan Services Commission (FDSC) (2018 only)
- Corporate Services (DSC); (2017 only)
- Finance; (2017 only)
- Anglican Financial Services (ANFIN);
- The Going for Growth Fund;
- The Mission Alive Fund;
- The Diocesan Insurance Funds (Insurance Funds); and
- Trusts and Other Funds.

Note 18 Segment Reporting (Continued)

	Consolidated Total	A/S/C	M/E/C	P/M/C	Episcopate & Leadership	General Manager's Office	F/D/S/C	A/M/F/I/N	Going for Growth Fund	Mission Alive Fund	Insurance Funds	Trusts & Other Funds	Contingencies
ANFIN Dividend to the Corporation													
Investment Income	12,884,568	28,186	20,277	683	419,016	-	-	10,703,527	786,378	4,600,000	61,129	459,754	(4,600,000)
Business Operations Income (excluding Service Fees)	86,708,863	88,227,114	586,064	349,575	210,421	987,353	345,486	-	236,631	1,290,193	5,449,576	1,462,232	(852,577)
Service Fees	569,762	-	2,739	-	100,000	142,760	790,733	-	-	279,586	-	-	(1,465,359)
Going for Growth Contribution	-	-	-	-	-	-	-	-	-	740,012	-	-	(465,900)
Mission Alive Contribution	1,395,156	-	1,451,469	1,340,057	946,852	2,304,689	3,119,202	-	-	-	-	-	(740,012)
Parish Contributions and Lewies	1,578,395	1,578,395	-	-	-	-	-	-	-	1,395,156	-	40,182	(9,162,379)
School Lewies	331,391	-	31,913	15,150	-	-	-	10,000	-	-	-	-	(40,182)
Donations & Fundraising	2,336,055	-	-	-	-	-	-	-	-	2,336,055	-	-	(51,262)
Anglican Belonging Fee	21,931,403	-	-	-	-	1,700	(7,269)	22,694	52,577	5,262,149	17,086,520	(467,627)	(19,441)
Other Gains and Losses	137,735,413	89,833,695	2,092,462	1,705,465	1,676,391	3,446,532	4,248,162	10,726,221	1,087,586	15,669,153	22,597,227	1,850,261	(17,397,742)
Employee Expenses	11,847,700	1,492,442	1,239,851	776,410	1,076,617	2,246,684	3,677,774	353,383	-	-	-	982,539	-
Business Operations Expenses (excluding Management Fees)	107,595,014	88,088,164	819,226	619,573	727,430	1,049,824	968,301	392,892	756,904	9,504,906	15,209,871	1,335,793	(11,847,870)
Management Fees	163,299	266,500	-	-	-	162,036	1,263	-	-	-	-	-	(266,500)
ANFIN Dividend Paid to the Corporation	4,856,386	-	-	-	-	-	-	4,600,000	-	-	-	-	(4,600,000)
Other Financing Expenses	1,414,554	-	-	-	-	-	-	4,729,024	-	678,082	-	-	(683,372)
Other Expenses	236,048	-	-	-	-	-	1,257,680	-	-	-	-	-	-
Depreciation	126,112,011	89,827,488	2,066,263	1,396,059	1,814,263	3,461,325	6,110,696	10,075,299	756,904	10,182,988	15,209,871	2,608,577	(17,397,742)
Surplus (Deficit) for the Year	11,623,402	6,207	26,179	309,406	(137,672)	(14,793)	(1,882,524)	650,922	330,642	5,686,165	7,387,356	(758,316)	-

Note 18 Segment Reporting (Continued)

	2017	2017												
	Consolidated Total	A/S	M/E	M/C	Episcopate & Leadership	General Manager's Office	D/S	Finance	AM/FN	Growth Fund	Mission Alive Fund	Insurance Funds	Trusts & Other Funds	Contingent Liabilities
ANFN Dividend to the Corporation														
Investment Income	12,441,513	-	-	-	-	-	-	(2,435)	10,373,148	-	4,070,000	-	-	(4,070,000)
Business Operations Income (excluding Service Fees)	92,273,809	4,467	12,926	602	220,608	-	-	(2,435)	38,712	787,776	1,267,958	55,543	636,506	(935,586)
Service Fees	8,632,444	-	656,165	149,277	367,157	1,034,600	395,787	38,712	19,298	1,38,447	154,882	4,948,361	1,427,719	(1,341,110)
Going for Growth Contribution	-	-	-	-	-	-	7,792,825	3,852,285	-	-	-	-	-	(2,812,666)
Mission Alive Contribution	-	-	-	-	-	-	-	-	-	-	684,000	-	-	(684,000)
Parish Contributions and Levies	1,379,669	-	1,419,963	2,388,884	1,367,963	2,710,088	216,875	-	-	-	1,379,669	-	72,083	(8,104,773)
School Levies	1,521,985	-	-	-	-	-	-	-	-	-	2,269,598	-	115,364	-
Church Building Repairs	1,917,232	-	30,816	13,550	-	-	-	-	-	-	160,306	-	(650,069)	(60,916)
American Background Fee	174,946	-	1,459	-	-	-	2,427	-	60,914	70,375	160,306	590,459	(650,069)	(60,916)
Other Gains and Losses	118,715,356	85,810,876	2,121,322	2,553,313	1,955,728	3,744,668	8,407,814	3,888,352	10,453,350	995,586	10,066,073	5,594,363	1,501,933	(18,419,044)
Employee Expenses	17,689,910	1,486,273	1,162,064	667,064	1,090,332	2,004,083	6,228,028	3,785,384	373,438	-	-	185	902,089	-
Business Operations Expenses (excluding Management F	103,500,863	83,896,071	747,973	605,652	672,913	1,535,625	2,018,914	1,249,563	546,443	684,000	8,638,728	12,675,968	1,323,741	(10,645,728)
Management Fees	91,674	584,027	240,479	1,079,764	137,886	891,156	544	200	199,563	10,353	-	-	19,711	(3,032,009)
ANFN Dividend Paid to the Corporation	-	-	-	-	-	-	-	-	4,070,000	-	-	-	-	(4,070,000)
Other Financing Expenses	5,261,151	-	-	-	-	-	-	1,569	5,189,480	-	630,576	-	90,833	(651,307)
Other Expenses	6,280	-	-	-	-	-	-	100	-	-	-	-	6,180	-
Depreciation	260,390	4,261	8,104	711	12,670	1,743	229,162	2,082	948	-	-	-	709	-
	127,269,266	85,990,632	2,156,620	2,365,191	1,913,801	4,432,707	8,476,548	5,038,878	10,379,872	694,353	9,270,304	12,695,864	2,323,552	(18,419,044)
Surplus (Deficit) for the Year	(8,853,912)	(139,756)	(37,298)	208,132	41,927	(688,019)	(68,634)	(1,150,316)	73,488	302,245	735,789	(7,101,601)	(721,949)	-

19 Correction of error in accounting for investments

In prior years, the Corporation included investments in financial assets totalling \$3,690,000 that have been identified as having been parish held investments. The Corporation does not receive any economic benefits from these investments with all benefits accruing to the parishes. These investments were incorrectly classified in the Corporation's Statement of Financial Position. The payment for investments made by the Corporation on behalf of the parishes should have been recorded as trust funds drawn down against the Parish Property Proceeds Reserve account through Other Comprehensive Income.

The error has been corrected by restating each of the affected financial statement line items for the prior periods. There was no effect on the retained earnings of the Corporation.

Statement of Comprehensive Income (Extract)	As Originally	Increase/ (Decrease)	Restated 01/01/2017	As Originally	Increase/ (Decrease)	Restated 31/12/2017
	Presented 31/12/2016			Presented 31/12/2017		
Surplus/(Deficit) for Year	(21,521)	-	(21,521)	(8,553,912)	-	(8,553,912)
Other Comprehensive Income:						
Gain/(loss) on property revaluation	73,264,454	-	73,264,454	22,783,945	-	22,783,945
Gain/(loss) on recognition/ derecognition of Parish Property	3,131,978	-	3,131,978	4,807,653	-	4,807,653
Trust Funds drawn down during year	(2,668,906)	(3,600,000)	(6,268,906)	(2,098,904)	(90,000)	(2,188,904)
Net fair value gain/(loss) on financial assets	506,262	170,107	676,369	892,399	(8,244)	884,155
Reclassification adjustments on financial assets disposed during year	(5,368)	-	(5,368)	(140,931)	-	(140,931)
Total Other Comprehensive Income	74,228,420	(3,429,893)	70,798,527	26,244,162	(98,244)	26,145,918
Total Comprehensive Income	74,206,899	(3,429,893)	70,777,006	17,690,250	(98,244)	17,592,006
Statement of Financial Position (Extract)	As Reported 31/12/2016	Increase/ (Decrease)	Restated 01/01/2017	As Reported 31/12/2017	Increase/ (Decrease)	Restated 31/12/2017
Investments	31,012,505	(3,429,893)	27,582,612	77,210,286	(3,528,138)	73,682,148
Net Assets - Total	725,196,285	(3,429,893)	721,766,392	742,886,536	(3,528,138)	739,358,398
Retained Earnings	12,579,580	-	12,579,580	11,546,873	-	11,546,873
Parish Property Proceeds Reserve	18,548,637	(3,600,000)	14,948,637	13,523,768	(3,690,000)	9,833,768
Asset Revaluation Reserve - Equities	1,136,979	170,107	1,307,086	1,888,447	161,862	2,050,309
Equity - Total	725,196,285	(3,429,893)	721,766,392	742,886,536	(3,528,138)	739,358,398

20 Subsequent Events

As at the date of this report, no other matters or occurrences have come to the attention of the Corporation, which would materially affect the financial report or disclosures therein, or which are likely to materially affect the future results or operations of the Corporation.

21 General Information

The Corporation of the Synod of the Diocese of Brisbane operates as the "Anglican Church Southern Queensland" with its registered office and principal place of business at 373 Ann Street, BRISBANE QLD 4000. Telephone: (07) 3835 2222.

Independent Auditor's Report to the Members of the Diocesan Council of the Corporation of the Synod of the Diocese of Brisbane

Opinion

We have audited the financial report, being a special purpose financial report of The Corporation of the Synod of the Diocese of Brisbane trading as Anglican Church Southern Queensland (the "Corporation" or the "entity") which comprises the statement of financial position as at 31 December 2018, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by the members of the Diocesan Council as set out on pages 5 to 30.

In our opinion, the accompanying financial report of the Corporation is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (the "ACNC Act"), including:

- (i) giving a true and fair view of the Corporation's financial position as at 31 December 2018 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Corporation in accordance with the auditor independence requirements of the ACNC Act and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the "Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Diocesan Council's financial reporting responsibilities under the ACNC Act. Our report is intended solely for the members of the Diocesan Council and the *Australian Charities and Not-for-profits Commission (ACNC)* and should not be distributed to or used by parties other than the Diocesan Council and the ACNC. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other Information

The members of the Diocesan Council are responsible for the other information. The other information comprises the Directory and the Diocesan Council Report included in the Corporation's annual financial statements for the year ended 31 December 2018, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Members of the Diocesan Council for the Financial Report

The members of the Diocesan Council (the "members") of the Corporation are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the Diocesan Council. The members' responsibility also includes such internal control as the Diocesan Council determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the members are responsible for assessing the ability of the Corporation to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Diocesan Council either intend to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Diocesan Council.
- Conclude on the appropriateness of the Diocesan Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management and the members of the Diocesan Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


DELOITTE TOUCHE TOHMATSU



R D Wanstall
Partner
Chartered Accountants
Brisbane, 29 March 2019

The Corporation of the Synod of the Diocese of Brisbane
Anglican Community Services Commission
Trading as Anglicare Southern Queensland

Annual Financial Report for the Year Ended 30 June 2018

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Commission Members' Report

The Commission Members present their report, together with the annual financial statements of Anglicare Southern Queensland ("Anglicare SQ") for the year ended 30 June 2018.

