



# YEAR BOOK 2020





# YEAR BOOK

of the

## Diocese of Brisbane

Province of Queensland

Anglican Church of Australia

# 2020

## 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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Cover picture: (L-R): Rev'd Chris Bate, Micah Browne, Rev'd Juliana Bate, Connar Bate, Victoria Bate, Jude Browne and Rev'd Zoe Browne.

Back cover: The congregation at St Andrew's Springfield welcomes the Rt Rev'd John Roundhill to lead a confirmation service in July 2019.

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St Martin's House team members Ainslie, Michelle, Susan and Michael got in the #AprilAngel spirit in 2019, putting bags of toiletries, underwear and food outside the building, where the Rev'd Dr Ann Solari from St John's Cathedral, Brisbane has set up a collection point for rough sleepers.

# Diocesan Council

## 2019 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. Each day we strive:

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

Council meetings always 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.

Throughout 2019, Diocesan Council members continued to address the challenges facing the Anglican Church in Southern Queensland.

Central to Diocesan Council's governance activities in 2019 were:

- Ongoing engagement with the Commissions, approving their strategic plans and receiving reports on their implementation.
- Receiving presentations and strategic discussions around the key focus areas identified in 2018:
  - Renewing and reforming culture and traditions:
    - Discussion of justice policy and advocacy and engaging our church members, school communities and service communities in our response to social issues.
    - Presentation – progress report on youth to young adults formation process.



- Presentation on progress for renewal of the vision for Anglican schools.
  - Parish health:
    - Develop and implement a parish growth framework – presentation on mission planning resources.
    - Presentation on the leadership development framework for ACSQ for ordained and lay leaders – MEC leadership course.
    - Presentation on ministry education offerings for clergy and lay people that empower them to share faith – Formed Faith projects.
    - Presentation on potential new school developments possibilities.
  - Resourcing and sustainability:
    - Presentation on progress of process for engaging with the Commissions and other areas of ACSQ during 2019, to implement changes over 2019 and 2020 to achieve balanced budget target.
    - Discuss and approve Diocesan 2020 Budget for presentation to Synod, and 2020 Refresh Budget.
- Embedding the 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.

The outlook for Diocesan Council in 2020 has started with consideration of some key questions going to developing a vision for the Diocese, building on the outcomes from the successful Open Space discussions at Synod 2019.

Diocesan Council held a visioning day in early 2020 to consider:

1. What is the vision of ACSQ? What does 'success' look like in 5-10 years? How do schools/early learning and Anglicare fit into this?
2. What culture/values/behaviours are required to deliver the vision?
3. How do we restore community trust?
4. What if our world was very different? What are the big strategic risks?

While responding to the COVID-19 pandemic has occupied a good deal of Diocesan Council's time in the early part of 2020, Council's work in 2020 will continue to develop a response to these questions.

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 2019, with the Archbishop presiding at all meetings except for one which was presided over by the Rt Rev'd Cameron Venables. Membership during 2019 was as follows:

		No of meetings attended	No of meetings while a member
The Most Rev'd Dr P J Aspinall		8	9
The Right Rev'd J D Greaves		7	9
The Right Rev'd A J Roundhill		8	9
The Right Rev'd C D Venables		7	9
The Ven J Worrall	Leave of absence from 28 Mar 2019. Resigned from DC 30 Nov 2019.	1	8
The Rev'd Canon G F Harch		9	9
The Rev'd G Hoyte		7	9
The Rev'd A Lowe		7	9
The Rev'd G Moses		8	9
Dr G Dashwood		8	9
Mrs J Dyke		6	9
Dr R S Kerr		8	9
The Hon Justice D Mullins (Chancellor)		9	9
Mr D Sneesby		8	9
Mr D O'Connor		7	9

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

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

## **Archbishop's Matters**

The Archbishop informed Council:

- An invitation was received from the Attorney-General's Dept to participate in a round table discussion on the draft Religious Discrimination Bill 2019.

## ***Elections & Appointments***

The Archbishop reported:

- The Ven Donald Kirk had been elected Bishop of Riverina.
- The Rt Rev'd David Robinson retired from the Diocese of Rockhampton.
- The Ven Denise Ferguson had been appointed as an Assistant Bishop in the Diocese of Adelaide
- Mr Douglas Porter resigned as Chair of FDSC effective 31 Dec 2019. The Archbishop had appointed Mr Bruce Wilson to succeed Mr Porter as Chair from 1 Jan 2020.
- Mrs Cathy Grant resigned as member and chair of CSC effective 31 May 2019. The Archbishop had appointed Dr Kim Forrester to succeed Mrs Grant as Chair from 1 Jun 2019.
- The Archbishop had appointed Mrs Cathy Grant as Chair of the PMC effective 1 Jun 2019.

## ***General Manager's Annual Review***

Two members of the Diocesan Council, Regional Bishops and Executive Directors were invited to provide feedback based on a detailed questionnaire. Diocesan Council noted the report and the outcomes that had been agreed between the Archbishop and General Manager and recorded and expressed its thanks to Tim Reid for his work.

## ***Visit to Australia by the Archbishop of Canterbury***

Diocesan Council noted the request for financial and other assistance to welcome the Archbishop of Canterbury, Mrs Welby and their team, to the Province of Queensland during their visit in October 2020.

# Diocesan Council Matters

## *Synod Engagement*

Following discussions on strategies to increase participation and interaction of Synod Representatives in the process of Synod. Diocesan Council authorised the Synod Arrangements Committee to develop the Open Space option for Synod 2019.

## *Synod 2020 Arrangements*

Diocesan Council authorised the Synod Arrangements Committee to develop the Talking Circles option for Synod 2020 and, in consultation with the Archbishop, revert to Council with a proposal for setting the discussion topics.

## *Resources on Human Sexuality & Marriage*

Dr G Dashwood informed Diocesan Council that the Sexuality and Marriage Subcommittee has found it challenging to agree on a way forward.

The group was unable to agree to a meeting time and discussions were undertaken individually. Consultations were held with interested people outside the subcommittee. Due to the outcomes over the past nine months, it was felt that it is unlikely that any one proposal would be accepted unanimously.

The Executive Director – PMC informed Council that further consultation has made him realise that a deeper consensus needs to be established, particularly with the LGBT community, before the proposal is presented at Synod.

Diocesan Council:

1. Endorsed the nominated members of the reference group:
  - The Rev'd Geoff Hoyte
  - The Rev'd Adam Lowe
  - Dr Gemma Dashwood
  - David Sneesby
  - Dr Stephen Harrison
  - Jennifer Basham
  - Leigh Buchanan
  - Wynona Newby-Clarke
2. Endorsed the instructions for proceeding and engaging with the proposal for Three Years of Listening, Dialogue and Discernment.
3. Endorsed the development of curated resources on human sexuality and marriage to be hosted on the ACSQ website.

## ***Insurance Regulations***

Diocesan Council:

1. Under section 3 of the Insurance Canon Repeal Canon 2019 declared 1 August 2019 as the date on which the repeal in section 2 of the Canon takes effect;
2. Under section 73 of the Diocesan Governance Canon, made the following regulations:
  - a. Regulation II – Insurance; and
  - b. Regulation III – Sickness and Accident and Maternity Leave compensation schemein the form tabled, each regulation to come into force on 1 August 2019.

## ***DARC Charter Amendments***

That the section of the DARC Charter headed '5.0 Membership of the committee' be amended to read:

### **5.0 Membership of the committee**

- a. Membership, including the Chair, are appointed by the Archbishop-in-Council.
- b. Membership of the committee will consist of a minimum of five and a maximum of seven members.
- c. 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.
- d. At least one member will have 'financial expertise'.
- e. At least one member will have relevant industry expertise.
- f. At least one member from the Clergy.
- g. At least one member each from CSC, FDSC and ASC.
- h. Consideration to be given to the gender balance of the committee when appointments are made.
- i. 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.
- j. Members are appointed on the basis of personal qualities and skills.

## ***St John's College Council Membership***

Diocesan Council approved the appointment of a five-member committee to act on behalf Archbishop-in-Council to ratify the appointment of a warden.

1. Mr Tim Reid (Convenor & Chair)
2. The Rev'd Canon Gary Harch
3. The Rev'd Dr Howard Munro
4. Dr Ruth Kerr
5. Ms Karen Crouch

The committee reported to Diocesan Council that it had ratified the appointment of Ms Rose Alwyn as Warden of the College.

Diocesan Council noted the acceptance of the Flying Minute to appoint the Rt Rev'd John Roundhill to the St John's College Council, and re-appointed Mr Swain Roberts and Dr Jane Williamson to the St John's College Council for a term of three years.

### ***Professional Standards Board Membership***

Diocesan Council noted the resignations of Rev'd Greg March (left the Diocese) and Mrs Ann Jones (member since 2004) as Professional Standards Board members.

### ***Professional Standards Committee Membership***

Diocesan Council, through the General Manager, acknowledged in writing the long and dedicated contribution of the Rev'd Kaye Pitman to the Professional Standards Committee. The Rev'd Kaye Pitman served on the PSC for 15 years.

Diocesan Council approved Dr Yvonne Darlington's current term on the Professional Standards Committee be extended to 28 May 2023.

### ***Report on the 2018 Parish Child Protection External Audits, & Parish and MEC 2017/2018 Self-Assessments***

The Procedure for Audit and Review of Risk Management Strategy – Child and Youth Ministries requires that an annual report be provided by the Director on Child Protection audits undertaken of youth ministry areas.

In general, the parish child safety related responses are encouraging, reflecting a child safe culture. However, over a third of parishes reported ongoing issues with the completion of Safe Ministry Checks, and some reported issues with completion of mandatory child protection training. All such parishes indicated that they were aware of and addressing these issues. Parishes have been provided with a Screening Check Guide to assist with Safe Ministry Checks.

Parishes without a current rector or priest in charge, and under the care of a locum, are generally having more difficulty meeting the policy requirements. It is not clear why this occurs, and the matter is under review by the Office of Professional Standards.

Since the end of 2017, post audit follow ups by the auditor have been undertaken by phone and email, rather than face to face. As a result, the auditor has observed that some parishes are taking longer to respond to issues raised and to reach full compliance.

The Archbishop requested that the Office of Professional Standards monitor data on this and gather more information on the issues causing the slippage.

Diocesan Council asked the Director of Professional Standards to consider the management of sensitive information (e.g. Person of Concern) in the Annual Report. The

information should be directed to the Office of Professional Standards, rather than through PMC, for privacy.

### ***Governance Training Session for Diocesan Council***

Members of Diocesan Council, advisers and members of the Diocesan Audit & Risk Committee participated in a training session facilitated by the Australian Institute of Company Directors on “Strategy and Risk for NFP Directors” on 19 December 2019.

### ***Activating the Nominations Committee***

The following people were appointed to the committee:

1. The Rev'd Canon G Harch;
2. The Ven G Hoyte;
3. Dr Ruth Kerr;
4. Dr Gemma Dashwood.

The Archbishop appointed Dr C Gourlay to the committee.

### ***Primate's Reference to the Appellate Tribunal – Diocese of Wangaratta***

Diocesan Council resolved that Anglican Church Southern Queensland would not seek leave to appear or be represented at any hearing nor make submissions as the issues are likely to be well covered by the Diocese of Wangaratta and other dioceses. It was noted that individuals from ACSQ are able to make personal submissions.

### ***Legislation Update – Liability for Child Abuse***

Diocesan Council noted the recent legislative changes under the Civil Liability and other Legislation Amendment Act 2019 (Qld) that are likely to commence within the next year.

### ***Religious Instruction: ACSQ support for State-wide Christian Religious Instruction Cooperative Arrangement***

New peak bodies for multi-faith religious instructions and Christian instructions have been formed. Communication between Education Qld and representatives of the new Christian and multi-faith bodies has improved significantly in 2019. Willingness to engage has led to several issues being identified and addressed.