Anglicare Southern Queensland

Anglicare SQ is a consolidation of a number of Agencies of The Corporation of the Synod of the Diocese of Brisbane ("the Corporation") ABN 32 025 287 736. The following Agencies are involved in the delivery of community welfare, social justice, health, aged and community care programs or services that are under the supervision and governance of the Anglican Community Services Commission ("the Commission") and the transactions of these entities are consolidated in the annual financial report:-

	ABN
St Luke's Nursing Service (Community)	39 906 010 979
Anglican Care of the Aged (Residential Aged Care)	41 516 471 810
Anglican Southern Queensland (Social Services)	55 966 095 680
Anglican Western Queensland (Social Services)	67 505 165 714
Employment Action Centre Limited (Community)	44 053 638 163
Kinectons (Social Services)	70 443 739 070

The annual financial report also includes the transactions and assets held by the Corporation as Trustee, where the objects and purpose of the trusts relate to the community welfare, social justice, health, aged and community care activities governed by the Commission.

These transactions and those of the above Agencies are collectively described in the annual financial report as "Anglicare SQ".

All assets of Anglicare SQ are held in the name of the Corporation, including those held in trust.

The Corporation is a not-for-profit charitable organisation, which is not subject to income tax. A number of registered Agencies governed by the Commission are endorsed by the Australian Taxation Office as Public Benevolent Institutions.

Commission Members

The names of each Commission member who has been a Commissioner during the year and to the date of this report are:-

	Date Appointed	Cessation Date	A	B
C Grant (Chair)	1 January 2016	-	9	10
The Most Rev'd Dr P J Aspinall	2 February 2005	-	0	10
The Right Rev'd C D Venables	1 June 2016	-	8	10
G Brady	1 January 2015	-	8	10
K Crouch	26 February 2013	-	9	10
A Dann	28 May 2008	31 December 2017	3	5
K Forrester	1 December 2015	-	7	10
R Freeman	2 February 2005	-	8	10
K Hillman	1 September 2017	30 June 2018	5	8
G Hinton	2 March 2005	31 December 2017	3	5
A McNab	1 September 2017	-	7	8
R McFadyen	12 March 2009	31 December 2017	2	5
K Thomson	1 October 2017	-	5	7

A – Number of meetings attended

B – Number of meetings held during the time the Commission member held office during the year

Details of the current Commission members' qualifications, experience and special responsibilities can be found on page 5 of this report.

Short and Long Term Objectives and Strategy

Anglicare SQ shares the vision of the Corporation, with an ambition to create a more loving, just and inclusive society, reflecting the life and teachings of Christ. As a charitable organisation, Anglicare SQ walks alongside those in need offering compassionate care, support and counselling:

- Advocating for the most vulnerable; and
- Seeking to transform lives through loving service.

Anglicare SQ's 2018-2021 Strategic Plan is focussed on the delivery of three Strategic Intent:

1. Clients – Positive outcomes for our client's, families and communities.
2. Advocacy – Social justice for vulnerable people through advocacy for clients and social policy change.
3. Stewardship – Sustainable advancement of our organisation through responsible management of resources and assets and missionally aligned partnerships.

Principal Activities

The principal activities of Anglicare SQ during the financial year have included providing services in:-

- Community Care
- Residential Aged Care and Retirement Villages
- Mental Health and Wellbeing Services
- Children and Family Services
- Homelessness Services
- Disability Care

Throughout the 2017-2018 year a number of changes have occurred in various areas of operation:

- The introduction of the National Disability Insurance Scheme ("NDIS") in areas within Southern Queensland.
- The Department of Communities, Disability Services and Seniors has and continues to gradually reduce its funding for the Queensland Community Care Services program assisting clients under 65 years that will now be supported by the national NDIS program.
- The continued rollout of Home Care Packages under the Consumer Directed Care model.
- Substantially implemented our residential aged care property portfolio strategy to refurbish and extend our homes.
- Redesigned aged care services to ensure clients are supported to reach their own goals and experience greater choice, control and opportunities for wellness and re enablement.
- Continue to deliver retirement village accommodation with a sense of community.

Operating and Financial Review

Anglicare SQ activities resulted in a surplus from continuing operations of \$4,027,203, for the year ended 30 June 2018. This compares to a deficit from continuing operations in 2017 of \$157,257.

No income tax has been provided for in this financial report, as the income of Anglicare SQ is exempt from income tax.

Anglicare SQ strives to derive a surplus as part of the Commission's continuing strategy to generate sufficient funds to enable capital reinvestment and operational efficiency, to manage risks and to take advantage of opportunities as they arise.

Dividends

Anglicare SQ is a not-for-profit entity and accordingly no dividends were paid or recommended during the year (2017: Nil).

Events Subsequent to Balance Date

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event, of a material or unusual nature, likely in the opinion of the Commission Members, to significantly affect the operations of Anglicare SQ, the results of those operations, or the state of affairs of Anglicare SQ in future financial years. Antecedent operations of Anglicare SQ operated two orphanages in Brisbane which have been subject to claims from past occupants for abuse. Anglicare SQ has accrued its best estimate of the net costs of uninsured abuse claims yet to be settled (refer Note 16). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge in the future. Accordingly, no liabilities or expenses have been recorded in relation to potential future claims.

Environmental Regulations

The Commission places a high priority on environmental issues and is satisfied that adequate systems are in place for the management of Anglicare SQ's compliance with applicable environmental regulations under the laws of the Commonwealth, States and Territories of Australia. Anglicare SQ is not aware of any pending prosecutions relating to environmental issues during the last year, nor is Anglicare SQ aware of any environmental issues, not provided for, which would materially affect the business as a whole.

Likely Developments

Anglicare SQ will continue to pursue its vision and mission to improve the quality of life of the community by responding to identified social and welfare needs and seeking to transform unjust social and welfare structures and practices in our society.

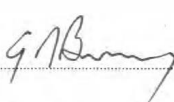
Considerable government reforms are continuing in Aged Care, Disability Services and Children and Family Services. These reforms will require us to hold fast to our Anglican identity, our years of experience, and our strong roots in community.

Dated: 19th Oct 2018

On behalf of the Commission Members



Cathy Grant
Commissioner and CSC Chair
Anglican Community Services Commission



Gary Brady
Commissioner
Anglican Community Services Commission

Commissioners' Qualifications, experience and special responsibilities

Name	Qualifications	Experience	Special Responsibilities
Cathy Grant	BA, B Econ, MBA (Exec), GAICD	Extensive experience consulting in strategy and leadership development with publicly listed and large private companies for over 25 years. Member of the commission from 2004 to 2014 and chair of the commission January 2015.	Chair – Community Services Commission Member - Nomination and Remuneration Committee Member – Audit and Risk Committee
The Most Rev'd Dr Phillip J Aspinall	BSc, Grad Dip RE, BD (Hons), PHD, MBA	Archbishop of Brisbane from 2002 and held the position of Primate of the Anglican Church of Australia from 2005 to July 2014.	President
The Right Rev'd Cameron D Venables	BA, BTheology	Extensive ministry experience and wide community participation in Rockhampton, previously Bishop and Council Member at Diocese of Rockhampton from 2005 to 2014, currently Bishop of the Western Region and Diocesan Council member of the Corporation.	
Gary Brady	BEcon, MBus (Mktg), GAICD	Senior management experience in ASX20 companies in marketing, sales and operations. Tertiary sector background in research funding and stakeholder engagement. Special interest in assistive technologies and fundraising for aged and community care.	Chair – Audit and Risk Committee Member – Diocesan Audit, and Risk Committee
Karen Croudi	RN, B App Science, Grad Dip CCN, Cert IV TAA, Masters Nursing-Nurse Practitioner	Extensive experience in private and public organisations in the areas of Community care, Tertiary Education sector and Health Service delivery.	Executive Director Representative of Ethics Committee
Alan Dann	FCA	Retired partner and director of Bantleys Chartered Accountants and past Treasurer of The Corporation. Extensive experience in audit, quality assurance and management and business advisory.	Member – Diocesan Audit and Risk Committee
Kim Forrester	RN, BA, LLB, LLM (Advanced), PHD, MAICD	Dr Kim Forrester is a registered nurse and barrister-at-law practising in Queensland, Board Member Metro North Hospital and Health Service, Chair-Board Safety and Quality Committee and associate professor at Bond University.	Chair - Care Governance Committee
Robert Freeman	BBus, QDAH	A long career in Human Resources including roles at the QLD Department of Housing, Department of Communities, Telstra and Ernst & Young.	Chair - Nomination and Remuneration Committee Member - Care Governance Committee
Kate Hillman	DipEdu, MBA	Currently a Partner in EY's People Advisory Practice, Kate has worked extensively with community, private sector and Australian state, federal and local government agencies to deliver significant transformation programs, workforce solutions, cultural change and risk management.	
Glennis Hinton	RN, DipNEd	Experienced nurse educator responsible for the development and delivery of educational programs for registered nurses in specialist fields including Community Home Care, Child Health, Aboriginal Health, Mental Health, Aged Care, Palliative Care and Women's Health.	Chair – Care Governance Committee
Dr Rachael McFadyen	PHD, MPA	Extensive service to the Church and Brisbane Diocese including as a Synod representative, Diocesan Council member and member of General Synod.	
Alex McNab	LLB, BEcon, MBA	Extensive experience in strategy development, financial management risk management and corporate governance.	Member – Audit and Risk Committee
Ken Thomson	MA, MEng, ACMA, CGMA	Extensive experience in business finance, e-commerce, management consultancy, external and internal audit functions and project work.	Member – Audit and Risk Committee

Anglicare Southern Queensland
Consolidated Statement of Profit or Loss and Other Comprehensive Income
for the Year Ended 30 June 2018

	Note	2018 \$'000	2017 \$'000
Revenue from continuing operations			
Revenue from governments for rendering of services		148,111	146,053
Revenue from clients for rendering of services		48,679	36,571
Interest revenue		2,309	2,841
Revenue from Trust Funds	18	765	474
Net gain/(loss) on disposal of property, plant and equipment		721	116
Realised investment properties gain/(loss)	7	2,043	504
Change in fair value of investment properties	7	5,943	-
Other revenue	2	5,887	4,319
Total Revenue		214,458	190,878
Expenses from continuing operations			
Employee expenses	3	(150,662)	(135,742)
Client services expenses and consumables		(35,847)	(31,265)
Depreciation expense	11	(4,323)	(4,386)
Rates and service fees	5	(7,650)	(11,649)
Operating lease costs		(2,029)	(1,846)
Other expenses	4	(8,803)	(427)
Change in fair value of investment properties	7	-	(5,720)
Impairment of property, plant and equipment	11	(1,117)	-
Total Expenses		(210,431)	(191,035)
Surplus/(Deficit) for the year from continuing operations		4,027	(157)
<i>Items that will not be reclassified to profit and loss</i>			
Transfer net assets of common controlled entity		-	538
Revaluation of property, plant and equipment	18	12,758	-
Total Comprehensive Income for the year		16,785	381

The accompanying notes form part of these financial statements

Anglicare Southern Queensland
Consolidated Statement of Financial Position as at 30 June 2018

	Note	2018 \$'000	2017 \$'000
ASSETS			
Current Assets			
Cash and cash equivalents (unrestricted)	8	59,979	77,095
Cash and cash equivalents (restricted)	8	52,076	45,507
Trade and other receivables	9	6,396	6,381
Other assets	10	1,571	1,068
Non-current assets held for sale	11	-	500
Total Current Assets		120,022	130,551
Non-Current Assets			
Available-for-sale financial investments (restricted)	12	464	501
Other receivables (unrestricted)	9	17,020	17,020
Other receivables (restricted)	9	13,227	12,955
Investment properties	7	86,838	58,162
Property, plant and equipment (restricted)	11	81,010	56,303
Property, plant and equipment (unrestricted)	11	50,906	30,156
Other assets	10	1,935	2,400
Total Non-Current Assets		251,400	177,497
TOTAL ASSETS		371,422	308,048
LIABILITIES			
Current Liabilities			
Trade and other payables	13	35,842	25,097
Employee entitlements	14	16,132	14,724
Borrowings and other liabilities	15	103,114	73,616
Provisions	16	7,868	2,710
Total Current Liabilities		162,956	116,147
Non-Current Liabilities			
Employee entitlements	14	2,295	2,249
Borrowings and other liabilities	15	6,779	7,149
Provisions	16	553	509
Total Non-Current Liabilities		9,627	9,907
TOTAL LIABILITIES		172,583	126,054
NET ASSETS		198,839	181,994
FUNDS			
Retained earnings		163,113	117,485
General reserve	18	2,682	2,622
Trust reserve	18	20,525	20,088
Asset revaluation reserve	18	12,519	41,799
TOTAL ACCUMULATED FUNDS & RESERVES		198,839	181,994

The accompanying notes form part of these financial statements

**Anglicare Southern Queensland
Consolidated Statement of Changes in Accumulated Funds for the Year Ended 30 June 2018**

	Retained Earnings	General Reserve	Trust Reserve	Asset Revaluation Reserve	TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 30 June 2016	113,990	2,494	23,202	41,799	181,485
Net surplus/(deficit) for the year	(1,272)	-	1,115	-	(157)
Other comprehensive (expense)/income for the year	538	-	-	-	538
Transferred to/(from) retained earnings	4,229	-	(4,229)	-	-
Movement in reserves	-	128	-	-	128
Balance at 30 June 2017	117,485	2,622	20,088	41,799	181,994
Net surplus/(deficit) for the year	3,300	-	727	-	4,027
Other comprehensive (expense)/income for the year	-	-	-	12,758	12,758
Transferred to/(from) retained earnings	42,328	-	-	(42,328)	-
Movement in reserves	-	60	(290)	290	60
Balance at 30 June 2018	163,113	2,682	20,525	12,519	198,839

Refer to Note 1(x) for detailed commentary with respect to the funds
The accompanying notes form part of these financial statements

Anglicare Southern Queensland
Consolidated Statement of Cash Flows for the Year Ended 30 June 2018

	Note	2018 \$'000	2017 \$'000
Cash flows from operating activities			
Receipts from governments and clients		214,760	196,154
Payments to suppliers and employees		(201,278)	(189,563)
Interest received		3,074	2,841
Finance costs		(39)	(9)
Net cash flows from/(used in) operating activities	17	<u><u>16,517</u></u>	<u><u>9,423</u></u>
Cash flows from investing activities			
Proceeds from sale of property, plant & equipment		1,243	2,968
Payments for property, plant and equipment		(38,161)	(7,416)
Payments for investment properties		(20,690)	(12,470)
Net cash used in investing activities		<u><u>(57,608)</u></u>	<u><u>(16,918)</u></u>
Cash flows from financing activities			
Net proceeds from refundable accommodation deposits/accommodation bonds and ILU entry contributions		33,643	10,442
Loans from / (paid to) Department of Social Services & Other		(3,099)	3,883
Net cash flows from/(used in) financing activities		<u><u>30,544</u></u>	<u><u>14,325</u></u>
Net increase/(decrease) in cash held		(10,547)	6,830
Cash at the beginning of the financial year		122,602	115,772
Cash at the end of the financial year	8	<u><u>112,055</u></u>	<u><u>122,602</u></u>

The accompanying notes form part of these financial statements

1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

(a) General Information

Trading under the name of Anglicare SQ, The Anglican Community Services Commission ("the Commission") is an unincorporated not-for-profit organisation which is part of The Corporation of the Synod of the Diocese of Brisbane ("the Corporation") ABN 32 025 287 736. The Corporation has appointed the Commission to govern its aged care, community welfare and social services activities.

Principal Activities

The principal activities of Anglicare SQ during the financial year have included providing services in:-

- Community Care
- Residential Aged Care and Retirement Villages
- Mental Health and Wellbeing Services
- Children and Family Services
- Homelessness Services
- Disability Care

The principal place of business is 439 Ann Street, Brisbane, Queensland 4000.

The Agencies consolidated in this annual financial report are endorsed as income tax exempt charities by the Australian Taxation Office ("ATO"). A number of the Agencies are also recognised as Public Benevolent Institutions.

(b) Statement of Compliance

These financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards (AAS), and Australian Accounting Interpretations, and comply with other requirements of the law. International Financial Reporting Standards (IFRS) form the basis of Australian Accounting Standards adopted by the Australian Accounting Standards Board (AASB) and for the purpose of this report are called Australian Equivalents to IFRS (AIFRS). In some circumstances, where permitted under the AAS, the entity has elected to apply certain exemptions available to not-for-profit entities.

The Commission approved the financial statements of Anglicare SQ for the financial year ended 30 June 2018 for issue on 19 October 2018.

(c) Basis of Preparation

The consolidated financial statements have been prepared on the historical cost basis, except for certain non-current assets that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on fair values of the consideration given in exchange. All amounts are presented in Australian Dollars (AUD), rounded to the nearest thousand (AUD '000), unless otherwise advised.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, Anglicare SQ takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at the measurement date. Fair value for measurement and/or disclosure purposes in these consolidated financial statements is determined on such a basis, except for leasing transactions that are within the scope of AASB 117, and measurements that have some similarities to fair value but are not fair value, such as value in use in AASB 136.

In addition, for financial reporting purposes, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 inputs are based on unadjusted, quoted prices in an active market;
- Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the asset or liability.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(d) Critical Accounting Judgements and Key Sources of Estimation Uncertainty

The preparation of financial statements in conformity with AAS requires the use of certain critical accounting estimates. It also requires the Commission and management to exercise judgements in the process of applying the accounting policies. The Commission and management are responsible for the development, selection and disclosure of critical accounting policies and estimates and their ongoing application. The estimates and judgements that have a significant risk of causing material adjustments to the carrying amount of assets and liabilities within the next financial year are:

Estimated Useful Life of Property, Plant and Equipment

The estimated useful lives of property, plant and equipment are assessed annually. This assessment takes into consideration legislative and safety requirements and plans to ensure continued compliance therewith. The estimated useful lives reflect existing redevelopment plans which are also subject to review based on requirements and cost. Future changes to the redevelopment program may impact on the assessment of useful lives with a corresponding impact on depreciation expense in future periods.

Make good provisions

Provisions for future costs to return certain leased premises to their original condition are based on Anglicare SQ's past experience with similar premises and estimates of likely restoration costs. These estimates may vary from the actual costs incurred as a result of conditions existing at the date the premises are vacated.

Employee Benefits

Management judgement is applied in determining the following key assumptions used in the calculation of annual leave and long service leave at the end of the reporting period:

- Future increases in wages and salaries;
- Future on-cost rates; and
- Experience of employee departures and period of service.

Refer to Note 1(t) for further details on the key management judgements used in the calculation of long service leave and annual leave.

Claims provision

Anglicare SQ has potential future exposure to claims and costs associated with its response to abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. Anglicare SQ has accrued its best estimate of the net costs of uninsured abuse claims yet to be settled (refer Note 16). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge in the future. Accordingly, no liabilities or expenses have been recorded in relation to potential future claims.

Fair value

The market conditions around the investment properties and freehold land and buildings are assessed at each reporting date and if the Commission believes that there has been a material movement in the value of the assets then either an independent valuation or a Commission's valuation is obtained.

Deferred Revenue Liability from Deferred Management Fees ("DMF") for Retirement Living

Revenue from retirement village investment property is earned while residents occupy units and is recognised over the expected average length of stay of those residents which is inherently uncertain. The average length of stay for residents is based upon average life expectancy tables produced by the Australian Bureau of Statistics.

Refer to Note 1(f) for further details on the key management judgements used in the calculation of DMF.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(e) Basis of Consolidation

The consolidated financial statements incorporate the financial statements of the following agencies:

	ABN
St Luke's Nursing Service (Community)	39 906 010 979
Anglican Care of the Aged (Residential Aged Care)	41 516 471 810
Anglican Southern Queensland (Social Services)	55 966 095 680
Anglican Western Queensland (Social Services)	67 505 165 714
Employment Action Centre Limited (Community)	44 053 638 163
Kinections (Social Services)	70 443 739 070

The consolidated financial statements also include the transactions and assets held by the Corporation as Trustee where the objects and purpose of the trusts relate to the community welfare, social justice, health and aged and community care activities governed by the Commission. These transactions and those of the above agencies are collectively described in these financial statements as "Anglicare SQ".

All intra group transactions, balances, income and expenses are eliminated in full on consolidation of the above agencies. Legal title to property used in the provisions of its services by Anglicare SQ is held by the Corporation.

(f) Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable.

No revenue is recognised if there are significant uncertainties regarding recovery of the consideration due or the revenue received or to be received cannot be measured reliably. Fee revenue is recognised when the service is provided.

Government Grants

Government grants are not recognised until there is reasonable assurance that Anglicare SQ will comply with the conditions attaching to them and the grants will be received. Government grants that are reciprocal in nature are recognised when the service is provided. A reciprocal transfer generally arises when a return obligation exists to the funding provider. Where there is a return obligation, revenue is deferred in the consolidated statement of financial position and is recognised as deferred income and released to the consolidated statement of profit or loss and other comprehensive income as the obligations are satisfied. Grants that compensate for the cost of an asset are recognised in the consolidated statement of profit or loss and other comprehensive income immediately when control is obtained and can be measured reliably.

Fees and Charges

Fees and charges income is recognised on an accruals basis consistent with the provision of the relevant service.

Donations, Fund Raising and Bequests

Income from donations and bequests is recognised in the year in which it is received.

Donation and fundraising monies are recognised as an asset and revenue when control of the contribution is gained. In instances where these monies are not able to be spent for the intended purpose and as a result, there arises an obligation to repay, a subsequent offsetting expense and liability is recorded.

Resident Retentions

Amounts retained as income from entry contributions and accommodation bonds are recognised in accordance with the applicable legislation or the residents' accommodation agreement. Refer Note 1(n).

Deferred Management Fees

DMF revenue on retirement village investment property included under bond retentions and accommodation charges in Note 2 is earned while residents occupy units and is recognised over the expected average length of stay of those residents. DMF revenue that is contractually earned is deducted from the ingoing contribution liability. Any difference in revenue recognised compared to the contract amount as a result of the average length of stay revenue recognition is reported as a deferred revenue liability.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(f) Revenue Recognition (cont.)

Interest Income

Interest income is recognised as it accrues, using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate. This is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Rental Income

Rental income is recognised on an accruals basis consistent with the terms of the rental or lease agreement.

Recoveries and Services Income

Recoveries and services income are recognised in proportion to the service provided.

(g) Non-current Assets Held for Sale

Non-current assets and disposal groups are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and the non-current asset (or disposal group) is available for immediate sale in its present condition. Management must be committed to the sale, which should be expected to qualify for recognition as a completed sale within one year from the date of classification.

Non-current assets (and disposal groups) classified as held for sale are measured at the lower of their previous carrying amount and fair value less costs to sell.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO). In these circumstances, the GST is recognised as part of the cost of acquisition of an asset or as part of an item of expense.

Receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as part of the receivables or payables.

Cash flows are included in the consolidated statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities that are recoverable from, or payable to, the ATO are classified as operating cash flows.

(i) Leases

Leases are classified as a finance lease whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee. All other leases are classified as operating leases.

Anglicare SQ does not currently hold any leases which are classified as finance leases.