One of the issues has been that the wording of the RI section of the Qld state school student enrolment form may have enabled the following situation to occur in some schools:

*A parent nominates Anglican RI but there is no Anglican RI being offered in that school; instead of allocating the child to a Christian RI class, the child is allocated to a non-RI class.*



The proposal seeks to address the issues by providing Education Qld a formal assurance that where a student cannot be allocated to an Anglican option for RI, ACSQ is satisfied that allocating the student to a multi-denomination/non-denominational group is an appropriate arrangement.

Diocesan Council endorsed the Archbishop signing the state-wide Christian RI Cooperative Arrangement.

## **Strategic Issues**

### ***Work Health & Safety***

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

### ***Strategic Discussion – Parish Data Presentation***

The General Manager presented the report.

Findings from the analysis of the 2017 Parish Annual Return data was presented to Diocesan Council in August 2018. The key recommendations arising from the report have formed the foundation of the PMC's strategic actions for 2018 and 2019.

Parish data only reflects information on one area of activity in the Diocese and there are many other areas of activities. Diocesan Operations has therefore developed a range of actions across three key areas of focus:

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

Those three key areas are not the only areas of focus when looking at the broad range of activities across the Diocese which address our mission (e.g. community service and education are key focus areas). However, they are the most relevant in terms of a response to the Parish Data Report recommendations.

General discussion followed based on a series of questions in the material. Council members raised the following comments:

**Question 1 and 2 – Are the areas of key focus the right ones? Are there other areas that should be included?**

- Good starting points.
- The actions should explore:
  - Unity in diversity as an Anglican culture
  - Ecclesiology in shrinking and growing parishes.
  - Ordinand training – have we helped ordinands move into the reality of the parishes we have today?
  - Keeping our diversity as part of unity.
  - Many of our buildings are heritage listed.
- More emphasis on Sunday morning worship. Needs to be done well so people would like to attend again, for example through the Parish Health Tools.
- Healthy focus on matters we have not dealt with previously and see action towards addressing issues. Reporting is key to ensure momentum for action.
- Consider continuation of or change to parish model.
- Intangible – culture & values. How do we relate across lines of authority? What is the culture of the Diocese? What are the positive things that can be addressed?
- How do we capture other activities? e.g. 90 people attend playgroup on Thursday mornings.

**Question 3 – What opportunities and risks can you see emerging?**

- Opportunity to take the broader view beyond agencies and parishes. Families still consider themselves as part of the Anglican community, even though school is the only contact they have with the organisation. How do we engage the community and have a better sense of what that big picture look like?
- How can we continue to afford the services we have developed?
- Some childcare centres operated by parishes have not been profitable. Need to see strong business cases for parish-run centres or build diocesan capability. Childcare centres can be a good source of income. Consider partnering with professional group. Note: Assessment of childcare centre projects include analysis of self-run or partnering with a provider.
- Child Sexual Abuse payments and effects on PMC / MEC budgets.

- Focus group across the Diocese. Boundaries are irrelevant to Christian minds and in relationships. We need to deal with current parish models and encourage everyone to be creative.
- Some of us are jaded. Parishes have learned to forage for their own resources rather than ask for assistance from head office.
- We should avoid an obsession with numerical growth and success. We need to consider what God leads us to.
- We need to be brave and ask how many parishes do we actually need? People will travel to parishes that are meeting their needs. How do we ensure ministry if a church disappears?
- Lessons learned from selective local government amalgamations that have worked.
- A lot of people that left the church have not lost their faith but lost their faith in the church. The data is helpful, however, we need to listen to people's stories. Parish structure is something we also need to consider.
- Adelaide got rid of parish boundaries. Mission of the church is bigger than their building.
- Critical mass in key demographics in some of our parishes e.g. teens to early 20s. Consider working together in a range of programs such as theological interest.
- Being deeply rooted in communities vs being agile is challenging.
- Is it useful for DC to consider: if we were to create ACSQ now, what this would look like and what resources / skillset would we need?

#### **Question 4: Reporting to DC**

Suggestions included:

- Further engagement in a longer DC meeting e.g. start earlier and include presentations by staff;
- Ongoing presentations on actions as they develop but at a time that allows DC to have material input into development;
- Ongoing reporting based on the key areas of focus against particular outcomes as they develop.

Diocesan Council agreed to a schedule of presentations to engage Council in the development of Key Focus Areas captured at the February Council meeting.

## ***Resource Church Pilot Funding***

The proposal seeks to grow a number of strategically placed parishes around the Diocese to a size and capacity that will allow them to support smaller churches. The specialists working with those parishes will be focused on the key areas that research shows lead to parish growth. These strategies are aimed at providing greater range of options for shaping healthy churches and allow new models of church to emerge. It is also partly about decentralising resources and placing them where they can be effective and stabilising the decline in some places and potentially replant in others.

Diocesan Council approved funding for the Resource Church pilot, including a variation to the 2019 PMC budget, as follows:

2019:	\$295,000
2020:	\$590,000
2021:	\$295,000

## ***2020 Diocesan Budget***

The Dec 2018 meeting of Diocesan Council endorsed the 2019 Refresh Budget with the expectation of a return to balance in the 2021 budget. Key assumptions were considered for the preparation of the 2020 Budget, which noted that the Commissions would absorb cost escalations and reduce operational expenditure in 2020 by \$700k. If the proposed cost savings and expected income increases for 2020 are replicated in 2021, and before applying the PMC budget and adjustments, the budget will show a small surplus, achieving the goal set by Diocesan Council to return to a balanced budget by 2021.

Diocesan Council noted that the adjustment to the PMC budget approved at this meeting has been incorporated in the 2020 budget. The impact of this investment is likely to push the target date for a balanced budget to 2022.

Diocesan Council endorsed the 2020 Diocesan Budget and recommended its approval to Synod.

## ***Strategic Discussions***

### **Key focus area – Leadership Development Framework: MEC Leadership Course**

The Executive Director – MEC presented the report.

The Leadership Course has three sections:

1. Leadership of self;
2. Leadership of small groups;
3. Leadership of the whole parish.

The course was designed with formation students specifically in mind. A survey was sent to those ordained in the last four years asking what would have been helpful in their leadership and ministry. Most of the reflections have been incorporated into the course.

The College is exploring digital delivery options to ensure that face-to-face interactions are more meaningful and interactive.

### **Key focus area – Social Responsibilities Committee presentation**

The Chair, SRC and Social Justice Coordinator presented the report and circulated feedback on Open Space dialogues at Synod 2019.

The SRC's purpose is to spread the church's message of social justice, hope and reconciliation to the wider community. The SRC has been operating for approximately ten years. The committee has prepared submissions to consultation papers, parliamentary committees at State and Commonwealth levels, undertaken research and partnered with others to undertake advocacy and community endeavours and engaged the church in key social justice campaigns.

The SRC has generally accomplished most of what it initially set out to do in its strategic vision. What the committee have begun to see more clearly in recent times is the intersection between advocacy issues and collaborative leadership and what this can offer the Diocese in reforming tradition and culture and contribute to parish health. A significant step was for ACSQ to create room for the Open Space Technology at Synod this year. This has generated interest in other dioceses and denominations across Australia. It has reinforced for SRC the potential we have in our diocese to be thought leaders and what this work could grow into and become.

### **Key focus area – new Anglican schools**

Mr Robert Nettleton presented the proposals on a P-12 school at Ripley and P-3 feeder school at Hope Island. Dr Paul Browning presented a proposal for a new St Paul's campus in the Samford Valley.

ASC identified the development of new schools as a strategic objective in 2016.

### **Key focus area – ministry education offerings for clergy and lay people that empower them to share their faith – Formed Faith projects**

Mr Jonathan Sargeant and Ms Fiona Hammond delivered the presentation on the 360 Project and St Francis College Short Courses.

Previously, modules were led by a handful of presenters. Now, modules in the 360 Project can be led by local experts, the priest or someone else with background knowledge and training in the field. Each module is accompanied by presenter's notes to assist the learning process.

The 360 Project features three streams:

*BIBLE360 workshops: featuring further exploration of scripture and scripture-related issues.*

*FAITH360 workshops: featuring exploration of faith/spirituality issues.*

*MISSION360 workshops: featuring exploration of issues to do with Anglicans being God's people in the world.*

SFC Short Courses are locally produced with videos featuring faith experts and discussion questions designed to be used by an individual or with a group.

The Short Courses are grouped in six themes and answers 27 questions.

Currently, there are two courses available:

1. What matters about Jesus (six episodes)
2. Being Anglican (five episodes)

### **Key focus area – parish health: mission planning**

The Executive Director – PMC delivered the presentation on the mission planning resources.

Mission planning involves exploring the church's strengths and opportunities in the wider community and the various challenges of the local context. It is also a way for a church to articulate a vision for the future and develop a realistic plan for how that vision might be fulfilled.

The guidebook has been developed to assist a parish with the process of discerning and articulating how their church will play a part in God's mission in the world. The guidebook can be used by parish councils, clergy and churchwardens.

The mission planning process in the guidebook involves five steps:

1. Prepare: What do we need to do to begin?
2. Explore: Where are we starting from?
3. Envision: What is God calling us to be and do?
4. Plan: What's the best way to get there?
5. Implement: What is the next thing we need to do?

Supplementary resources are also available to assist with each phase of the mission planning process.

## **Key focus area – ACSQ Visioning Day**

Diocesan Council agreed to set aside a day to have a facilitated discussion about the vision for ACSQ.

The main purposes of the visioning day are to:

- Obtain Diocesan Council's thoughts on the question of what success looks like in 5-10 years with a view to agreeing a vision for ACSQ;
- Discuss the values and behaviours that we want to engender within ACSQ to achieve that vision.

## **Key focus area – presentation on progress for renewal of the vision for Anglican schools**

The Rev'd Richard Browning delivered a presentation to Diocesan Council.

Workshops have commenced with the ASC members and schools on the redevelopment of the Vision Statement for Anglican Schools.

The ASC has identified that Education and Care Services (ECS) also need an updated vision and mission. This will be the next stage of the project in the redevelopment of the Vision Statement.

The ASC has approved the philosophy for the operation of the centres and policies are being reviewed and/or written to reflect the values of the church.

## **Key focus area – presentation on youth to young adults formation process**

Dr Stephen Harrison, the Rev'd Richard Browning, the Rev'd Jasmine Dow and Ms Erica Skerman delivered a presentation to Diocesan Council.

The youth to young adult project is a cross commission project involving ASC, MEC, PMC and potentially other partners. It has a key goal – to provide pathways for young people to enter adulthood engaged with the life of faith.

There are significant challenges and obstacles to effectively achieve this. Most churches struggle with the transition from upper high school to tertiary study or work. Young adults are one of the most absent groups in our church.

In order to address the issues, a model using multiple pathways involving transformational experiences has been developed.

There are three phases in the model:

1. A catchment phase involving pathways for school aged young people;
2. A liminal phase where young people transition out of the school space with a high risk of disconnection;
3. A post-school phase that seeks to deepen young adult experience of life, faith and vocation.

The youth to young adult project is a pathfinding project seeking to discover what the future looks like in the Anglican Church for young people and young adults.

The project has a commitment to mission in parish spaces, equipping young adults to learn about and engage in mission, exploring vocation and planting a seed of renewal for the church.

## Policy Issues

### ***Domestic & Family Violence Policy***

Diocesan Council approved the ACSQ Domestic & Family Violence Policy for application to Diocesan Operations staff only.

<https://anglicanchurchsq.org.au/wp-content/uploads/2019/05/ACSQ-Domestic-Family-Violence-Policy.pdf>

### ***ACSQ submission to Queensland Parliamentary Health, Communities, Disability Services, and Domestic & Family Violence Prevention Committee – Inquiry into Aged Care, End-Of-Life, Palliative Care and Voluntary Assisted Dying***

Diocesan Council approved the ACSQ submission to Queensland Parliamentary Health, Communities, Disability Services, and Domestic & Family Violence Prevention Committee – Inquiry into Aged Care, End-Of-Life, Palliative Care and Voluntary Assisted Dying.