Payments made under operating leases are recognised in the consolidated statement of profit or loss and other comprehensive income as an expense on a straight-line basis over the term of the lease.

Lease incentives received are recognised in the consolidated statement of profit or loss and other comprehensive income as an integral part of the total lease expense and spread over the lease term.

(j) Cash and Cash Equivalents

Cash and cash equivalents in the consolidated statement of financial position comprise cash at bank and in hand and investments held with the Corporation's investment arm Anglican Financial Services ("ANFIN") where the investment is convertible to known amounts of cash and is subject to insignificant risk of changes in value. For the purposes of the consolidated statement of cash flow, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts. Cash and cash equivalents are carried at face value of the amounts deposited or drawn.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(k) Trade and Other Receivables

Trade receivables, which comprise amounts due from sales of services provided to clients or funders, are recognised and carried at original invoice amount less an allowance for any uncollectible amounts. Normal terms of settlement vary from 14 to 30 days. The carrying amount of the receivable is deemed to reflect fair value.

An allowance for doubtful debts is made when there is objective evidence that Anglicare SQ will not be able to collect the debts. Bad debts are written off when identified.

Restricted other receivables is the portion of the other receivables that represents funds which are subject to restrictions on their use as detailed in Note 9.

(l) Prepayments

Prepayments comprise amounts paid to suppliers in advance of the rendering of services by the supplier. Normal terms of settlement vary from 90 days to one year. Amounts are recognised and carried at original invoice amount.

Prepayments are amortised on a straight line basis over the period the service is to be provided.

A prepayment of 11 years rent has been made to a related party (refer Note 10) being The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane. This prepayment was made in December 2012 and will be amortised through to November 2023.

(m) Trade and Other Payables

Trade and other payables represent liabilities for goods and services provided to Anglicare SQ before the end of the financial year that are unpaid. These amounts are usually settled within 30 days.

(n) Financial Instruments

Financial Assets

Financial assets are recognised when Anglicare SQ becomes a party to the contractual provisions of the instrument.

Financial assets are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets (other than financial assets at fair value through profit or loss) are added to or deducted from the fair value of the financial assets, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets at fair value through profit or loss are recognised immediately in surplus or deficit.

Loans and Receivables

Trade receivables, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as "trade and other receivables". Trade and other receivables are measured at amortised cost using the effective interest method less impairment. Interest income is recognised by applying the effective interest rate.

Impairment of Financial Assets

Financial assets, other than those at fair value through profit or loss, are assessed for indicators of impairment at the end of each annual reporting period. Financial assets are impaired where there is objective evidence that as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows of the investment have been affected.

For certain categories of financial assets, such as trade receivables, assets that are assessed not to be impaired individually, are in addition, assessed for impairment on a collective basis. Objective evidence of impairment for a portfolio of receivables could include Anglicare SQ's past experience of collecting payments, an increase in the number of delayed payments in the portfolio past the average credit period of 30 days, as well as observable changes in national or local economic conditions that correlate with default on receivables.

For financial assets carried at amortised cost, the amount of the impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(n) **Financial Instruments (cont.)**

For financial assets carried at cost, the amount of the impairment loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the current market rate of return for a similar financial asset.

The carrying amount of financial assets is reduced by the impairment loss directly for all financial assets with the exception of trade receivables, where the carrying amount is reduced through the use of a provision account. When a trade receivable is considered uncollectible, it is written off against the provision account. Subsequent recoveries of amounts previously written off are credited against the surplus or deficit. Changes in the carrying amount of the provision account are recognised in the surplus or deficit.

When an available-for-sale financial asset is considered to be impaired, cumulative gains or losses previously recognised in other comprehensive income are re-classified to surplus or deficit in the period.

For financial assets measured at amortised costs, if in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through surplus or deficit to the extent that the carrying amount of the investment at the date the impairment is reversed does not exceed what the amortised cost would have been had the impairment not been recognised.

In respect of available-for-sale equity instruments, impairment losses previously recognised in surplus or deficit are not reversed through surplus or deficit. Any increase in fair value subsequent to an impairment loss is recognised in other comprehensive income and accumulated under the heading of Accumulated Funds. In respect of available-for-sale debt securities, impairment losses are subsequently reversed through surplus or deficit if an increase in the fair value of the investment can be objectively related to an event occurring after the recognition of the impairment loss.

Derecognition of Financial Assets

Anglicare SQ derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If Anglicare SQ neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, it recognises its retained nature in the asset and its associated liability for amounts it may have to pay.

If Anglicare SQ retains substantially all the risks and rewards of ownership of a transferred financial asset, it continues to recognise the financial assets and also recognise a collateralised borrowing for the proceeds received.

On derecognition of a financial asset in its entirety, the difference between the asset's carrying amount and the sum of the consideration received and receivable and the cumulative gain or loss that had been recognised in other comprehensive income and accumulated in equity is recognised in surplus or deficit.

Financial Liabilities

Financial liabilities are classified as either financial liabilities "at fair value through the profit or loss" or "other financial liabilities".

Other Financial Liabilities

Other financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability or, where appropriate, a shorter period.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(n) Financial Instruments (cont.)

Refundable Accommodation Deposits/Accommodation Bonds and Entry Contributions

Refundable accommodation deposits/accommodation bonds and entry contributions received from residents represent non-interest bearing deposits that are refundable in accordance with the relevant legislation and the individual resident agreement in the event the resident leaves an Anglicare SQ facility.

As these refundable accommodation deposits/accommodation bonds and entry contributions are considered to be repayable on demand, they are recorded at the amount initially received less any retentions or deferred management fees which Anglicare SQ is allowed to deduct in accordance with the relevant legislation and resident agreement and are not discounted.

(o) Available-for-sale financial assets

Available-for-sale assets are those financial assets that are designated as available-for-sale. When available-for-sale financial investments are recognised initially, they are measured at fair value. Any available-for-sale financial investments donated or bequeathed to Anglicare SQ are recognised at fair value at the date the company obtains control of the asset.

After initial recognition available-for-sale financial investments are measured at fair value with gains or losses being recognised in other comprehensive income until the investment is derecognised or until the investment is determined to be impaired, being either a significant or prolonged decline in value below cost, at which time the cumulative gain or loss previously recognised in other comprehensive income is reclassified to the consolidated statement of profit or loss and other comprehensive income. The fair value of investments that are actively traded in organised financial markets is determined by reference to quoted market bid prices at the close of business on the reporting date.

(p) Provisions

A provision is recognised when there is a legal, equitable or constructive obligation as a result of a past event and it is probable that an outflow of economic benefits will be required to settle the obligation, and a reliable estimate of the amount of the obligation can be made.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. When a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows (where the time value of money is material).

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

(q) Investment Property

Retirement villages are investment properties held to earn revenue and capital appreciation over the long term, comprising land and buildings of independent living units.

Investment properties are initially recognised at cost including any acquisition costs, and subsequently stated at fair value at each balance date. Fair value is determined using discounted cash flow projections, and direct comparison of active market prices, adjusted for any difference in the nature, location or condition of the specific asset. Any gain or loss arising from a change in fair value is recognised in the consolidated statement of profit or loss and other comprehensive income.

Investment properties under construction are initially measured at cost and subsequently stated at fair value at each balance date where fair value can be reliably determined. Fair value of investment properties under construction is primarily determined using direct comparison of active market prices, adjusted for any difference in the nature, location or stage of completion of the specific asset. Any gain or loss arising from a change in fair value is recognised in the consolidated statement of profit or loss and other comprehensive income.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(q) **Investment Property (cont.)**

If an investment property is disposed, the gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal and is recognised in the consolidated statement of profit or loss and other comprehensive income.

Investment properties are not depreciated.

The effective date of the most recent independent external valuation of investment property was 30 June 2018.

(r) **Property, Plant and Equipment**

All items of property for Residential Aged Care Facilities (RACs), plant and equipment are stated as cost less accumulated depreciation and impairment losses. The cost of constructed assets includes the cost of materials, direct labour and other relevant costs required to bring the asset to its current condition and location.

Revaluation of land and buildings

Land and buildings other than Residential Aged Care Facilities (RACs) are valued at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The highest and best use of the land and buildings are considered in determining the valuation. The effective date of the most recent independent valuation obtained by Anglicare SQ was 30 June 2018.

When the carrying amount of the class of assets held at fair value is increased as a result of the revaluation, the increase is credited directly to the revaluation reserve, except where it reverses a revaluation decrement previously recognised in a statement of comprehensive income, in which case it is credited to that statement. When the carrying amount of land and buildings is decreased as a result of a revaluation, the decrease is recognised in the consolidated statement of profit or loss and other comprehensive income, except where a credit balance exists in the revaluation reserve, in which case it is debited to that reserve.

At the date of revaluation, any depreciation accumulated on an asset is restated proportionately with the change in the gross carrying amount of the asset so that the net carrying amount of the asset after revaluation equals its revalued amount. The carrying amount is increased to the revalued amount by restating the cost and accumulated depreciation proportionally.

All items of property, plant and equipment are initially recorded at their cost of acquisition at the date of acquisition, being the fair value of the consideration provided plus incidental costs directly attributable to the acquisition.

Donated assets are initially recorded at their fair value in the consolidated statement of financial position with a corresponding credit to the consolidated statement of profit or loss and other comprehensive income.

Subsequent Costs

Costs incurred on assets subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed standard of performance of the asset will flow to Anglicare SQ in future years, otherwise the costs are recognised in the consolidated statement of profit or loss and other comprehensive income as an expense is incurred.

Depreciation

Depreciation of property, plant and equipment is calculated such that the assets are written off over their expected useful lives using the straight-line basis with the expense being recognised in the consolidated statement of profit or loss and other comprehensive income.

Estimates of remaining useful lives are reviewed annually for appropriateness. When changes are made, adjustments are reflected prospectively in current and future periods only. Assets are depreciated from the date of acquisition or, in respect of internally constructed assets, from the time the asset is completed and is ready for use.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(r) Property, Plant and Equipment (cont.)

Depreciation on revalued buildings is recognised in surplus or deficit. On the subsequent sale or retirement of a revalued property, the attributable revaluation surplus remaining in the properties revaluation reserve is transferred directly to retained earnings. No transfer is made from the revaluation reserve to retained earnings except where an asset is derecognised.

Residential Aged Care Facilities (RACs) land and other land (restricted and unrestricted) is not depreciated.

The depreciation rates for each class of asset are as follows:-

RAC Buildings and Other Buildings (restricted and unrestricted)	2.5% - 9%
Motor Vehicles	10% - 33%
Office plant and equipment	10% - 33%

(s) Impairment of Assets

The carrying amounts of Anglicare SQ assets are reviewed at each reporting period to determine whether there is any indication of impairment. If any such indication exists, the assets recoverable amount is estimated. An impairment loss is recognised whenever the carrying amount of an asset or its cash generating unit exceeds its recoverable amount. Impairment losses are recognised in the consolidated statement of profit or loss and other comprehensive income, unless an asset has previously been revalued, in which case the impairment loss is recognised as a reversal to the extent of that previous revaluation with any excess expensed through the consolidated statement of profit or loss and other comprehensive income.

Determination of Recoverable Amount

The recoverable amount of assets is the greater of their fair value less costs to sell and value in use. In assessing the value in use the depreciated replacement cost is used.

(t) Employee Benefits

Wages and salaries

Liabilities for wages and salaries (including non-monetary benefits) expected to be settled within twelve months of the end of the annual reporting period, are recognised in respect of employees' services up to the end of the annual reporting period. They are carried at nominal value where the liability is expected to be settled within twelve months.

Annual leave and long service leave

A liability is recognised for benefits accruing to employees in respect of annual leave and long service leave, when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities recognised in respect of short-term employee benefits, are measured at their nominal values using the remuneration rate expected to apply at the time of settlement. Liabilities recognised in respect of long term employee benefits are measured as the present value of the estimated future cash outflows to be made in respect of services provided by employees up to reporting date.

Employee benefit on costs

Employee benefit on costs are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.

Sick Leave

Sick leave is recognised as an expense when the leave is taken.

Superannuation

Anglicare SQ incurs expenditure in contributing to several defined contribution superannuation plans. Contributions are recognised in the consolidated statement of profit or loss and other comprehensive income as an expense when incurred. Anglicare SQ has no obligation to pay further contributions to these plans if the plans do not hold sufficient assets to pay all employee benefits relating to employee service in current and prior periods.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(u) **Taxation**

The Corporation and the Anglicare SQ Agencies are charitable institutions for the purposes of Australian Taxation legislation and therefore the activities of Anglicare SQ are exempt from income tax as a tax exempt charitable entity under Subdivision 50-B of the Income Tax Assessment Act 1997.

(v) **Business Streams**

A business stream is a distinguishable component of Anglicare SQ that is engaged in providing products or services (business information), or in providing products or services within a particular economic environment (geographic information), which is subject to risks and rewards that are different from those of other segments.

(w) **Related Party Transactions**

Anglicare SQ receives income from, and pays expenses to related parties as follows:-

- Interest income is received from ANFIN and the Corporation;
- Insurance premiums are paid to the Corporation;
- Fees charged for administrative services provided by the Corporation;
- Anglican Belonging fees paid to the Corporation; and
- Office rent paid to The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane.

(x) **Reserves**

Anglicare SQ discloses three classifications of reserves:-

- General Reserve;
- Asset Revaluation Reserve; and
- Trust Reserve.

General Reserve

This is the Capital Replacement Fund which represents the Quantity Surveyors estimate of future capital maintenance costs for Independent Living Units. The Retirement Villages Act requires scheme operators to ensure adequate provision is made for capital replacement. Consequently this reserve is in effect a "provision for capital maintenance". It is recognised as a reserve, as Australian Accounting Standards do not permit recognition of a provision unless there is a contractual obligation.

Asset Revaluation Reserve

These represent the difference between the revalued carrying amount and original cost of non-current assets. Revaluation increments and decrements (impairments) may be written to the Asset Revaluation Reserve. Refer Note 1(r).

Trust Reserve

These represent funds held by the Corporation for specific purposes and beneficiaries as set out in the Bequest or Trust objects. Further details are in Note 18.

(y) **Standards and Interpretations affecting the reported results or financial position**

Anglicare SQ has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (the AASB) that are relevant to their operations and effective for an accounting period that begins on or after 1 July 2017.

New and revised Standards and amendments thereof and Interpretations effective for the current reporting period that are relevant to Anglicare SQ include:

- AASB 2016-2: Amendment to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 107
- AASB 2016-4: Amendments to Australian Accounting Standards – Recoverable Amount of Non-Cash-Generating Specialised Assets of Not-for-Profit Entities

The adoption of these standards and amendments did not have any impact on the current period or any prior periods and is not likely to affect future periods.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**(z) Standards and Interpretations in issue but not yet adopted**

At the date of authorisation of the annual financial report, Anglicare SQ has not applied the following new and revised Australian Accounting Standards, Interpretations and amendments that have been issued but are not yet effective:

Standard / Interpretation and the relevant amendment standard	Effective for annual reporting periods beginning on or after	Expected to be Initially applied in the financial year ended
AASB 15 Revenue from Contracts with Customers		
<ul style="list-style-type: none"> ▪ AASB 2014-5 Amendments to Australian Accounting Standards arising from AASB 15 ▪ AASB 2015-8 Amendments to Australian Accounting Standards – Effective date of AASB 15 ▪ 2017-3 Amendments to Australian Accounting Standards – Clarifications to AASB 15 ▪ AASB 2017-7 Amendments to Australian Accounting Standards – Deferral of AASB 15 for Not-for-Profit Entities ▪ AASB 2017-8 Amendments to Australian Accounting Standards – Australian Implementation Guidance for Not-for-Profit Entities 	1 January 2019	30 June 2020
AASB 1058 Income of Not-for-Profit Entities	1 January 2019	30 June 2020
AASB 16 Leases	1 January 2019	30 June 2020
AASB 2017-1 Amendments to Australian Accounting Standards – Transfers of Investment Property, Annual Improvements 2014-2016 Cycle and Other Amendments	1 January 2018	30 June 2019
AASB 9 – Financial Instruments replaces AASB 139 Financial Instruments	1 January 2018	30 June 2019

The potential effect of the revised Standards/Interpretations on Anglicare SQ's financial statements has not yet been determined.

(aa) Comparatives

Where necessary, comparative amounts have been amended for any changes to the current year presentation or classification of items in the financial statements that were made in order to enhance users' understanding of the financial statements:

- Split between Restricted and Unrestricted Cash and cash equivalents to conform to current year presentation and liquidity policy

2 OTHER REVENUE

	2018	2017
	\$'000	\$'000
Rental Income	715	604
Recoveries for expenses and services	2,088	1,630
Donations and Bequests	1,668	1,257
Bond retentions and accommodation charges	1,416	828
	<u>5,887</u>	<u>4,319</u>

3 EMPLOYEE EXPENSES

Wages and salaries	132,165	120,194
Other associated personnel expenses	6,957	5,061
Contributions to superannuation funds	11,540	10,487
	<u>150,662</u>	<u>135,742</u>

4 OTHER EXPENSES

Audit fees (Note 6)	166	163
Bank charges	39	9
Bad debts	131	155
Claims expense	8,232	1
Other	235	99
	<u>8,803</u>	<u>427</u>

5 RATES AND SERVICE FEES

Rates on property assets	872	757
Diocese shared services fee	4,813	8,890
Anglican Belonging Fee	1,965	2,002
	<u>7,650</u>	<u>11,649</u>

6 REMUNERATION OF AUDITORS

The auditors of Anglicare SQ - Deloitte Touche	166	163
Tohatsu audit fees		
	<u>166</u>	<u>163</u>

7 INVESTMENT PROPERTIES

	At fair value		Total \$'000
	Work in progress \$'000	Finished properties \$'000	
2017			
Balance at 1 July	1,304	46,287	47,591
Transfer from property, plant and equipment	-	(307)	(307)
Additions at cost	16,094	-	16,094
Transfer to finished properties	(2,660)	2,660	-
Realised investment properties gain/(loss)	-	504	504
Gain(loss) on fair valuation	-	(5,720)	(5,720)
Balance at 30 June	14,738	43,424	58,162
2018			
Balance at 1 July	14,738	43,424	58,162
Additions at cost	20,690	-	20,690
Transfer to finished properties	(29,298)	29,298	-
Realised investment properties gain/(loss)	-	2,043	2,043
Gain(loss) on fair valuation	2,270	3,673	5,943
Balance at 30 June	8,400	78,438	86,838

Fair value

The fair value of investment properties (excluding those under construction) as at 30 June 2018 have been determined on the basis of a valuation performed by Knight Frank (a certified practicing valuation firm who is independent of Anglicare SQ). The valuations, which conform to International Valuation Standards, were determined by discounted cash flow projections, and by reference to current market value taking into consideration observable sales and historical sales data in the relevant market for properties of similar nature and specification. The valuation methodology also assumes vacant property possession. Retirement villages are classified as level 2 in the fair value hierarchy. This means that key assumptions used in their valuations are not directly observable. These key assumptions are:

- The discount rate of 14% to 18%
- Property price growth rates of 2.5% to 3.5% in the medium and long term
- Average subsequent tenure period of 9 to 12 years

Investment properties under construction are initially measured at cost and subsequently stated at fair value at each balance date where fair value can be reliably determined. Fair value of investment properties under construction is primarily determined using direct comparison of active market prices, adjusted for any difference in the nature, location or stage of completion of the specific asset. Any gain or loss arising from a change in fair value is recognised in the consolidated statement of profit or loss and other comprehensive income.

Details of investment properties and information about the fair value hierarchy are as follows:

	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
30 June 2018				
Retirement villages	-	78,438	8,400	86,838
30 June 2017				
Retirement villages	-	43,424	14,738	58,162

There were no transfers between Levels 1, 2 or 3 during the year apart from transfer in the ordinary course from Work in progress (level 3) to Finished properties (level 2) when units are complete and available for sale. Refer to Note 1(c) for further details on the fair value hierarchy.

7 INVESTMENT PROPERTIES (cont.)**Estimates and judgements**

Fair valuation of investment properties may in some cases be subjective and may depend on the inputs used in the calculations. To provide an indication about the reliability of the inputs used in determining fair value, Anglicare SQ has classified its investment properties into the three levels prescribed under the accounting standards. Refer to Note 1(q) for further details on the fair value methodology.

8 CASH AND CASH EQUIVALENTS

	2018	2017
	\$'000	\$'000
Cash at bank and other financial institutions	21,165	30,991
Deposits at call	1,215	1,194
Cash investments at cost	89,675	90,417
	112,055	122,602
Restricted Cash		
Residential Aged Care Bonds & Accommodation		
Deposits ⁽ⁱ⁾	14,847	12,863
Retirement Villages entry contributions ⁽ⁱⁱ⁾	10,239	8,740
Bequest Funds ⁽ⁱⁱⁱ⁾	7,182	6,687
Employment Action Centre Limited ^(iv)	2,867	2,803
Surplus refund liability and deferred income ^(v)	14,482	11,961
Independent Living Units maintenance and capital reserves ^(vi)	2,435	2,433
Anglican Foundation for Aged Persons	24	20
	52,076	45,507
Unrestricted Cash		
	59,979	77,095
Total Cash and Cash Equivalents	112,055	122,602

- (i) Residential Aged Care Bonds & Residential Accommodation Deposits (RAD)
Aged care bonds & refundable accommodation deposits of \$49.81m (2017: \$49.49m) are held on behalf of Residential Aged Care Residents across all facilities. The *Aged Care Act 1997* ("Aged Care Act") prescribes restrictions on what bond monies may be used for.

Funds with high level of restrictions:

The Aged Care Act also requires each aged care provider to have a Liquidity Management Strategy (LMS) in order to be able to repay bonds as and when required. Anglicare SQ has determined to hold a minimum 30% based on the previous year's balance (2017: 30%) for liquidity against bonds and refundable accommodation deposits.

Funds with lower level of restrictions:

Refundable accommodation deposits/accommodation bond & deposits funds surplus to the minimum liquidity requirement may be invested in accordance with the Aged Care Act and as approved by the investment statement for refundable accommodation deposits/accommodation bonds. Other approved uses include capital expenditure in aged care facilities.

- (ii) Retirement Villages Entry Contributions:
There are no legislative restrictions on the use of retirement village funds, so long as such investments are not contrary to the Corporations obligations as Trustee for those funds under the *Trusts Act 1973*. Anglicare SQ's policy is to refund entry contributions in accordance with the resident agreement or legislative requirements. Anglicare SQ holds 50% of prior year's ongoing contribution balance as restricted cash.
- (iii) Bequest Funds
These funds represent the investment of funds held by Anglicare SQ on Trust and are classified as Restricted Funds as set out in the Consolidated Statement of Changes in Accumulated Funds.
- (iv) Employment Action Centre Limited
This company is a separate company limited by guarantee. The company is no longer operating. The funds are restricted in their use to those objects as set out in the constituting documents of the company.
- (v) Surplus Refund liability and Deferred Income
This amount represents the estimated refund due to funders in relation to contracts paid in advance or where surpluses have arisen underfunded contracts that are required to be repaid to the funder.
- (vi) Resident Trust Accounts – Capital and Maintenance Reserve Fund
The Maintenance Reserve Fund represents contributions made by residents of independent living units and the capital replacement fund represents contributions made by Anglicare SQ, also in respect of independent living units. Expenditure of these funds are subject to restrictions imposed by the *Retirement Villages Act 1999*.