<https://anglicanchurchsq.org.au/wp-content/uploads/2019/08/anglican-church-southern-queensland-queensland-parliamentary-health-committee-submission-final.pdf>

### ***Proposed Amendments to Policy – Mandatory Child Protection Training***

Diocesan Council adopted the proposed amendments to the Policy – Mandatory Child Protection Training.

<https://anglicanchurchsq.org.au/wp-content/uploads/2019/06/Policy-Mandatory-Child-Protection-Training.pdf>



### ***Privacy Policy***

Diocesan Council approved the updated Privacy Policy.

<https://anglicanchurchsq.org.au/privacy/>

### ***Principles for the Use of Names of Persons who Perpetrated, or Failed to Take Action in Relation to Child Sexual Abuse***

Diocesan Council adopted the proposed Policy – Principles for the Use of Names of Persons who Perpetrated or Failed to Take Action in Relation to Child Sexual Abuse, with effect from 4 November 2019.

<https://anglicanchurchsq.org.au/wp-content/uploads/2019/10/Principles-Use-of-Names.pdf>

### ***Training for Professional Standards Board & Professional Standards Committee Members***

Diocesan Council adopted the amendments to the Policy – Training for Professional Standards Board and Professional Standards Committee Members.

<https://anglicanchurchsq.org.au/wp-content/uploads/2017/09/Policy-%E2%80%93-Training-for-Professional-Standards-Board-and-Professional-Standards-Committee-Members.pdf>

### ***Legal Costs Policy***

Diocesan Council adopted the Policy – Legal Assistance for Respondents in a Professional Standards Process in place of the policy adopted in December 2010 with a revised legal costs upper limit of \$27k to account for inflation since 2010.

<https://anglicanchurchsq.org.au/wp-content/uploads/2020/01/Policy-Legal-Assistance-for-Respondents-in-a-Professional-Standards-Process.pdf>

### ***Exception to the Review of Past Settlements Policy***

The General Manager presented the report and informed Diocesan Council that he recently received a request for review on a full compensatory damages basis of a redress payment made in 2018 under the then interim redress policy.

There is no policy that applies to such a request. The Review of Past Settlements Policy does not allow for a full compensatory damage review of a redress payment under the Interim Redress Policy or under the National Redress Scheme.

Diocesan Council approved the principles set out in the paper being applied by the General Manager to allow exceptions to the Review of Past Settlements Policy.

## ***Review of Policy – Risk Management Strategy for Child and Youth Ministries in the Anglican Church Southern Queensland (CYRMS)***

The most recent review of the CYRMS has indicated amendments are required to update the policy for legislative changes. The policy has been subject to review on an ongoing basis since 2017.

The Safe Ministry to Children Canon commenced in September 2017 and includes several provisions that complement compliance with CYRMS requirements. These requirements include having a code of conduct for interacting with children, and matters such as screening at recruiting and training. The amended CYRMS clarifies that the Canon is a key policy document to assist ACSQ make a safe environment for children in its care.

Diocesan Council approved the proposed amended Policy Risk Management Strategy for Child and Youth Ministries in the Anglican Church Southern Queensland.

<https://anglicanchurchsq.org.au/wp-content/uploads/2020/02/2019-risk-management-strategy.pdf>

## **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 2019. Important matters included in those reports for consideration and action by Council included the following:

### ***Anglican Schools Commission***

#### ***Membership of Commissioners to the Anglican Schools Commission (ASC)***

Pursuant to the provisions of the Diocesan Governance Canon, Archbishop-in-Council approved the reappointments and confirmation of membership to the Anglican Schools Commission of:

- The Rt Rev'd Jeremy Greaves (reappointment)
- Mrs Suzanne Bain (reappointment)

Confirmation of continuing members:

- Dr Mark Sly
- Dr Judy Smeed
- Mrs Sue Larson

Diocesan Council appointed Mr Daniel O'Connor as a member of the Anglican Schools Commission under section 53(a)(iv) of the Diocesan Governance Canon.

## ***St Luke's Anglican School – Change of Vision and Mission Statements***

Diocesan Council approved the adoption of the new Vision and Mission Statements, as amended by ASC, for St Luke's Anglican School, Bundaberg.

### ***Future of FSAC Limited***

Diocesan Council noted the actions being taken with respect to FSAC Ltd and endorsed the ASC's exploration of the FSAC schools' ownership structure.

### ***Report on the 2018 Internal Student Protection School Audit of four Anglican Schools***

Between March and October 2018, St Luke's Anglican School, St Andrew's Anglican College, The Southport School and St Hilda's School were audited by external auditor, Ms Yvette Wright. There is encouraging improvement with fewer breaches being identified than the previous audit. The number of breaches is relatively low given the large numbers of employee/volunteers in the school. All breaches identified by the auditor were rectified by the schools.

Work is continuing with all schools regarding a proactive approach to student protection and continuous improvement. This includes support in regard to compliance with relevant legal, canonical and policy requirements, and focus on understanding and adopting contemporary best practices.

## ***Finance & Diocesan Services Commission***

### ***Membership***

Diocesan Council:

1. Noted the retirement of Mr Tony Weder, Ms Desiree Houston-Jones and the Rev'd Dan Talbot and thanked them for their service;
2. Noted the retirement from office under the provisions of the Diocesan Governance Canon of Commissioners, the Rev'd Peter Shayler-Webb and Emeritus Prof Christine Ryan and, in accordance with the Canon, re-appointed the Rev'd Peter Shayler-Webb and Emeritus Prof Christine Ryan for a further three-year term; and
3. Appointed Mr John Kotzur, Mr Julian Pearce, Ms Kerry Brinkley and the Rt Rev'd John Roundhill to the FDSC.

### ***FDSC Strategic Plan***

Diocesan Council approved the Finance & Diocesan Services Commission Horizon 2 Strategic Plan.

### ***Allocation of Proceeds of Sales***

#### **Sale of St Paul's Church, Tummaville – Parish of Millmerran**

Diocesan Council approved the allocation of proceeds of sale:

- a. Expenses to be deducted from proceeds of sale;
- b. Nil contribution to the Diocesan Going for Growth Fund and nil contribution to Diocesan Property (due to the anticipated low sale price);

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 Millmerran.

#### **Sale of St Peter's church property, Wyreema, Parish of Drayton**

Diocesan Council approved the distribution of proceeds of sale:

- a. \$8,705.04, being 5% of the proceeds, to offset Diocesan property operational costs;
- b. \$17,410.09, being 10% of the proceeds, to go to the Going for Growth fund;
- c. the balance of funds to be placed in an interest-bearing account, held by the Diocese until such time as a business case is presented to the Bishop for the Western Region for endorsement and subsequent use of funds.

#### **Sale of St Alban the Martyr, Auchenflower – Parish of Auchenflower-Milton**

Diocesan Council approved the distribution of proceeds of sale:

- a. 20% of the net sale proceeds be allocated to the Going for Growth Fund, and 5% to offset property management operations; and
- b. Pursuant to section 19(b) of the Diocesan Council Canon, and without limiting the application of the remainder of the funds to diocesan priorities, a further recommendation will be provided when a parish review is completed by the Archdeacon and the Parish.

#### **Sale of Parish of Kingaroy, St Paul's, Kumbia**

Diocesan Council approved the distribution of proceeds of sale:

- a. Nil contributions to the Going for Growth Fund;
- b. 3% contribution to Diocesan property operations;
- c. The balance to the proposed ramp construction project at St Michael's and All Angels Church, Kingaroy.

#### **Allocation of Sale Proceeds – Ekibin**

Diocesan Council approved the distribution of proceeds of sale:

- a. Payment of 5% of the sale proceeds to the Diocese to offset operational costs in relation to property management; and
- b. Remainder to be applied to the St Luke's redevelopment project which will include a new church hall and a childcare centre to support the ongoing mission objectives of the parish.

#### **Allocation of Sale Proceeds – Warwick**

Diocesan Council approved the allocation of the total net proceeds of sale funds of \$479,623.50 from the Killarney rectory, Yangan Church, Yangan Land and Freestone Church be applied for the purchase of an off-site rectory, and any surplus funds to be used towards the new administration building/office premises.

#### **Sale of Boonah-Harrisville – St Andrew's Church, Maroon**

Diocesan Council approved the distribution of proceeds of sale:

- a. Expenses relating to the sale are to be deducted from proceeds of sale;
- b. 5% contribution to Diocesan Property;
- c. Due to the anticipated low sale price, nil contribution to Diocesan Going for Growth;
- d. The remaining balance to be deposited into a nominated Parish Property bank account with the funds to be used for local maintenance and capital works projects within the Parish of Boonah-Harrisville which has three other churches.

#### **Parish of Beaudesert – Sale of vacant land at Veresdale**

Diocesan Council approved the distribution of proceeds of sale:

- a. Payment of 5% to offset operational costs in relation to property management;
- b. Payment of 20% to the Going for Growth Fund; and
- c. The remaining sales proceeds to be placed in an interest bearing account pending receipt of a business case from the Parish with Regional Bishop endorsement for the approval of FDSC and Diocesan Council.

#### **St John's Dalby – Proposed subdivision and disposal of newly created surplus allotment**

Diocesan Council approved the distribution of proceeds of sale:

- a. Expenses relating to the sale are to be deducted from proceeds of sale;
- b. 5% of the net sales proceeds be allocated to offset Diocesan property expenses;
- c. Repay the bridging loan used to purchase the rectory; and
- d. The remainder to be placed in an interest-bearing account until a submission endorsed by the Regional Bishop supporting a business case for the remaining proceeds of sale.

### **Sale of Rectory – Parish of Pittsworth**

Diocesan Council approved the distribution of proceeds of sale:

- a. Expenses related to the sale be deducted from the proceeds of sale;
- b. Nil contribution be made to the Going for Growth Fund;
- c. Nil contribution be made in relation to property operations; and
- d. The remaining balance be held by the Diocese in a nominated parish property bank account for the purchase of a fit purpose off-site rectory.

### **Sale of property at 48-54 Chelmer Street East, Chelmer – The Parish of Chelmer-Graceville**

Diocesan Council approved the distribution of proceeds of sale:

- a. Payment of 5% to the Diocese to offset operational costs in relation to property management; and
- b. The amount of contribution to Going for Growth be deferred until the strategic masterplan for St David's Church site has been fully developed and approved by the Regional Bishop.

### **Establishment of an Emergency Works Fund utilising the proceeds from the sale of St Peter's Church, Proston**

Diocesan Council approved proceeds of sale from the Proston property be used to establish an Emergency Works Fund.

### **Residential Unit Project – 35 Beaconsfield Street, Highgate Hill**

Diocesan Council noted the post project review of the project and approved the allocation of the remaining surplus to the Going for Growth Fund.

### **Land Lease – Part of St Andrew's 673 Lutwyche Road, Lutwyche, Lutwyche Parish**

Diocesan Council approved entering negotiations with Bernoth Properties to lease approximately 3,000m<sup>2</sup> of land suitable for use as a childcare centre for 51 years, on terms to be negotiated and brought back to the FDSC for approval.

### **Distribution of ANFIN's non-budgeted surplus**

Diocesan Council approved the distribution of the non-budgeted surplus as follows:

- a. \$200k to the Mission Alive Fund;
- b. \$200k to the Going for Growth Fund;
- c. \$200k to the Ordination Fund.

## **Records & Archives Regulation**

Diocesan Council noted the completion of the General Administrative Disposal and Retention Schedule and under section 73 of the Diocesan Governance Canon, made "Regulation – Records and Archives" in the form tabled at the meeting.

## **Relocation of interred ashes in the Memorial Garden, St Luke's Ekibin Parish**

Diocesan Council approved, in principle, the closure of the existing memorial garden under s.22 of the Cemeteries Canon and the establishment of a new re-located garden under s.7 of the Cemeteries Canon, provided that:

- a. The proposed consultation takes place with relatives and members of the parish;
- b. Any concerns or objections raised are considered and addressed by the parish board;
- c. The relocation is executed in the manner described in the correspondence from the parish; and
- d. The outcome of the proposed consultation process is reported back by the parish board to the Diocesan Council upon its completion for final approval.

## **Parishes Regulation Canon – Regulation IV Stipends**

Diocesan Council approved an indexation in the Minimum Rate of Stipend (MRS) by 2% as from 1 Jan 2020 as follows:

- a. The minimum rate of stipend for assistant clergy and stipendiary lay ministers shall be increased from \$59,611 per annum to \$60,803 per annum;
- b. The minimum rate of stipend for parish priests and associate priests shall be increased from \$67,062 per annum to \$68,403 per annum.

## **Loan to Surfers Paradise Anglican Crisis Centre**

Diocesan Council noted that when St John's Crisis Centre (SJCC) sought approval of Diocesan Council for funding in 2019, there was already a high risk that the loan might not be repaid. SJCC has no significant assets on its balance sheet and the ability to recover funds will be contingent on SJCC continuing to operate its services.

The impairment of the loan will have a negative impact of \$423k in the Diocese's 2019 financial statement. This will be offset in part in reserves by recognition of the value of building improvements.

Diocesan Council approved the write down of the loan subject to:

- the Surfers Paradise parish first being offered the opportunity to assume responsibility for the loan on the understanding that if it does not do so or if it does do so but cannot repay the loan, the Corporation will consider highest and best use of the land to recoup the loan;

- satisfactory negotiations with SJCC on the terms of a new License to Occupy for one year in the first instance.

## ***Parishes & Other Mission Agencies Commission***

### **Membership**

Diocesan Council reappointed the following lay members to the PMC:

- Dr John Murray (Northern Region)
- Ms Sandy Vigar (Western Region)

Diocesan Council appointed the following lay members to the PMC:

- Mrs Stephanie Cotroneo (Southern Region)
- Ms Jalane Lennon (Southern Region)
- Ms Tricia Rathie (Western Region)

### **Benefice Classifications**

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

- the Parish of Carindale be made a non-benefice classification for the time being;
- the Parish of North Pine retain its benefice classification.
- the Parish of Ithaca Ashgrove retain its benefice classification.
- the Parish of Noosa retain its benefice classification.
- the Parish of Bulimba retain its benefice classification.
- the Parish of Sunnybank retain its benefice classification.
- the Parish of Tamborine Mountain remain as a non-benefice classification.

### **Church Closures**

Council agreed to the closure of the following Churches:

- St John the Divine, Surat, Parish of Roma.
- St Andrew's Maroon, Parish of Boonah-Harrisville.
- St Aidan's, Clifton Hill, Parish of Ekibin.

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

- St George's Linville, Parish of Brisbane Valley.
- St Mark's Gooburrum, Parish of Bundaberg.



## **Parish Contributions**

In relation to parish contributions, Council approved the reduction in parish contribution for one parish for 2019.

## ***Community Services Commission***

### **Membership**

Diocesan Council approved the reappointment of:

- Mr Gary Brady
- The Rt Rev'd Cameron Venables

### **Social Responsibilities Committee New Member Appointment**

Diocesan Council Approved the appointment of the Rev'd Ray Clifton to the Social Responsibilities Committee.

### **Aged Care Royal Commission**

Diocesan Council approved the governance structure for responding to the Royal Commission into Aged Care Quality and Safety including the reporting and escalation process between Diocesan Council and the Community Services Commission.

### **The Village Manly – Approval of Development**

Diocesan Council approved the Village Manly development project including:

- Subject to resolution of the Sir Edwin Marsden Tooth bequest, approval to finalise negotiations with VRG to agree terms, substantially in line with section 4.2 of the business case:
  1. a development agreement;
  2. a marketing agreement;
  3. a village management agreement;
  4. an incentive agreement;
- Obtaining advice regarding an appropriate value for the land; and
- Approval of a debt ceiling balance no greater than 5% above the expected peak debt of \$31.017m or an amount of \$32.5m.

## **Ministry Education Commission**

### **Membership**

Diocesan Council approved the reappointment of the Rev'd Professor Rodney Wolff to the Ministry Education Commission.

### **Diocesan Council noted:**

- The tabling of the report: 'Building the St Francis Learner Journey';
- The launch of the Community of the Way, with an initial five members;
- The commencement of the Graduate Certificate in Professional Supervision, as a response to the Royal Commission;
- The development of a master plan for the site, adopted by the MEC board;
- The recovery of the ground floor of Old Bishopsbourne for College use;
- The beginning of Baroona Farm.

## **Bequests 2019**

Council noted the following bequests with grateful thanks:

**Estate of the late Howard Thomas Baker** – \$83,756.15 for the benefit of the Corporation of the Lesser Chapter of the Cathedral Church of Brisbane as follows:

*\$20,939.04 "as to one-quarter to the Corporation of the Lesser Chapter of the Cathedral Church of Brisbane to be applied towards the maintenance of the pipe organ at St John's Cathedral and for the promotion of organ recitals at St John's Cathedral; and*

*\$62,817.11 "as to three-quarters to the Corporation of the Cathedral Church of Brisbane to be applied towards the cost of the completion of St John's Cathedral, but in the event that the Cathedral has been completed or that the fund no longer exists for the maintenance and general purposes of St John's Cathedral".*

**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".*

**Estate of the late Elsie Anders** – \$41,690.90 *"for the general purposes of St Barnabas Church Red Hill; and \$41,690.90 for the Hall Fund of St Mark's Anglican Church, The Gap".*

**Estate of the late David Miller Willis** – \$210k *"for the general charitable purposes of Anglicare (now known as Anglicare Southern Queensland, the current trading name of the former St Lukes Nursing Service)".*

**Estate of the late Bernard Edwards** – \$20k *"for the general charitable purposes of Trinity Anglican Mission (Robina)".*

**Estate of the late Alistair William Goldin** – \$6,625.65 *“to be used specifically for the relief and assistance of the homeless”.*

**Estate of the late Eric George Benz** – \$10k *“for the general and charitable purposes of St Mark’s Anglican Church Warwick”.*

**Estate of the late Margaret Hughes** – \$5,610 *“for the benefit of the Parish of Chelmer-Graceville to contribute towards a musical instrument in the honour of your mother’s history as an organist in the parish”.*

**Estate of the late Alexander James Marchanton Lowe** – \$348.55 to be distributed as follows:

\$116.19 *“for the general charitable purposes of the Corporation of the Synod of the Diocese of Brisbane”;*

\$116.18 *“for the general charitable purposes of the Church Missionary Society (Australia & Overseas Work)”;* and

\$116.81 *“for the general charitable purposes of the Anglican Board of Mission Australia”.*

**Estate of the late Elizabeth Anne Woolnough** – \$25k *“for the general and charitable purposes of St John’s Anglican Church Hervey Bay”.*

**Estate of the late Shirley Fay Dacey** – \$163,570.83 *“for the general religious purposes of St Margaret’s at Rainbow Street, Sandgate in the State of Queensland”.*

**Estate of the late Gwen Lillias Clarkson** – \$1k *“for the general charitable purposes of the All Saints Anglican Church Redland Bay”.*

**Estate of the late Donald Cecil Winston England** – \$5k *“for the general charitable purposes of Anglicare Southern Queensland”.*

**Estate of the late John William Bishop** – \$5k *“for the use in the Crows Nest diocese”.*

**Estate of the late Marilyn Sharpe** – \$306,990.89 *“to be used for the general charitable and religious purposes of the parish of St Michael and All Angels, New Farm”.*

**Estate of the late Mary Baker** – \$10k *“for any future building projects in the District of Glasshouse Country within the parish of Caloundra-Glasshouse Country”.*

**Estate of the late Harry Lee** – \$500 *“for the benefit of Oakey Anglican Church”.*

**Estate of the late Avivion Margaret McNab** – \$1k *“for the use and benefit of St Augustine’s Church, Hamilton”.*

**Estate of the late David Miller Willis** – \$20k *“for the purposes of “St Bartholomews Youth Accommodation of Nathanael House, 130 Camelet Street, Mount Gravatt”.*

## Trusts

The following distributions were received from trusts:

### **Bancroft, L**

Foreign Missions	\$880.22
Home Mission Fund	\$780.22
St Francis College	\$780.22

### **CH Boden Trust**

St John's Cathedral – Building Fund	\$7,724.73
Parish of Redcliffe	\$7,710.07

### **Canon Ivor Church**

St Francis College	\$10,000.00
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### **EC Evans Trust**

St Luke's Nursing Service	\$3,093.03
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### **Richard Harper Ferris Trust**

Parish of Hamilton (St Augustines)	\$7,578.50
St Luke's Nursing Service	\$7,578.50

### **Natalie Gray Trust**

St Andrew's South Brisbane	\$12,526.46
St John's Cathedral	\$12,526.46

### **Florence May Harrison Trust**

St Matthew's, Holland Park	\$5,457.17
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### **Dorothy Frances Hooper Trust**

St Luke's Nursing Service	\$1,054.83
Mission & Service Fund (Anglicare)	\$1,054.83

### **Marguerite Hester Hyland Memorial Trust**

St Luke's Nursing Service	\$0.00
The Holy Spirit Church, Kenmore	\$0.00

### **Dr David Clements Jackson Trust**

Completion and maintenance of St John's Cathedral	\$246,513.04
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### **Thelma Noble Trust**

All Saints Wickham Terrace	\$994.00
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### **John O'Rourke Trust**

Trinity Pantry, Fortitude Valley	\$14,670.74
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<b>Penberthy Trust</b>	
St Luke's Nursing Service	\$0.00
<b>Ethel May Scott Trust</b>	
St Luke's Nursing Service	\$0.00
<b>Nancy Service Trust</b>	
Tuffnell Welfare Service	\$0.00
<b>Lizzie Stokes Trust</b>	
Tuffnell Home	\$1,574.18
ABM	\$1,574.15
Relief and treatment of the homeless, drug users, people suffering from HIV/AIDS and Aboriginal people of Australia	\$1,574.18
<b>James Taylor Trust</b>	
The Glennie School	\$17,532.73
Toowoomba Anglican School	\$17,532.74
<b>Doris L Waraker Trust</b>	
St Luke's Nursing Service	\$4,545.33
<b>Olive Nancy White Trust</b>	
St Luke's Nursing Service	\$0.00
Anglican Foundation for Disabled and Aged Persons	\$0.00
<b>F&amp;L Wilkinson</b>	
Diocese of Papua New Guinea	\$3,085.28

# Diocesan Audit & 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 2019 to 31 December 2019.

## 2. Introduction

The committee's membership as at 31 December 2019 was as follows:

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

There were no changes to the committee in 2019.

An update to the DARC Charter was approved in December 2018, to make it mandatory that the DARC membership include at least one member of the clergy.

DARC updated its processes and procedures during the period to include a prayer and an Acknowledgement of Country at the beginning of every meeting. This commenced at the December 2019 meeting.

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

2019 was the second full year of the implementation of the recommendations of the Governance and Shared Services review. Following this review, management recommended the establishment of a decentralised risk and compliance model under which Community Services Commission (CSC), Finance and Diocesan Services Commission (FDSC) and Anglican Schools Commission (ASC) established their own risk and compliance functions, with FDSC also taking responsibility for overseeing the risk

and compliance functions within the Ministry Education Commission (MEC) and the Parishes and Other Mission Agencies Commission (PMC).

DARC maintained its oversight role across the commissions of the Diocese within this decentralised model, with CSC, FDSC, ASC and the General Manager's Office reporting to DARC every six months in relation to risk and compliance activities.