9. TRADE AND OTHER RECEIVABLES**- CURRENT**

	2018	2017
	\$'000	\$'000
Fees receivable ⁽ⁱ⁾	3,254	2,843
GST receivable	937	734
Sundry receivables ⁽ⁱ⁾	2,506	3,128
Provision for doubtful debts	<u>(301)</u>	<u>(324)</u>
	<u>6,396</u>	<u>6,381</u>

(i) Anglicare SQ does not charge interest on fees or sundry receivables.

- NON CURRENT

	2018	2017
	\$'000	\$'000
Restricted		
Trust funds invested within the Corporation ⁽ⁱⁱ⁾	13,170	12,900
Other bequest funds	<u>57</u>	<u>55</u>
	<u>13,227</u>	<u>12,955</u>
Unrestricted		
Amounts invested within Corporation ⁽ⁱⁱⁱ⁾	<u>17,020</u>	<u>17,020</u>
	<u>30,247</u>	<u>29,975</u>

(ii) A portion of Trust Funds (detailed in the Statement of Changes in Accumulated Funds) are included in Other Receivables above. These are invested with the Corporation. The Corporation pays interest on these funds at variable rates. At 30 June 2018 the rate was 2.20% (2017: 1.95%).

(iii) This is an investment of the Consolidated Reserves of Anglican Care of the Aged with the Corporation. The Corporation pays interest on these funds at variable rates. At 30 June 2018 this rate was 2.20% (2017: 1.95%).

10. OTHER ASSETS**PREPAYMENTS****- CURRENT**

Prepaid rental on head office space (The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane)	464	464
Other rentals	283	279
Insurance	310	261
Other – miscellaneous	<u>514</u>	<u>64</u>
	<u>1,571</u>	<u>1,068</u>

- NON CURRENT

Prepaid rental on head office space (The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane)	<u>1,935</u>	<u>2,400</u>
	<u>1,935</u>	<u>2,400</u>

11. PROPERTY, PLANT AND EQUIPMENT

Anglicare SQ carries the following assets at costs:

- Residential Aged Care (RAC) land and buildings
- Plant and equipment
- Motor vehicles
- Assets under construction

Anglicare SQ carries other land and buildings (excluding RAC land and buildings) at fair value.

11 PROPERTY, PLANT AND EQUIPMENT (cont.)

Other land & buildings held at fair value

Anglicare SQ's policy is to make revaluations with sufficient regularity to ensure that the carrying amount of land and buildings does not differ materially from that which would be determined using fair value at the end of the reporting period. Independent valuations are periodically obtained in the application of this policy. At 30 June 2018, all land and buildings held at fair value were valued by independent valuer, Herron Todd White.

The valuation for other land and buildings (excluding RAC land and buildings) is considered to be a level 2 or level 3 value in the hierarchy, i.e. based on unobservable inputs. The valuer used the market value methodology and also a direct comparison approach to support the valuation.

Revaluation of other land and buildings held at fair value

The assessment of fair value as at 2018 has taken into account:-

- The most recent independent valuation obtained from Herron Todd White in 2018;
- Depreciation for the 2018 year; and
- The Commission's intention in relation to the vacant land and other land and buildings.

The Commission is satisfied other land and buildings held at fair value are appropriately recorded as at 30 June 2018.

Impairment of property, plant and equipment

The buildings at Symes Grove residential aged care facility will be demolished in the 2018-19 financial year. It was determined at balance date that the present value of the estimated future cash flows discounted at the current market rate of return for a similar financial asset would be nil. The building's carrying amount was subsequently derecognised, and the impairment shown in Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Work in progress

The carrying value of work in progress relates to the residential aged care facility developments at EM Tooth and Symes Grove, significant refurbishments at residential aged care facilities, fitouts at community service centres, and other miscellaneous projects.

41 PROPERTY, PLANT AND EQUIPMENT (cont.)

	RAC Land & Buildings subject to restriction at cost	Other land & Buildings subject to restriction at fair value	RAC Land & Buildings unrestricted at cost	Other Land & Buildings unrestricted at fair value	Plant and Equipment at cost	Motor Vehicles at cost	Work in progress at cost	Total
COST OR VALUATION								
Balance at 30 June 2016	40,756	27,927	18,838	9,258	18,790	3,130	5,064	119,763
Additions		26		346	690	484	6,456	8,002
Impairment write down								
Transfers	137			26	264		(477)	
Disposals			(4,082)		(1,384)	(83)		(5,549)
Balance at 30 June 2017	40,893	27,953	14,756	9,630	18,360	3,531	7,093	122,216
Additions	3			47	431	704	36,976	38,161
Impairment write down	(1,367)							(1,367)
Transfers	15,466		1,785		4,215			(21,492)
Revaluation				932				
Disposals					(1,036)	(1,077)		(2,113)
Balance at 30 June 2018	54,995	39,805	16,541	10,609	21,970	3,158	22,577	169,655
ACCUMULATED DEPRECIATION								
Balance at 30 June 2016	(9,557)	(1,816)	(3,054)	(3,062)	(13,827)	(2,764)		(34,080)
Elimination on disposal of assets			1,269		1,376	52		2,697
Depreciation Expense	(1,198)	(779)	(448)	(578)	(1,705)	(178)		(4,386)
Accumulated depreciation transferred in				(88)	(43)	(164)		(295)
Transfer to investment properties		307						307
Balance at 30 June 2017	(10,755)	(1,788)	(2,233)	(3,728)	(14,199)	(3,054)		(35,757)
Elimination on disposal of assets					1,036	4,055		2,091
Depreciation Expense	(1,218)	(279)	(496)	(306)	(1,787)	(217)		(4,323)
Impairment write down	250							250
Balance at 30 June 2018	(11,723)	(2,067)	(2,729)	(4,034)	(14,950)	(2,236)		(37,739)
Carrying Value at 30 June 2018	43,272	37,738	13,812	6,575	7,020	922	22,577	131,916
Carrying Value at 30 June 2017	30,138	26,165	12,523	5,902	4,161	477	7,093	86,459

Depreciation expense for Anglicare SQ activities for the 2018 year was \$4,323,308 (2017: \$4,385,974).

Notes to the Annual Financial Statements for the Year Ended 30 June 2018

11 PROPERTY, PLANT AND EQUIPMENT (cont.)

Land and Buildings subject to restrictions

Land and Buildings subject to restrictions represents properties that have been donated or bequeathed to Anglicare SQ or which were purchased with funds donated or bequeathed to Anglicare SQ or its agencies where the objects of the Bequest, Trust or donation are activities of Anglicare SQ governed by the Commission.

Site Name	Address	Land Value \$'000	2018 Building Value \$'000	Bequest/Trust Name	Broad purpose of Trust
Symes Grove & St Martins	333 Handford Road, Taigum	7,049	2,351	Bequest of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons
Symes Thorpe	161 Rowbotham Street, Rangeville	5,966	3,826	Bequest of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons.
St John's Home	15 Eyemouth Street, Toowoong	3,498	1,691	Gift for charitable purpose	That the house be used for one of the welfare activities of the Church
EW Tooth	162 Oceana Terrace, Lola	2,770	14,011	Bequest of Edwin Marsden Tooth	To establish with Anglicare SQ, a home for aged persons to be described as "The Edwin Marsden Tooth Memorial Home"
Afri	10 Heath Street, Southport	5,773	1,532	Gift for charitable purposes	Land was gifted on the conditions that a home be erected to accommodate aged men and women or men and women only
Neilson Home (decommissioned)	2 Roseberry Terrace, Chelmer	8,500		Neilson Bequest	Land was gifted on condition that to be used as an aged persons' home, upon sale proceeds to be used for general charitable purpose with "Neilson" used to describe the facility
Tufnell	230 Buckland Road, Nindah	10,500		Tufnell Bequest	For the acquisition of land and improvements for use as an orphanage
Van Estate - Murgon	43 Krebs Street, Murgon	691	89	Van Estate	Declaration of Trust - Mr George Van - to provide (in and around the town of Murgon) - accommodation for aged or needy people who have retired from fulltime work - self contained units for physically or mentally impaired people (whether retired or not)
Homelessness Services for Women & Children	24 Mount Street, Toowoong	3,360	5,091	Deed of Grant of Land	Upon trust for the erection of female refuge
Stanley Lane	47 Stanley Lane, Gympie	353	46	Beachmere Bequest	For the care of Children
Tufnell	39 Dennis Road, Springwood	423	227	Tufnell Bequest	For charitable purpose of Tufnell Home
Mrellene	4 Metzger Street, Kalkie	1,717	1,546	Baker & Lovell Bequests	For general charitable purposes
Total Restricted		50,600	30,410		
		81,010			

Non-current assets held for sale

There are no Non-current assets held for sale at 30 June 2018. The property at 223 Gilmore Road, Berrimba was held for sale at 30 June 2017, and was sold during the current year. The gain on sale was recorded in the Consolidated Statement of Profit and Loss and Other Comprehensive Income.

12 AVAILABLE FOR SALE FINANCIAL INVESTMENTS

	2018 \$'000	2017 \$'000
Listed investments at fair value in:-		
Shares	464	501
	<u>464</u>	<u>501</u>
Movement in Available-for-Sale Financial Investments		
Balance at 1 July	501	455
Revaluation increment(decrement)	(37)	46
	<u>464</u>	<u>501</u>

All available-for-sale investments are quoted on the Australian Stock Exchange. Shares have no fixed maturity or coupon rate.

Anglicare SQ's exposure to credit, currency and market price risks related to available-for-sale investments is disclosed in Note 25.

13 TRADE AND OTHER PAYABLES

Trade payables ⁽ⁱ⁾	6,035	3,459
Accrued expenses	8,936	9,141
Deferred income ⁽ⁱⁱ⁾	14,482	11,391
Sundry accruals	6,389	1,106
	<u>35,842</u>	<u>25,097</u>

(i) No interest charges have been paid to any supplier.

(ii) Deferred income consists of government grants received in advance for services to be rendered by Anglicare SQ where the underlying funding agreement is reciprocal in nature.

14 EMPLOYEE ENTITLEMENTS

CURRENT		
Annual leave	9,113	8,231
Long service leave	7,019	6,493
	<u>16,132</u>	<u>14,724</u>
NON CURRENT		
Long service leave	2,295	2,249
	<u>2,295</u>	<u>2,249</u>

15 BORROWINGS AND OTHER LIABILITIES

CURRENT		
Maintenance reserve fund	598	553
Refundable accommodation deposits/accommodation bonds	49,811	49,484
Entry contributions	51,339	20,484
Loan repayable	366	3,095
Deferred revenue liability	1,000	-
	<u>103,114</u>	<u>73,616</u>
NON CURRENT		
Loans repayable	6,779	7,149

16 PROVISIONS**- CURRENT**

	2018	2017
	\$'000	\$'000
Provision for lease make good	168	162
Provision for claims ⁽ⁱ⁾	7,700	2,548
	<u>7,868</u>	<u>2,710</u>

- NON CURRENT

Provision for lease make good	553	509
	<u>553</u>	<u>509</u>

Total Provisions	<u>8,421</u>	<u>3,219</u>
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Reconciliation of Carrying Value

Balance at 1 July	3,219	3,162
Provision made during the year	6,068	190
Provision used during the year	(866)	(133)
Balance at 30 June	<u>8,421</u>	<u>3,219</u>

(i) Refer Note 21 for further information.