DARC has agreed a reporting template with the commissions that requires the reporting to DARC in relation to the following matters:

- Internal and external audit matters;
- Financial reporting;
- Risk management;
- Compliance; and
- Governance.

Highlights of reports received during the period were as follows:

- There have been changes to the federal government school funding model, with the impact on Diocesan schools reported through to DARC by ASC.
- ASC commenced a review of the schools system risk management framework with reporting on this review due in June 2020.
- The ED of CSC reported to DARC in relation to the Aged Care Royal Commission.
- CSC reported that the scope of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with a Disability had wider implications for the Diocese than just the operations of Anglicare.
- The General Manager updated DARC in relation to claims involving historical child abuse, including ACSQ's participation in the National Redress Scheme and delays in processing claims by the scheme operator.
- The General Manager reported on proposed changes to Queensland legislation designed to require reporting of child sexual abuse, including abuse disclosed in confessions. ACSQ has already adopted the General Synod legislation that, in effect, permits disclosure in order to comply with such laws.
- DARC received an extensive report from St John's College UQ in relation to its risk management, compliance and governance activities.

DARC acknowledges that the 2019 Commission reporting highlighted no major concerns for DARC.

In 2020, both PMC and MEC will commence direct reporting to DARC.

## 4. Audit Oversight Role

### *External Audit*

The 2018 ACSQ financial report and external audit report were presented to the committee at DARC's March 2019 meeting. This was the last of the external audits to be performed by Deloitte before they are replaced as the external auditors of ACSQ by EY.

The focus areas of the audit were as follows:

- the valuation of land and buildings;
- the revenue recognition of the Diocese;
- recoverability of loans;
- contingent liabilities;
- the possibility for management overriding controls;
- payroll management;
- the liquidity of ACSQ; and
- the correcting of prior period errors.

The 2018 audit did not find any uncorrected misstatements that either individually or in aggregate could have a material effect on the financial report for the year ended 31 December 2018. Deloitte were therefore in a position to sign an unmodified audit opinion. DARC met with the new external auditors EY, at the June 2019 DARC meeting. EY are responsible for the external audits of the Diocese from 2019 for three years.

In October 2019, the CSC external audit report and annual report for the year ended 30 June 2019 were presented to DARC, again with an unqualified audit opinion.

### *Internal Audit*

Under the updated risk and compliance framework, the initial responsibility for the oversight of the implementation of internal audit recommendations sits with the commissions.

Commissions have been reporting the results of internal audit through to DARC. This reporting has not indicated any concerns for the committee in relation to commissions addressing issues arising from internal audits.

DARC acknowledges the work undertaken by CSC in the closing of audit recommendations, some stretching back to 2017. It was noted that very few remain unimplemented as of their report to the August 2019 committee meeting.

*Mr David Sneesby,*  
*Chair*



# Cathedral Chapter

## 2019 Pastoral Report

*In our age,  
we need more than almost anything else  
to restore the political dimensions of mystical vision  
and the visionary dimensions of political action...  
The vision of God and the identification of oppression  
[go] together.  
Out of the sense of divine holiness and justice  
[come] a sense of the viciousness of injustice and sin.  
Knowledge of God [leads] to a deeper knowledge of human  
realities.*

**Kenneth Leech, True God**

In early 2019, the Cathedral Council and Chapter took up a Finance Committee suggestion that we enunciate our 'values' to ensure that our use of money, and the way we raise money, might be consistent with the values we hold.

The process involved the use of Talking Circles<sup>1</sup> which addressed two questions:

- What are the values that attract me to the Cathedral?
- What are the values to which I would like the Cathedral community to aspire?

The answers to the two questions were captured as the two 'word clouds' that are appended to this report. (See page 51)

It is noted that many of the 'values' recorded in the word clouds are not strictly values. However, we agreed that the words captured a story about the life and passions of the Cathedral community.

For the remainder of 2019, the Council and Chapter used Talking Circles at the commencement of each meeting to consider one of the 'values'; selecting month-about

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<sup>1</sup> [https://www.learnalberta.ca/content/aswt/talkingtogether/facilitated\\_talking\\_circle\\_fact\\_sheet.html](https://www.learnalberta.ca/content/aswt/talkingtogether/facilitated_talking_circle_fact_sheet.html)

a value from each of the two lists. During these Talking Circles participants were invited to engage with two statements:

- I celebrate this 'value'/this 'value' is meaningful for me because...
- I/we could promote/enhance this 'value' by...

As result of the process, we believe that the Council, Chapter and Finance Committee have developed a clearer understanding of what we stand for and the ministry we wish to enact. It has also given the clergy team and the Cathedral staff a clearer sense of purpose and greater confidence.

*The history of the Christian movement is nothing if not the history of Christians struggling to be faithful to God's Spirit as that Spirit is made manifest in new and surprising ways in new and surprising contexts.*

### **Stephen B. Bevans, *Constants in Context: A Theology of Mission for Today***

One of the strengths of the Anglican tradition is our capacity to engage in what might be referred to as 'Pastoral Theology'. I really wanted to use the term contextual, but the term 'Contextual Theology' has become embroiled in complexity. My point is that Anglican theology, at its best, can be shaped by the lived experience of people, that some of our best writing comes from people who live and work in active ministry situations, and that we have the capacity to be open to the idea that God might be doing something new that we need to learn about and attend to.

So, the Anglican Church in Australia discovered a way to enable people who have been through a divorce to celebrate the new life, love and commitment they find in a subsequent relationship while, at the same time, upholding the importance of marriage. We have also found ourselves blessed by the ministry of ordained women; a move that saw us go against more than 1,500 years of tradition. We also note that it is likely that by ordaining women we were recapturing an earlier tradition that celebrated female leadership; an innovation of the early church that was to fall foul of the ways of the world.

Pastoral theology, which is based on the premise that the incarnation invites us to recognise that our lived lives matter, has allowed us to develop a myriad of responses to local need, has encouraged innovation, and allowed communities of faith to be present to, and a transforming presence, in their communities. Each year our community Visioning Day gives us to the opportunity to do some of this work.

In 2019, our Visioning Day centred around the question, *How do we live into being one community with many parts?* This saw us express a desire to be more sensitive towards and more engaged with Aboriginal and Torres Strait people, to work on ways to enhance our hospitality, to invite people to appreciate and become more involved in weekday worship, particularly morning and evening prayer, and gave us a determined focus to increase regular financial giving.

The use of Open Space<sup>2</sup> for our Visioning Day and the regular use of Talking Circles has enabled us to develop a more collaborative and adaptive way of operating at the Cathedral.

Open Space brought similar blessings to the life of the wider Diocese when it was used during the Diocesan Synod in October 2019. It will also be used during the meeting of the General Synod in 2020, and we pray that it will help the Australian Church navigate some of the tensions that are inhibiting our mission at the present time.

*Blessed are you, Lord God of all creation. Through your goodness we have this person to offer, which the womb of woman has given, and human hands have influence, shaped, and damage. It will become the body of Christ.*

**Kenneth Leech, True Prayer**

Another expression of our ministry being shaped by our context is our ministry with the homeless. Given that we are located in the CBD, we find ourselves in an area that has many homeless people. By engaging with, rather than ignoring or repelling them, we discovered that there is a constant need for blankets. The bulkiness of bedding makes it very difficult to carry around, and there are very few storage services available to those who sleep rough. We therefore provide blankets and towels each evening and then gather and store those left on site during the day. We also regularly launder blankets and towels.

When we first began this ministry, we often had to buy blankets, and were fortunate enough to receive some gifts of money that allowed this. We find now that the level of ownership and support offered by the Cathedral community, as well as by people in the wider community means that we usually have sufficient donations to meet the need.

As we have engaged more deeply in this ministry, we have found that one of the needs we are meeting is the provision of a safe place, particularly for women, to sleep.

Providing a safe place for rough sleepers is a challenging ministry which requires much more than providing a venue and blankets. Those of us who live on site are sometimes required to intervene to ensure that our site rules are adhered to and occasionally the police have to become involved.

Our engagement in this ministry has brought a number of things to our attention. Firstly, we are reminded of the extended nature of our community. Those who sleep rough need a place to pray and light candles, and a place that provides some sense of home for them. They tell us that because we say hello and ask them how they are, know their names and

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<sup>2</sup> <https://openspaceworld.org/wp2/what-is/>

something of their story, that they see us as some of the only people (other than the police) who actually 'see' them. Secondly, our interaction with the rough sleepers is compelling us to be advocates for the transformation of the policies and societal attitudes that keep people homeless. A number of jurisdictions in the world have managed to all but eliminate homelessness. It only exists in Australia because our nation chooses to let it exist, and because we adopt policy settings that bring it about.

*The proclamation that God was in Christ reconciling the world to himself, the vision of a transformed society – the Kingdom of God - and the commitment to work with the incarnate, crucified and risen Christ to achieve it, through the power of the Spirit and nourished by word and Eucharist, is the Gospel.*

*There is no other.*

**Kenneth Leech, *The Sky is Red***

I am proud of the way that the Cathedral community continues to strive to live the new life of the Commonwealth of God; to enact and proclaim the gospel through the life of the community. The word clouds show that values such as inclusion and acceptance are highly prized. The word clouds also demonstrate that we think we can do more to promote and live into those values. People matter. And we want them to matter more. The way the community engages with real life issues reflects this. So, we often find ourselves in conversation about how we might do more to overcome the destructive effects of misogyny and sexism, and how we might do more to unmask and address the way the language we use in worship serves to oppress. Further, against the backdrop of the increasing hostility towards LGBTIQ+ people in some parts of the church, and the negative effects of the proposed, poorly conceived, Freedom of Religion Bill, the Cathedral community continues its advocacy and the practice of offering a genuine welcome. Our involvement in the Pride Festival has become all the more important in the current context. The edition of *The Eagle* which focused on the lived experience of LGBTIQ+ Christians has been heralded as a useful and positive contribution.

A growing edge for us is how we engage better with the Aboriginal and Torres Strait peoples. We have a number of initiatives under way to help us explore this territory.

*I want creation to penetrate you with so much admiration that wherever you go, the least plant may bring you the clear remembrance of the Creator ....*

*One blade of grass or one speck of dust is enough to occupy your entire mind in beholding the art with which it has been made.*

**St. Basil the Great (329-379), Hexameron, Homily V**

Over the past few years, we have developed a sense of being called to be stronger advocates for the people and creatures that inhabit this planet; to honour more deeply

the Fifth Mark of Mission of the Anglican Church.<sup>3</sup> In part, this is because we have come to see that faith communities are uniquely placed to offer the spiritual resources that are going to be required if humanity is to find a way to deal with Overshoot<sup>4</sup> and the climate crisis. In part this intensification of our interest in dealing with the climate crisis grew out of refugee work and advocacy. We have become increasingly aware that the number of dislocated people will increase dramatically as the effects of a changing and less stable climate begin to bite more deeply. It is widely accepted that the Syrian civil war is the first climate change induced war; providing us with a foretaste of what is to come

2019 saw us commission two climate advocates. The Rev'd Graham Warren acts in this a capacity as a volunteer, while Gill King has been employed three days per week, fully funded by a grant from The Sunrise Project. We look forward to seeing how their work across the churches and more broadly through ARRCC (Australian Religious Response to Climate Change) will bear the gifts of the gospel.

The final edition of *The Eagle* for 2019 was dedicated to exploring the climate crisis from a faith perspective. Our observance of The Season of Creation in September each year provides the opportunity for us to reflect on how we might respond. We have begun work on developing a sustainability framework for the Cathedral.

*The world has been created for everyone's use,  
but you few rich are trying to keep it for yourselves.  
For not merely the possession of the earth,  
but the very sky, the air, and the sea are claimed for the use of the rich few...  
The earth belongs to all, not just to the rich.*

**St. Ambrose of Milan (340-397), *De Nabuthe* 3**

As I was writing this report, I was also preparing to give a talk about Kenneth Leech for Theology on Tap, Brisbane<sup>5</sup>. As a result, Leech's work features heavily in the quotes that focus this report.

I was introduced to the work of Kenneth Leech, in particular his book, *The Social God*, when I was in my first year at theological college. At the time, I had been trying to work out how the faith and the passion for justice I had inherited from my family intersected. It was Kenneth Leech who helped me see the need for a coherent stream that flows from a theology of God, through the life of prayer and worship to the outpouring of transformative action that manifests as the pursuit of justice.

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<sup>3</sup> <http://www.anglicancommunion.org/mission/marks-of-mission.asp>

<sup>4</sup> <https://www.overshootday.org/>

<sup>5</sup> <https://theologyontapbrisbane.wordpress.com/>

*So, there is a movement from the soul to God, from God to the soul, and from the soul to society and the world. The contemplative life can never be one of self-indulgent absorption, even of a purely personal absorption in and enjoyment of God. Rather there must be an active expression of the inward union and love in relation to the world.*

**Kenneth Leech, *Soul Friend***

It seems to me that there are many involved in the life of the Cathedral community who embody this synthesis. The Eucharist is the heartbeat of our life. Our worship is beautifully enhanced by music that directs us to the transcendent mystery that wishes to transform us. The increasing interest in meditation is also testament to the desire that many have to be deeply grounded in the Source of All Being. The work of our intercessors reveals a deep sensitivity to the world situation and the call that is placed on us to be co-creators of the Commonwealth of God.

*Eucharist is certainly about how the Holy Spirit transforms mere bread and wine into the very presence of Christ, but it is also how the Holy Spirit overflows these gifts, transforming us into the life giving sacrament for the world. In this great prayer, we who receive God's life-giving gift are converted into God's gift to the world. We who receive the eucharist are changed ourselves into the sign of God's life and love to the world. The healing grace of the eucharist demands that we feed the world. Our reception of the sacrament commits us to be bread broken and wine poured out for the world.*

***A Eucharist Sourcebook***

My sense is that people who are seeking to live the synthesis of theology, prayer, worship and transformative action are going to be critical players as we move through the next phase of the life of our civilisation. We are facing a multi-faceted set of complex crises. Democracy is struggling in many places, the planet is being degraded, the climate is changing faster than predicted, the gap between rich and poor is increasing, as is the instability that invariably follows.

There are those who think that the system is so broken that it needs to be overthrown. This could lead to an anarchic uprising. Such reactions invariably lead to untold suffering and uncertain outcomes. My hope and prayer is that those who follow the non-violent Christ will be able to be of sufficient influence that the new way of living will be crafted through the transformation of hearts, through peace-making, dialogue across broken lines, and through the awakening of our spiritual connection to all that is. To play this role we will need to stay deeply connected to the divine and invite others to do the same.

Among the tools that we have at our disposal as we seek to live into our call are the various offerings we provide for people to study and to explore and engage their

spirituality, our podcast series, *On The Way*<sup>6</sup>, and our catechumenal-focused formation program that allows people to discern their ministry as they develop as disciples of Jesus and followers of The Way.

*The Kingdom is otherworldly only in the sense that its origin and values lie in the divine order, and because of this its earthly appearance is marked by struggle*

**Kenneth Leech, *True God***



Altarpiece for the Blessed Sacrament Chapel

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<sup>6</sup> <https://podcasts.apple.com/au/podcast/on-the-way-podcast/id1228962749>

A highlight of our life in 2019 was the Celebration of the 10<sup>th</sup> anniversary of the Consecration of the Cathedral. The series of events was attended by a good cross section of the church and wider community. The weekend also provided us with the opportunity to reconnect with people who hold important parts of the Cathedral story in the years leading up to the consecration.

The program for the celebration weekend was:

**St John's Cathedral**  
**10<sup>th</sup> Anniversary of Consecration**  
**Festival Weekend 25-27 October 2019**



**Friday 25 October**

**9pm** Nocturnes and Service of Compline – Cathedral Girls' Choir

**Sunday 27 October**

**7.30am** Holy Eucharist followed by celebratory morning tea

Preacher: Bishop John Parkes

**9.30am** Choral Eucharist followed by Community BBQ.

Preacher: Bishop John Parkes

**11.30am** Brass concert

**3pm** Gathering

**3.20pm** Introduction and welcome by the Dean

Slideshow of the last 10 years' at St John's

**4pm** Afternoon tea

**5pm** Consecration concert with students from the UQ School of Music

**6pm** Choral Evensong

Preacher: The Archbishop

**7pm** Wine and cheese with the official launch by the Governor of the

fully-revised and expanded (utterly gorgeous!) 2<sup>nd</sup> edition of

*St John's Cathedral: THE WINDOWS*



One of the privileges that comes with being based at the Cathedral is the opportunity to be engaged with the wider church and wider community at many levels. It was our privilege to host many events in the Cathedral and to be invited to a large number of community events. A number of these provided the opportunity to speak and to be in dialogue with a cross section of society.

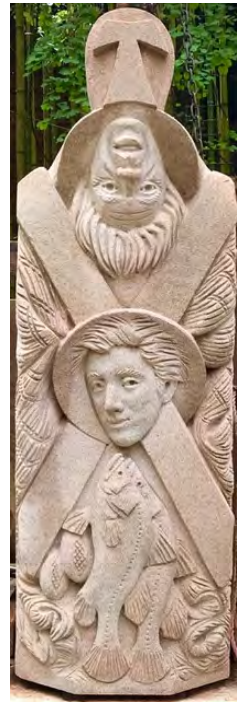
It is worth recording that there were a number of significant additions to the fabric of the Cathedral in 2019. These include the finalisation of the West End Statue project by Dr Rhyl Hinwood (see images below) and the dedication of the altarpiece for the Blessed Sacrament Chapel (see page 47) which had been crafted by Jack Barnes.



Jude & Simon



James the Just & Bartholomew



Phillip & Andrew

*All our prayer, all our worship, is within the struggle of the suffering lamb of God, faced with the destructive forces of the old world. We pray with our vision of the coming kingdom of justice, and love, and peace before us.*

**Kenneth Leech, *True Prayer***

All of the above has been enabled by the presence of a healthy and engaged community of faith. The annual dashboard points to numerical health in addition to the other signs of health recorded in this report.

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 2019: former Deans, Ian George, David Thomas and Arthur Grimshaw; and Angelo Mancini, Sam Mellick, Joe Johnston and Janet Lawrence. May light perpetual shine upon them.

We also give thanks for the Cathedral staff, the wardens, Cathedral Council 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 Jan Reid, who was a member of staff for over 25 years and retired in December 2019. We are grateful for the ministry of the Rev'd Bronwyn Pagram who left us in June to be Priest in Charge at Goodna and the Rev'd Danni Clarke who moved in December to take up the role as curate at Bundaberg. It was a delight to welcome to the Cathedral team the Rev'd Canon Julia Van Den Bos, the Rev'd Kate Ross and Ann-Marie Edwards as Shop Manager.

Finally, a personal note of thanks. It is a great privilege to 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.

*If you love truth, be a lover of silence.  
Silence, like the sunlight, will illuminate you in God, and will unite you to God.  
Love silence: it brings you a fruit that tongue cannot describe.  
In the beginning we have to force ourselves to be silent.  
But then there is born something that draws us to silence.  
May God give you an expression of this "something" that is born of silence.  
After a while, a certain sweetness is born in the heart,  
and you are drawn almost by force to remain in silence.*

**Kenneth Leech, True Prayer**

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

People report that they are drawn to St John's because we hold the following 'values' to be important:



We have identified that we would like to enhance the following 'values':



**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 2019**

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

**FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

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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 2019, 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 2019 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](http://www.auasb.gov.au/auditors_files/ar3.pdf)

This description forms part of our **auditor's report.**

BDO Audit Pty Ltd



R M Swaby  
Director

Brisbane, **24** March 2020

**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 2019, 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 2019; and
- (b) the attached Income and Expenditure Statement presents fairly the results of the operations for the year ended 31 December 2019; 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 2019; and
- (d) the attached Cash Flow Statement presents fairly the cash flows of the identified funds for the year ended 31 December 2019.

The Lesser Chapter has, in respect of the financial year ended 31 December 2019:

- (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: 24-3-2020  
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 2019**

	Notes	2019 \$	2018 \$
<b>OPERATING INCOME</b>			
Bequest Income, Gifts & Donations		355,991	376,842
Offerings		225,475	238,449
Rental and Parking Income	4	758,382	750,140
Use of Cathedral		250,657	269,150
Interest Income		3,339	6,178
Royalty Income		-	-
Ministerial Services Income		1,849	9,436
Grants – Synod		69,672	68,460
Grants from Other Sources		44,049	35,120
Cathedral Tours Revenue		948	366
Sales and Commission – Shop		54,036	63,430
Other Income		3,716	11,164
		1,768,114	1,828,735
<b>OPERATING EXPENDITURE</b>			
Staffing Costs	5	(811,154)	(779,019)
Ministry & Worship Expenses	5	(152,794)	(172,028)
Giving	5	(34,837)	(37,702)
Occupation Expenses	5	(497,379)	(533,374)
Administration & Other Expenses	5	(415,122)	(406,238)
		(1,911,286)	(1,928,361)
<b>NET OPERATING SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>3</b>	<b>(143,172)</b>	<b>(99,626)</b>
<b>TOTAL SURPLUS/(DEFICIT) FOR THE YEAR</b>		<b>(143,172)</b>	<b>(99,626)</b>

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 2019**

	Notes	2019 \$	2018 \$
<b>ASSETS</b>			
Current Assets			
Cash and Cash Equivalents	6	327,827	361,364
Trade and Other Receivables	7	206,795	429,092
Inventory		48,821	31,747
Deposits and Payments in Advance		320,785	10,512
		<u>904,228</u>	<u>832,715</u>
Non-Current Assets			
Property, Plant and Equipment	8	249,710,637	249,868,666
Investment and Loans	9	30,000	30,000
Other Receivables	7	155,825	80,388
		<u>249,896,462</u>	<u>249,979,054</u>
<b>TOTAL ASSETS</b>		<b>250,800,690</b>	<b>250,811,769</b>
<b>LIABILITIES</b>			
Current Liabilities			
Trade and Other Payables	10	496,329	128,329
Revenue in Advance	11	578,588	686,364
Staff Leave Provisions		153,976	155,972
Interest Bearing Borrowings	12	139,743	134,021
		<u>1,368,636</u>	<u>1,104,686</u>
Non-Current Liabilities			
Other Payables	10	70,000	60,000
Revenue in Advance	11	1,374,459	1,885,092
Interest Bearing Borrowings	12	829,832	880,771
		<u>2,274,291</u>	<u>2,825,863</u>
Capital Funds			
General & Ministry Funds	14	2,289,982	2,380,900
		<u>2,289,982</u>	<u>2,380,900</u>
<b>TOTAL LIABILITIES</b>		<b>5,932,909</b>	<b>6,311,449</b>
<b>NET ASSETS</b>		<b>244,867,781</b>	<b>244,500,320</b>
<b>ACCUMULATED FUNDS &amp; RESERVES</b>			
Revaluation Reserve		240,692,424	240,692,424
Capital Reserve	19	8,059,717	7,549,084
Accumulated Deficit		<u>(3,884,360)</u>	<u>(3,741,188)</u>
<b>TOTAL ACCUMULATED FUNDS &amp; RESERVES</b>		<b>244,867,781</b>	<b>244,500,320</b>