17 RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES TO SURPLUS

	2018	2017
	\$'000	\$'000
Net Surplus/(deficit) for the period	4,027	(157)
Adjustments for non-cash and non-operating items:		
Depreciation	4,323	4,386
Change in fair value of investment properties	(5,943)	5,720
Realised investment properties (gain)/loss	(2,043)	(504)
Net (gains)/loss on disposal of assets	(721)	(116)
Bond retentions and deferred management fees	(1,416)	(828)
Transfers to reserves	60	128
Impairment of property, plant and equipment	1,117	-
Operating cash flows before changes in working capital and provisions	<u>(596)</u>	<u>8,629</u>
(Increase)/decrease in trade and other receivables	(287)	(797)
(Increase)/decrease in other assets	(38)	496
(Increase)/decrease in available-for-sale financial investments	37	(46)
(Decrease)/increase in trade and other payables	10,745	(12)
(Decrease)/increase in employee entitlements	1,454	1,096
(Decrease)/increase in provisions	5,202	57
Net cash flows from/(used in) operating activities	<u>16,517</u>	<u>9,423</u>

Movement in liabilities from financing activities

The table below details changes in liabilities (refer Note 15) arising from financing activities including both cash and non-cash changes. Liabilities arising from financing activities are those for which cash flows were, or future cash flows will be classified in the consolidated statement of cash flows as cash flows from financing activities.

	2017	Cash flows	Other changes	2018
	\$'000	\$'000	\$'000	\$'000
Maintenance reserve fund	553	45	-	598
Refundable accommodation deposits/accommodation bonds	49,484	390	(63)	49,811
Entry contributions	20,484	33,208	(2,353)	51,339
Loan repayable (current and non-current)	10,244	(3,099)	-	7,145
Deferred revenue liability	-	-	1,000	1,000
Total borrowings and other liabilities	<u>80,765</u>	<u>30,544</u>	<u>(1,416)</u>	<u>109,893</u>

17 RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES TO SURPLUS (cont.)

Other changes for entry contributions and accommodation deposits/accommodation bonds include deferred management fee and retention revenue.

18 RESERVES

	2018 \$'000	2017 \$'000
Asset Revaluation Reserve		
Balance at beginning of year	41,799	41,799
Increase/(decrease) arising on revaluation of properties	12,758	-
Transfers	(42,328)	-
Movement in reserve	290	-
Balance at end of year	12,519	41,799
General Reserves		
Balance at beginning of year	2,622	2,494
Transfers	60	128
Balance at end of year	2,682	2,622
Trust Reserves (i, ii and iii)		
Balance at beginning of year	20,088	23,202
Additions	765	1,115
Transfers	(328)	(4,229)
Balance at end of year	20,525	20,088
Total Reserves	35,726	64,509

Trust Reserves

	Balance as at 30/06/2017	Released to retained earnings	Transfer from asset revaluation reserve	Interest Accrued	Balance as at 30/06/2018
	\$'000	\$'000	\$'000	\$'000	\$'000
(i) Invested with the Corporation (refer Note 9)	12,900	-	-	270	13,170
(ii) Invested in Cash or Cash Equivalents (refer Note 8)	6,687	-	-	495	7,182
(iii) Invested in financial investments (refer Note 12)	501	(38)	-	-	463
Transfer	-	-	(290)	-	(290)
	20,088	(38)	(290)	765	20,525

19 RELATED PARTY DISCLOSURES**Commissioners' Compensation**

Commission members act in an honorary capacity and receive no remuneration for their services to the Commission.

Key Management Personnel Disclosures

The following were key management personnel of Anglicare SQ at any time during the reporting period and unless otherwise indicated were key management personnel for the entire year.

Name	Title	Date Appointed	Date of Cessation
The Most Rev'd Dr PJ Aspinall ⁽ⁱ⁾	Archbishop	-	-
K Crouch	Executive Director	-	-
S Cooke	Director of Services	-	-
A Davies	Director Governance, Risk & Assurance	-	-
Rev'd Canon L McWilliam	Director of Mission	-	-
A Zappala	Director of Strategy & Service Enablement	-	14 Sep 2017
M Ryan	Finance & Reporting Director	-	14 Sep 2017
S Long ⁽ⁱ⁾	Chief Financial Officer	15 Sep 2017	21 Jan 2018
D Barrie	Chief Financial Officer	22 Jan 2018	-
M Smith	Chief Information Officer	22 Jan 2018	-
A Zilli	Director Organisational Development	22 Jan 2018	-
G Bradley	Director Strategy & Transformation	2 Jan 2018	-

(i) These personnel are employed under ABN 32 025 287 736 of The Corporation of the Synod of the Diocese of Brisbane. A portion of the total remuneration paid to these personnel is charged to Anglicare through the shared service fee.

The total key management personnel compensation included in 'Employee expenses' (Note 3) are as follows:

	2018	2017
	\$'000	\$'000
Short-term employee benefits	1,333	1,410
Post-employment benefits	122	119
Balance at end of year	1,455	1,529

Key Management Personnel Compensation Disclosures

Apart from the details disclosed in this note, no key management personnel have entered into a material contract with Anglicare SQ since the end of the previous financial year and there were no material contracts involving key management personnel interests existing at year-end.

Loans to Key Management Personnel and their Related Parties

There were no loans extended during the year to key management personnel and their related parties.

19 RELATED PARTY DISCLOSURES (cont.)**Payments to Related Parties****Transactions with Other Related Parties**

Anglicare SQ is part of The Corporation of the Synod of the Diocese of Brisbane ("The Corporation") and has related party relationships with various agencies and departments of The Corporation, including Parishes, ANFIN and The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane.

Transactions and Balances with Related Parties

Transactions and balances with related parties are generally priced on an arm's length basis.

Significant Related Parties relationships are:-

		2018	2017
		\$'000	\$'000
Anglican Financial Services	Interest earned	1,951	2,753
	Interest paid		
	Net balances held at year-end	107,488	119,721
The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane	Rent prepaid during year 2013	5,213	5,213
	Net balance of prepaid rent at year-end	2,399	2,864
	Outgoings and car park charges per lease	131	63
Anglican Parishes	Rent paid for premises	520	279
The Corporation of the Synod of the Diocese of Brisbane	Insurance premium prepaid	310	261
	Shared services fee	6,778	10,892
	Trust funds	13,170	12,900

20 COMMITMENTS

2018	< 1 year	1-5 years	> 5 Years	Total
Capital Commitments				
Property, plant and equipment	57,109	36,407		93,156
Total capital commitments	57,109	36,407		93,156
Operating lease rentals				
Motor vehicles	2,336	2,675	1	5,012
Leased premises	3,546	2,711	88	6,345
Equipment	216	426		642
Total operating lease rentals	6,098	5,812	89	11,999
2017	< 1 year	1-5 years	> 5 Years	Total
Capital Commitments				
Property, plant and equipment	45,954	52,197		98,151
Total capital commitments	45,954	52,197		98,151
Operating lease rentals				
Motor vehicles	1,751	1,601		3,352
Leased premises	2,655	3,152	143	5,950
Equipment	77	13		90
Total operating lease rentals	4,483	4,766	143	9,392

21 CONTINGENT LIABILITIES

Compensation

Anglicare SQ has potential future exposure to claims and costs associated with its response to abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. Anglicare SQ has accrued its best estimate of the net costs of uninsured abuse claims yet to be settled (refer Note 16). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge in the future. Accordingly, no liabilities or expenses have been recorded in relation to potential future claims.

Grants

In the past, grants have been received from the Queensland Government (the "Government") to construct two low cost rental accommodation facilities at Toowoomba and Manly. In the event that Anglicare SQ ceases providing these facilities for the purposes specified in the agreement, the funding (with accumulated interest) may be required to be repaid to the Government.

Bank Guarantees

Anglicare SQ has issued Bank Guarantees totalling \$258,466 (2017: \$263,951) to landlords in lieu of paying tenancy bonds on leased properties.

22 BUSINESS STREAMS REPORTING

Business stream information is presented in respect of Anglicare SQ main business components. Anglicare SQ operates primarily within one geographic area being Southern Queensland.

Inter-stream pricing is determined on an arm's length basis.

Business stream revenue results, assets and liabilities include items directly attributable to a business stream as well as those that can be allocated on a reasonable basis. Business stream capital expenditure is the total cost incurred during the period to acquire business stream assets that are expected to be used for more than one period.

Business Streams

Anglicare SQ comprises the following main business streams:-

- Residential aged care and retirement living services (provided pursuant to the *Aged Care Act 1997* and *Retirement Villages Act 1999*); and
- Community Care Services.

Management has chosen to organise the entity around these two streams as Anglicare SQ's monthly results are reported on this basis.

2018	Residential \$'000	Community Services \$'000	Total \$'000
Revenue from external parties			
Governments	43,801	104,310	148,111
Clients and residents	13,593	35,086	48,679
Other sources	11,620	6,048	17,668
Total revenue	69,014	145,444	214,458
Surplus/(deficit) for the year	7,013	(2,986)	4,027
Depreciation expense	3,125	1,198	4,323
Impairment loss	1,117	-	1,117
Capital expenditure	57,486	1,365	58,851
Business Stream Assets	270,430	100,991	371,421
Business Stream Liabilities	(133,731)	(38,851)	(172,582)
2017			
Revenue from external parties			
Governments	43,040	103,013	146,053
Clients and residents	13,005	23,566	36,571
Other sources	3,702	4,552	8,254
Total revenue	59,747	131,131	190,878
Surplus/(deficit) for the year	(4,229)	4,072	(157)
Depreciation expense	2,946	1,440	4,386
Impairment loss	-	-	-
Capital expenditure	21,713	2,383	24,096
Business Stream Assets	218,677	89,371	308,048
Business Stream Liabilities	(93,693)	(32,361)	(126,054)

Revenue from Governments includes revenue for service delivery, capital grants and transitional or concessional income as shown in the consolidated statement of profit or loss and other comprehensive income.

Revenue from clients and residents includes income for service delivery and bond and accommodation charges as shown in the consolidated statement of profit or loss and other comprehensive income.

23 SUBSEQUENT EVENTS

As at the date of this report, no other matters or occurrences have come to the attention of the Commission, which would materially affect the financial report or disclosures therein, or which are likely to materially affect the future results or operations of Anglicare SQ.

24 ECONOMIC DEPENDENCY

Anglicare SQ is dependent to a material extent upon the ongoing receipt of Federal and State Government grants to fund its operations. The continued support and funding of aged care, child safety and community services by the Federal and State Governments is subject to regular reviews and accreditation requirements.

As at the date of this report management has no reason to believe that this financial support will not continue.

25 FINANCIAL RISK OVERVIEW

Overview

Anglicare SQ's financial instruments comprise cash and cash equivalents, interest bearing investments and a prepayment with a related party. In addition, Anglicare SQ has amounts receivable in respect of residents at its residential aged care facilities and also in relation to the provision of aged care and other community and welfare services. Anglicare SQ also has amounts payable to trade and other creditors and holds accommodation bonds that are repayable (after deduction for agreed retentions).

The main risks arising from the financial instruments are liquidity risk, credit risk and investment risk. Anglicare SQ does not use any derivative instruments to manage risks associated with its financial instruments.

The Commission has overall responsibility for risk management, including risks associated with financial instruments. Risk management policies are established to identify and analyse the risks associated with the Anglicare SQ's financial instruments, to set appropriate risk limits and controls and to monitor the risks and adherence to limits.

The Commission monitors the effectiveness of Anglicare SQ's risk management policies and processes and regularly reviews risk management policies and systems. The Commission is assisted in this role by KPMG who provided internal audit services to the Corporation during the reporting period. The management of all financial, banking and investment and treasury services is undertaken by the Finance and Diocesan Services Commission (FDSC) and this Commission is responsible for implementing risk management policies and systems in relation to Anglicare SQ's financial assets and liabilities. FDSC reviews the financial risk management of Anglicare SQ, taking into account changes in market conditions and activities. FDSC is also responsible for developing and monitoring the investment policies approved by the Commission.

This note presents information about Anglicare SQ's exposure to liquidity, credit and investment risk and its objectives, policies and processes for measuring and managing risk. Further quantitative disclosures are included throughout these financial statements.

Liquidity Risk

Liquidity risk is the risk that Anglicare SQ entities and Agencies (being the Corporation) will not be able to fund its obligations as they fall due.

Anglicare SQ, assisted by the FDSC, manages liquidity risk by monitoring forecast cash flows and ensuring that adequate liquid funds are available to meet normal operating expenses.

The following are the contractual maturities of financial liabilities, including estimated interest payments.

25 FINANCIAL RISK MANAGEMENT (cont.)

Trade and other payables, accommodation bonds and entry contributions from independent living units are as follows:-

	2018 \$'000	2017 \$'000
Trade and other payables		
Within 1 year	35,842	25,097
Total Trade and other payables	<u>35,842</u>	<u>25,097</u>
Refundable accommodation deposits/accommodation bonds and entry contributions		
Within 1 year	101,150	69,968
Total refundable accommodation deposits/accommodation bonds and entry contributions	<u>101,150</u>	<u>69,968</u>

Credit Risk

Credit Risk is the risk of financial loss to Anglicare SQ if a client or counterparty to a financial instrument fails to meet its contractual obligations. Anglicare SQ is exposed to two sorts of credit risk – amounts receivable from clients and from government funders in respect of services provided – and also counterparty risk in respect of funds invested with banks, other financial institutions and related parties.

Anglicare SQ has in place a credit policy to assist in monitoring the risk of financial loss due to a customer or counterparty to a financial instrument failing to meet its contractual obligations.

The majority of amounts receivable in relation to service providers are due from Commonwealth and State government departments. All service arrangements with funders and in relation to client contributions are subject to contractual arrangements, which include stated settlement terms. Any amounts outstanding beyond the contracted settlement period are followed up.

Credit is extended to clients only after credit evaluations are carried out. In some instances, financial hardship evaluations will pre-empt client fees being written off, however this is done within two months of the fees being invoiced and is reflected in the balances shown at balance date.

Funds are deposited with banks and with the Corporation and its financial Agency, ANFIN (ABN 51 925 884 864). The FDSC has responsibility for the investment of the Anglicare SQ funds via ANFIN and the funds that Anglicare SQ has invested with the Corporation.

The FDSC includes members with legal, financial services, and investment management experience. They act in an honorary capacity only and are not paid for their services.

ANFIN is an Agency of the Corporation that manages its cash investments, borrowings, internal loan portfolio and other treasury functions.

Cash investments made by Anglicare SQ are invested directly with banks and institutions, or via ANFIN into banks and institutions which have a S&P (or equivalent body) short term rating of A2 or higher, or a S&P (or equivalent body) long term rating of BBB+ or higher.

At the reporting date, Anglicare SQ did not have any material credit risk exposure to any single receivable or group of receivables or any bank or financial institution external to the Corporation.

25 FINANCIAL RISK MANAGEMENT (cont.)**Property**

In November 2009 a strategy was approved to develop additional residential and aged care accommodation. All developments are assessed over a 25 year life cycle and they are required to have a positive net present value that meets the benchmark set by the Commission for the portfolio of developments. The models are then used for assessing each development accordingly. Each project is subjected to stress testing in relation to all key assumptions and the outcome of this sensitivity analysis is presented to the Commission prior to the approval of the project. A detailed maintenance program is followed for all properties.

Market risk management

Market risk is the risk that changes in market prices such as interest rates and equity prices will affect Anglicare SQ income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

Interest rate risk

Interest rate risks are managed with the aim of reducing the impact of short-term fluctuations in earnings. Over the longer-term, however, permanent changes in interest rates would have an impact on earnings. Anglicare SQ is not exposed to fluctuations in foreign exchange.

Anglicare SQ has a zero real interest loan from the Commonwealth of Australia as represented by the Department of Social Services to extend the Kirami residential aged care facility in Hervey Bay.

Anglicare SQ assesses its short term cash requirements and invests these at call. The balance of the cash may be invested in term deposits or other longer term fixed interest securities.

The following table illustrates sensitivities to Anglicare SQ exposures to changes in interest rates and equity prices. The table indicates the impact on how surplus and equity values reported at balance date would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

	Surplus \$'000	Equity \$'000
Year Ended 30 June 2018		
+/- 0.5% in interest rates	643	643
Year Ended 30 June 2017		
+/- 0.5% in interest rates	644	644

The above interest rate sensitivity analysis has been performed on the assumption that all other variables remain unchanged.

Equity Price Risk

Equity price risk arises from fluctuations in the market values of available-for-sale securities.

At the reporting date the market value of available-for-sale investments and the impact of a 10% movement in the market value of the investments was:-

	Market value \$'000	+10% impact \$'000	-10% impact \$'000
Shares			
Balance at 30 June 2018	464	46	(46)
Balance at 30 June 2017	501	50	(50)

It should be noted that the full impact of movements in market value would not necessarily be immediately reflected in the statement of profit or loss and the Anglicare SQ funds as these investments are deemed to be available-for-sale investments. The impact of market movements would be recognised in the income statement and Anglicare SQ funds only if the investments were sold or if an impairment loss was recognised.

Fair Values

Carrying amounts of financial assets and liabilities recorded in the financial statements represent their net fair values, as determined in accordance with the accounting policies disclosed in Notes 1(c), 1(n), 1(q) and 1(r).

25 FINANCIAL RISK MANAGEMENT (cont.)

Operational risk management

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with Anglicare SQ processes, personnel, technology, infrastructure and other risks not covered above.

In addition to the risk management practices carried out by Anglicare SQ, the Commission manages operational risk through a variety of mechanisms:-

- Accessing professional services through the Corporation shared service teams.
- A Care Governance Committee made up of current and former health care professionals who are responsible for the oversight of the delivery of care services.
- The recruitment and on-going training of suitably qualified and experienced staff and volunteers.
- Documented policies and procedures.
- A three year program of internal audit carried out by professional 3rd party auditors, supplemented by audits carried out by internal teams.
- Research into and monitoring of likely future market trends.
- Regular reviews of strategic and operational plans and delivery against those plans.
- The development of business continuity plans.
- Achievement of accreditation for all services where this is relevant.
- An Audit and Risk Committee made up of qualified professionals who are responsible for the oversight of the areas of statutory and external financial reporting, internal control systems; risk management systems as they apply to operational and financial risk; compliance with applicable Laws and Regulations; and internal audit functions.

26 FINANCIAL INSTRUMENTS COMPOSITION AND MATURITY ANALYSIS (cont.)

	Gross Amount	Within Initial Trade Terms	Past Due but Not Impaired (Days Overdue)				Past Due and Impaired
			<30	31-60	61-90	>90	
2018							
Trade and term receivables	2,953	1,717	677	464	211	185	(301)
Other receivables	3,443	3,443	-	-	-	-	-
Total	6,396	5,161	677	464	211	185	(301)
2017							
Trade and term receivables	2,519	777	1,277	364	128	297	(324)
Other receivables	3,862	3,862	-	-	-	-	-
Total	6,381	4,639	1,277	364	128	297	(324)

Net Fair Values

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the consolidated statement of financial position and in the notes to the financial statements.

Fair values are in line with carrying values.

Capital Management

Management control the capital of Anglicare SQ to ensure that adequate cash flows are generated to fund its programs and that returns from investments are maximised.

Risk management policies are approved and reviewed by the Commission on a regular basis. These include credit risk policies and future cash flow requirements. The capital of Anglicare SQ consists of financial liabilities, supported by financial assets.

FDSC effectively manages the capital of Anglicare SQ by assessing the financial risks and responding to changes in these risks and in the market. These responses may include the consideration of debt levels. There have been no changes to the strategy adopted by management to control the capital of Anglicare SQ since the previous year.

Gearing Ratio

The gearing ratios for the years ended 30 June 2018 and 30 June 2017 are as follows:

	2018 \$'000	2017 \$'000
Total Liabilities	172,584	126,054
Less Cash and Cash Equivalents ⁽¹⁾	85,065	98,698
Net Debt	87,519	27,356
Total equity (reserves + retained earnings)	198,839	181,994
Gearing ratio	44.02%	15.03%

⁽¹⁾ The Cash and cash equivalents used in this calculation exclude bequest monies held in trust, surplus refund liability and deferred income, independent living units maintenance and capital reserves and funds held on behalf of Employment Action Centre Limited and the Anglican Foundation for Aged Persons. Other restricted funds have corresponding liabilities included in the total liabilities detailed above.

COMMISSION MEMBERS' DECLARATION

The Commission Members declare that:

- (a) the annual financial statements and notes set out on pages 6-40:-
 - i. comply with the Australian Charities and Not-for-profits Commission Act 2012 including compliance with Australian Accounting Standards and mandatory professional reporting requirements; and
 - ii. give a true and fair view of the financial position of the Commission as at 30 June 2018 and of its performance as represented by the results of its operations and its cash flows, for the financial year ended on that date; and
- (b) there are reasonable grounds to believe that the Commission will be able to pay its debts as and when they become due and payable.

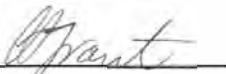
The Commission has been given declarations by the Executive Director of Anglicare SQ and the Chief Financial Officer stating that:

- (a) the financial statements and notes set out on pages 6-40:-
 - i. comply with the Australian Charities and Not-for-profits Commission Act 2012 including compliance with Australian Accounting Standards and mandatory professional reporting requirements; and
 - ii. give a true and fair view of the financial position of the Commission as at 30 June 2018 and of its performance as represented by the results of its operations and its cash flows, for the financial year ended on that date; and
- (b) there are reasonable grounds to believe that the Commission will be able to pay its debts as and when they become due and payable.

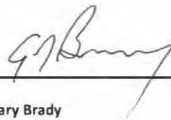
This declaration is made in accordance with a resolution of the Commission.

Dated this 19th day of Oct 2018.

On behalf of the Commission Members



Cathy Grant
Commissioner and C&C Chair
Anglican Community Services Commission



Gary Brady
Commissioner
Anglican Community Services Commission

The Chair
Anglican Community Services Commission
The Corporation of the Synod of the Diocese of Brisbane
439 Ann Street
Brisbane QLD 4000

Dear Cathy

The Corporation of the Synod of the Diocese of Brisbane Trading as Anglicare Southern Queensland

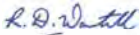
In accordance with Subdivision 60-C of the *Australian Charities and Not-for-profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland.

As lead audit partner for the audit of the financial statements of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland for the financial year ended 30 June 2018, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely

DELOITTE TOUCHE TOHMATSU



R D Wanstall
Partner
Chartered Accountants
Brisbane, 19 October 2018

Independent Auditor's Report to the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland

Opinion

We have audited the financial report of the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland ("Anglicare SQ" or "the entity"), which comprises the consolidated statement of financial position as at 30 June 2018, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in accumulated funds and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory information and the declaration by Anglican Community Services Commission ("the Commission") Members as set out on pages 2 to 41.

In our opinion, the accompanying financial report of Anglicare SQ is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (the "ACNC Act"), including:

- (i) giving a true and fair view of the entity's financial position as at 30 June 2018 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of Anglicare SQ in accordance with the auditor independence requirements of the ACNC Act and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the "Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Commission is responsible for the other information. The other information comprises the Commission Members' Report included in the entity's annual financial report for the year ended 30 June 2018, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Commission for the Financial Report

The Commission of the entity is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the ACNC Act and for such internal control as the Commission determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Commission is responsible for assessing the ability of the entity to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Commission either intend to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

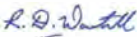
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Commission.
- Conclude on the appropriateness of the Commission's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management and the Commission regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


DELOITTE TOUCHE TOHMATSU



R D Wanstall
Partner
Chartered Accountants
Brisbane, 19 October 2018



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