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 2019**

	Notes	Revaluation Reserve \$	Capital Reserve \$	Accumulated Surplus/ (Deficit) \$	<b>TOTAL</b> \$
<b>Balance at 1 January 2018</b>		<b>240,692,424</b>	<b>7,038,451</b>	<b>(3,641,562)</b>	<b>244,089,313</b>
NPD Rent in Advance Allocation	19	-	510,633	-	<b>510,633</b>
Net Surplus/(Deficit) for the Year		-	-	(99,626)	<b>(99,626)</b>
<b>Balance at 31 December 2018</b>		<b>240,692,424</b>	<b>7,549,084</b>	<b>(3,741,188)</b>	<b>244,500,320</b>
NPD Rent in Advance Allocation	19	-	510,633	-	<b>510,633</b>
Net Surplus/(Deficit) for the Year		-	-	(143,172)	<b>(143,172)</b>
<b>Balance at 31 December 2019</b>		<b>240,692,424</b>	<b>8,059,717</b>	<b>(3,884,360)</b>	<b>244,867,781</b>

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 2019**

	Notes	2019 \$	2018 \$
<b>Cash Flows from Operating Activities</b>			
Cash Payments to Employees, Suppliers and Others		1,879,296	1,783,504
Cash Used by Operations		(1,640,489)	(2,101,183)
Cash Used by Operations		238,807	(317,679)
Interest Received		2,215	4,132
Interest Paid		(38,860)	(47,197)
Net Cash from Operating Activities	6	202,162	(360,744)
<b>Cash Flows from Investing and Construction Activities</b>			
Net Investment in Plant and Equipment		(25,251)	(10,094)
Third Party Donations and Receipts to Finance Construction Activities		2,102	253,575
Construction Costs: Cathedral Completion		(75,877)	(133,275)
Proceeds on Sale of Property, Plant and Equipment		-	-
Net Cash Inflow (Used in)/from Investing and Construction Activities		(99,026)	110,206
<b>Cash flows from Financing Activities</b>			
Increase/(Decrease) in General & Ministry Funds		(91,456)	43,906
Proceeds from Borrowings		50,000	-
Payment of Capital Element of Interest Bearing Loan		(95,217)	(86,825)
Net Cash Inflow (Used in)/from Financing Activities		(136,673)	(42,919)
<b>Net Increase/(Decrease) in Cash and Cash Equivalents</b>		<b>(33,537)</b>	<b>(293,457)</b>
Cash and Cash Equivalents at beginning of the year		361,364	654,821
<b>Cash and Cash Equivalents at end of the year</b>	6	<b>327,827</b>	<b>361,364</b>
<b>Consisting of:</b>			
Cash and Cash Equivalents - Operating Funds		(1,962,155)	(2,019,536)
Cash and Cash Equivalents – General & Ministry Funds	14	2,289,982	2,380,900
Cash and Cash Equivalents in Funds as per Balance Sheet	6	327,827	361,364
Bank Overdraft	13	-	-
<b>Total Cash and Cash Equivalents</b>	6	<b>327,827</b>	<b>361,364</b>

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 2019**

**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 2019 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 2019**

**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 2019 is \$153,976 (2018: \$155,972 )

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 2019 was 28, including 4 full-time employees with an additional part-time contractor. (2018: 24 employees, 4 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 2019**

**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 2019**

**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 2019 is \$1,885,092 (2018: \$2,395,725).

**(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 2019**

	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
<b>NOTE 3: CHAPTER OPERATING INCOME &amp; EXPENDITURE OVERVIEW</b>		
Cathedral Operations		
Dean's Office		
Income	585,535	647,934
Expenses	(986,932)	(953,892)
Surplus/(Deficit)	(401,397)	(305,958)
Premises		
Income	697,965	690,127
Expenses	(183,006)	(190,708)
Surplus/(Deficit)	514,959	499,419
Ministry Of Hospitality		
Income	23,325	25,542
Expenses	(29,758)	(26,424)
Surplus/(Deficit)	(6,433)	(882)
Shop		
Income	54,051	63,285
Expenses	(59,618)	(62,738)
Surplus/(Deficit)	(5,567)	547
External Uses		
Income	91,930	107,584
Expenses	(2,741)	(3,714)
Surplus/(Deficit)	89,189	103,870
 Total Cathedral Operations		
Income	1,452,806	1,534,472
Expenses	(1,262,055)	(1,237,476)
Surplus/(Deficit)	190,751	296,996
 Music		
Income	32,561	38,480
Expenses	(250,068)	(261,405)
Surplus/(Deficit)	(217,507)	(222,925)
 Cathedral Maintenance		
Income	282,747	255,783
Expenses	(399,163)	(429,480)
Surplus/(Deficit)	(116,416)	(173,697)
 TOTAL CHAPTER		
Operating Income	1,768,114	1,828,735
Operating Expenses	(1,911,286)	(1,928,361)
<b>NET OPERATING SURPLUS/(DEFICIT)</b>	<b>(143,172)</b>	<b>(99,626)</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

	Notes	2019 \$	2018 \$
<b>NOTE 4: RENTAL &amp; PARKING INCOME</b>			
Gross Rental & Parking Income		1,010,585	997,885
Rental Discount – Diocese Offices		(252,203)	(247,745)
<b>TOTAL RENTAL &amp; PARKING INCOME</b>		<b>758,382</b>	<b>750,140</b>
<b>NOTE 5: OPERATING EXPENDITURE</b>			
Staffing Costs			
Ministry		329,780	317,382
Music		122,524	130,794
Administration, Vergers and Operations		358,850	330,843
		<u>811,154</u>	<u>779,019</u>
Ministry & Worship Expenses			
ACGS Scholarship		59,728	49,180
Other Ministry & Worship Expenses		93,066	122,848
		<u>152,794</u>	<u>172,028</u>
Giving			
Parish Contribution to the Diocese		34,310	33,310
Other Diocese Levies & Giving		527	4,392
		<u>34,837</u>	<u>37,702</u>
Occupation Expenses			
Electricity & Gas		16,718	18,499
Insurance - Property		273,598	278,995
Repairs & Maintenance		85,981	116,459
Other Occupation Expenses		121,082	119,421
		<u>497,379</u>	<u>533,374</u>
Administration & Other Expenses			
Audit Fees		13,000	13,000
Consulting Fees		6,175	5,288
Depreciation	8	183,280	179,124
IT Expenses		23,496	20,075
Hire office equipment		13,866	12,740
Stationery and Postage		27,612	23,017
Telephone/Internet		11,734	12,046
Interest Paid		38,860	47,197
Marketing Expenses		20,233	22,626
Cost of Sales - Shop		30,368	29,624
Other Expenses		46,498	41,501
		<u>415,122</u>	<u>406,238</u>
<b>TOTAL OPERATING EXPENDITURE</b>		<b>1,911,286</b>	<b>1,928,361</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

	Notes	2019 \$	2018 \$
<b>NOTE 6: CASH &amp; CASH EQUIVALENTS</b>			
Operating Funds		(1,962,155)	(2,019,536)
General & Ministry Funds	14	2,289,982	2,380,900
<b>TOTAL CASH &amp; CASH EQUIVALENTS IN FUNDS</b>		327,827	361,364
Bank Overdraft	12	-	-
<b>TOTAL CASH &amp; CASH EQUIVALENTS</b>		<b>327,827</b>	<b>361,364</b>
 <b>Reconciliation of Net Cash Provided by Operating Activities to Net Surplus/(Deficit)</b>			
Net Surplus/(Deficit)		(143,172)	(99,626)
Non-Cash Flows in Operating Deficit:			
Depreciation		183,280	179,124
(Gain) on Sale of Property, Plant and Equipment		-	-
Interest Forgone – Cathedral Completion		(1,662)	(3,075)
Financing Activities Interest Income		538	1,029
Changes in Provisions:			
Employee Benefits		(1,996)	6,523
Changes in Assets and Liabilities:			
Decrease/(Increase) in Trade Debtors		222,297	(174,119)
Decrease/(Increase) in Prepayments		(310,273)	(739)
Decrease/(Increase) in Inventories		(17,074)	(6,341)
Increase/(Decrease) in Payables		270,224	(263,520)
<b>Net Cash Generated from Operations</b>		<b>202,162</b>	<b>(360,744)</b>
 <b>NOTE 7: TRADE &amp; OTHER RECEIVABLES</b>			
Current			
Trade Debtors		133,820	276,582
Other Debtors & Receivables		72,975	152,510
		206,795	429,092
Non-Current			
Cathedral Completion Commitments	16	155,825	80,388
<b>TOTAL TRADE &amp; OTHER RECEIVABLES</b>		<b>362,620</b>	<b>509,480</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

	Notes	2019 \$	2018 \$
<b>NOTE 8: PROPERTY, PLANT &amp; EQUIPMENT</b>			
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		33,833	25,121
Less: Accumulated Depreciation		(21,849)	(14,405)
		<u>11,984</u>	<u>10,716</u>
Furniture and Fittings - at Cost		553,006	550,558
Less: Accumulated Depreciation		(314,136)	(273,049)
		<u>238,870</u>	<u>277,509</u>
Musical Instruments - at Cost		5,000	5,000
Less: Accumulated Depreciation		(4,127)	(3,627)
		<u>873</u>	<u>1,373</u>
Office Equipment - at Cost		68,174	66,115
Less: Accumulated Depreciation		(56,039)	(51,933)
		<u>12,135</u>	<u>14,182</u>
Computer Equipment - at Cost		108,188	104,729
Less: Accumulated Depreciation		(91,095)	(80,731)
		<u>17,093</u>	<u>23,998</u>
Plant & Equipment - at Cost		2,221,642	2,213,069
Less: Accumulated Depreciation		(783,609)	(668,041)
		<u>1,438,033</u>	<u>1,545,028</u>
Helidon Quarry - at Cost		143,185	143,185
Less: Accumulated Depreciation		(50,536)	(46,325)
		<u>92,649</u>	<u>96,860</u>
<b>TOTAL PROPERTY, PLANT &amp; EQUIPMENT</b>		<b><u>249,710,637</u></b>	<b><u>249,868,666</u></b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

	Notes	2019 \$	2018 \$
<b>NOTE 8:       PROPERTY, PLANT &amp; EQUIPMENT continued</b>			
<b>MOVEMENTS IN PROPERTY, PLANT &amp; EQUIPMENT</b>			
<b>Land &amp; Buildings</b>			
Carrying value at beginning of financial year		247,899,000	247,899,000
Revaluation Increment		-	-
Additions		-	-
Carrying value at end of financial year		247,899,000	247,899,000
<b>Motor Vehicle</b>			
Carrying value at beginning of financial year		-	-
Depreciation		-	-
Carrying value at end of financial year		-	-
<b>Computer Software</b>			
Carrying value at beginning of financial year		10,716	16,553
Additions		8,712	-
Depreciation		(7,444)	(5,837)
Carrying value at end of financial year		11,984	10,716
<b>Furniture and Fittings</b>			
Carrying value at beginning of financial year		277,509	316,719
Additions		2,448	-
Depreciation		(41,087)	(39,210)
Carrying value at end of financial year		238,870	277,509
<b>Musical instruments</b>			
Carrying value at beginning of financial year		1,373	5,216
Disposals		-	(3,344)
Depreciation		(500)	(499)
Carrying value at end of financial year		873	1,373
<b>Office equipment</b>			
Carrying value at beginning of financial year		14,182	8,525
Additions		2,059	9,619
Depreciation		(4,106)	(3,962)
Carrying value at end of financial year		12,135	14,182
<b>Computer equipment</b>			
Carrying value at beginning of financial year		23,998	30,225
Additions		3,458	3,819
Depreciation		(10,363)	(10,046)
Carrying value at end of financial year		17,093	23,998

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

	Notes	2019 \$	2018 \$
<b>NOTE 8:           PROPERTY, PLANT &amp; EQUIPMENT continued</b>			
Plant and equipment			
Carrying value at beginning of financial year		1,545,028	1,660,386
Additions		8,574	-
Depreciation		(115,569)	(115,358)
Carrying value at end of financial year		1,438,033	1,545,028
Helidon Quarry			
Carrying value at beginning of financial year		96,860	101,072
Depreciation		(4,211)	(4,212)
Carrying value at end of financial year		92,649	96,860
TOTAL			
Carrying value at beginning of financial year		249,868,666	250,037,696
Revaluation Increment		-	-
Additions		25,251	13,438
Disposals		-	(3,344)
Depreciation	5	(183,280)	(179,124)
<b>Total Carrying value at end of financial year</b>		<b>249,710,637</b>	<b>249,868,666</b>
 <b>NOTE 9:           INVESTMENTS AND LOANS</b>			
Shares at Cost – Cathedral Quarry Pty Ltd		30,000	30,000
<b>TOTAL INVESTMENTS AND LOANS</b>		<b>30,000</b>	<b>30,000</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

	Notes	2019 \$	2018 \$
<b>NOTE 10: TRADE &amp; OTHER PAYABLES</b>			
Current			
Trade Accounts Payable		379,166	39,796
Net Taxes Payable		20,414	9,039
Giving	18	4,385	3,881
Other Creditors, Accruals & Payables		92,364	75,613
		496,329	128,329
Non-Current			
Other Payables		70,000	60,000
<b>TOTAL TRADE &amp; OTHER PAYABLES</b>		<b>566,329</b>	<b>188,329</b>
 <b>NOTE 11: REVENUE IN ADVANCE</b>			
Current			
Weddings Booked		27,450	48,165
Rent in Advance - Northern Precinct Diocese Funding		510,633	510,633
Other Income in Advance		40,505	127,566
		578,588	686,364
Non-Current			
Rent in Advance - Northern Precinct Diocese Funding		1,374,459	1,885,092
<b>TOTAL REVENUE IN ADVANCE</b>		<b>1,953,047</b>	<b>2,571,456</b>
 <b>NOTE 12: INTEREST BEARING BORROWINGS</b>			
Current			
Bank Overdraft	13	-	-
Unsecured Loan for Northern Precinct Development	13	134,021	134,021
Unsecured Loan for Deanery Balcony	13	5,722	-
		139,743	134,021
Non-Current			
Unsecured Loan for Northern Precinct Development	13	785,554	880,771
Unsecured Loan for Deanery Balcony	13	44,278	-
		829,832	880,771
<b>TOTAL INTEREST BEARING BORROWINGS</b>		<b>969,575</b>	<b>1,014,792</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

	Notes	2019 \$	2018 \$
<b>NOTE 13: AVAILABLE FACILITIES</b>			
Bank Overdraft			
Current	12	-	-
Balance	6	-	-
		<hr/>	<hr/>
Maximum Facility		300,000	300,000
		<hr/>	<hr/>
Unsecured Loan for Northern Precinct Development			
Current	12	134,021	134,021
Non-Current	12	785,554	880,771
Balance		<hr/>	<hr/>
		919,575	1,014,792
		<hr/>	<hr/>
Maximum Facility		1,400,000	1,400,000
		<hr/>	<hr/>
Unsecured Loan for Deanery Balcony			
Current	12	5,722	-
Non-Current	12	44,278	-
Balance		<hr/>	<hr/>
		50,000	-
		<hr/>	<hr/>
Maximum Facility		50,000	-
		<hr/>	<hr/>
<b>NOTE 14: GENERAL &amp; MINISTRY FUNDS</b>			
Chapter Capital Funds			
Special Funds	15	55,714	55,708
Ministry Funds	15	1,742,848	1,742,848
Music Funds	15	190,861	228,552
Maintenance Funds	15	300,559	300,027
		<hr/>	<hr/>
Total Chapter Capital Funds	15	2,289,982	2,327,135
National Trust Funds		-	53,765
		<hr/>	<hr/>
<b>TOTAL GENERAL &amp; MINISTRY FUNDS</b>	<b>6</b>	<b>2,289,982</b>	<b>2,380,900</b>
		<hr/> <hr/>	<hr/> <hr/>

In prior years, two independent Trust funds, National Trust's St John's Cathedral Heritage Appeal and the St John's Cathedral Choral Music Trust, have been included in General & Ministry Funds. As these are independent Trusts, it was agreed to report these Trusts to Chapter separately and no longer include these balances on Chapter's Balance Sheet. The comparatives have not been adjusted. The amounts reported in 2018 totalling \$91,456 were:- National Trust's St John's Cathedral Heritage Appeal \$53,765 and St John's Cathedral Choral Music \$37,691.



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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

**NOTE 15: CHAPTER CAPITAL FUNDS**

<b>Total Chapter Capital Funds</b>	<b>Special</b>	<b>Ministry</b>	<b>Music</b>	<b>Maintenance</b>	<b>Total</b>
	\$	\$	\$	\$	\$
Opening 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)
<b>Closing Balance – Prior Year</b>	<b>55,708</b>	<b>1,742,848</b>	<b>228,552</b>	<b>300,027</b>	<b>2,327,135</b>
Bequests and Donations					
Other Donations	-	-	-	-	-
Total Bequests and Donations	-	-	-	-	-
Interest/Other Income	6	-	-	532	538
Less: Outlays	-	-	-	-	-
Less: Choral Music Trust reported independently	-	-	(37,691)	-	(37,691)
<b>Closing Balance – Current Year</b>	<b>55,714</b>	<b>1,742,848</b>	<b>190,861</b>	<b>300,559</b>	<b>2,289,982</b>
<b>Closing Balance – Prior Year</b>					
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
<b>Closing Balance – Prior Year</b>	<b>55,708</b>	<b>1,742,848</b>	<b>228,552</b>	<b>300,027</b>	<b>2,327,135</b>
<b>Closing Balance – Current Year</b>					
Represented by:					
Interest Bearing Deposits	1,671	-	-	43,844	45,515
Chapter Loan	54,043	1,742,848	190,861	256,715	2,244,467
<b>Closing Balance – Current Year</b>	<b>55,714</b>	<b>1,742,848</b>	<b>190,861</b>	<b>300,559</b>	<b>2,289,982</b>

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 2019 total accumulated notional deferred interest on Chapter Capital Funds is \$351,968 (2018: \$304,786).

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2019**

	Notes	2019 \$	2018 \$
<b>NOTE 16: CATHEDRAL COMPLETION COMMITMENTS</b>			
Cathedral Completion Commitments at beginning of period		80,388	197,613
Total Completion Costs during the year		77,539	136,350
Less: Bequests and Donations Received			
Neville Hodgson Bequest		-	(140,458)
June Marie Sherrin Bequest		-	(50,000)
Howard Thomas Baker Bequest		-	(62,817)
Other Donations and Income		(2,102)	(300)
Total Bequests and Donations Received		(2,102)	(253,575)
Net Increase/(Decrease) in Total Commitments		75,437	(117,225)
<b>TOTAL CATHEDRAL COMPLETION COMMITMENTS</b>	<b>7</b>	<b>155,825</b>	<b>80,388</b>

**NOTE 17: SUBSEQUENT EVENTS**

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 2019**

	Paid 2018 \$	Balance 2018 \$	Received 2019 \$	Paid 2019 \$	Balance 2019 \$
<b>NOTE 18: SUMMARY OF GIVING</b>					
Congregation Giving					
Bush Ministry Fund	87	-	31	31	-
Cathedral Outreach	17,414	3,296	13,975	13,471	3,800
Gifts for Clergy	3,190	585	1,895	1,895	585
Mothers' Union	1,219	-	2,417	2,417	-
Defence Force Chaplaincy	700	-	750	750	-
Total Congregation Giving	22,610	3,881	19,068	18,564	4,385
Special Events					
Loaves & Fishes					
Aunties & Uncles	36,000	-	-	-	-
Hummingbird House	-	8,393	35,500	34,500	9,393
Total Congregation & Special Events Giving	58,610	12,274	54,568	53,064	13,778
Other Giving by Lesser Chapter					
Parish Contributions to Diocese	33,310			34,310	
Other Discretionary Funds	5,178			-	
<b>TOTAL GIVING PAID</b>	<b>97,098</b>			<b>87,374</b>	

	General \$	NPD Rent in Advance Allocation \$	TOTAL \$
<b>NOTE 19: CAPITAL RESERVE</b>			
Opening Balance - Prior Year	4,327,840	2,710,611	7,038,451
Transfers to Reserve - Prior Year	-	510,633	510,633
Closing Balance - Prior Year	<b>4,327,840</b>	<b>3,221,244</b>	<b>7,549,084</b>
Transfers to Reserve - Current Year	-	510,633	510,633
<b>Closing Balance - Current Year</b>	<b>4,327,840</b>	<b>3,731,877</b>	<b>8,059,717</b>

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

At the launch of our community garden, Baroona Farm, in March this year, Des Sandy, an Aboriginal elder, noted how special the area around SFC once was for Aboriginal people. Usually an area was controlled by a totem animal, that is, an animal which only people of a particular tribe or clan, could touch or hunt or eat. The animal was exclusive to them in that location. Others not of that particular tribe or clan were not to touch or constrain the totem animal in any way.

But the area around Milton/Toowong was different. It was known as a place of 'good feeding', a place where many and varied animals roamed, and plenty of edible plants grew. And it was a thoroughfare too: Aboriginal groups passed through.

So, an understanding was reached among Aboriginal people that there would be no totem restrictions around the Milton-Toowong area. No clan or family would have a totem animal there. Groups passing through were free to hunt and eat whatever they wanted without fear of transgressing against another group's totem animal.

Des Sandy's words provide a happy parallel to the work done at St Francis College. SFC remains a place of 'good feeding'; albeit today a feeding of the mind through growth in knowledge and understanding of God, Jesus and the Christian faith – and a feeding of the soul through prayer and worship. And as, once upon a time, Aboriginal people passed through on their way to somewhere else; so today students, especially Formation students, spend a little time here, maybe a couple of years or three or more, before moving on to the next stage. And there are no totems, as it were; no untouchable topics that a person cannot raise or enquire about or chew over. All theological topics can be explored, interrogated or unpacked.

It is a small blessing and sign that the mood and attitudes which Aboriginal people once attached to the land here, continue to be expressed in parallel ways.

The last few years at SFC have seen some considerable developments. At the moment, a lot is happening; and we have seen some happy achievements and successes in the last 12 months:

- tertiary enrolments are the highest in many years;
- a leap in the number of residential members of the Community of the Way (from three to possibly as many as 12 this year);

- new courses, well subscribed, such as the graduate certificate in Professional Supervision;
- the opening of Baroona Farm;
- the refurbishment and reuse of the dilapidated Common Room;
- the creation of a master plan for the site;
- a new Chair for the MEC board;
- the delivery of the Skippen Report, which outlines a plan to embed lifelong learning as part of SFC offerings;

...and so on.

All these advances fall under one of the four areas we value ....

- **Education & Formation**

This is our bread and butter, and where the bulk of what we do resides. We aim to provide excellent and in-depth teaching for students and others in ACSQ at both tertiary and non-tertiary levels. We hope that students, whether in groups, using our courses, in parishes, or attending classes at the college, will grow not only in knowledge (education), but also in love, faithfulness and Christian maturity (formation).

- **Community Life & Activity**

We have a number of 'communities' on site. In particular a residential community of nearly 50 people, a Community of the Way, and members of a community garden (Baroona Farm). As well as this, other groups, diocesan and secular, use our facilities. We aim to foster these communities as expressions of the Body of Christ and as part of the evangelistic mission of church.

- **The Site**

We value the grounds and buildings. They make up an oasis; a 'hidden garden'. The buildings need to work for us as lecture rooms, meeting spaces, library resources, residences, and so on. Heritage buildings contain ACSQ history and need special care as witnesses to the long history of faithful Anglicans in southern Queensland. The Chapel stands centrally as a sign pointing to the deeper realities of life and the One for whom we do all that we do.

- **Service**

We welcome a large number of groups, and individuals, who use our facilities and we aim to be of service and offer 'generous hospitality' to all; which at its most basic level is good public relations for the ACSQ.

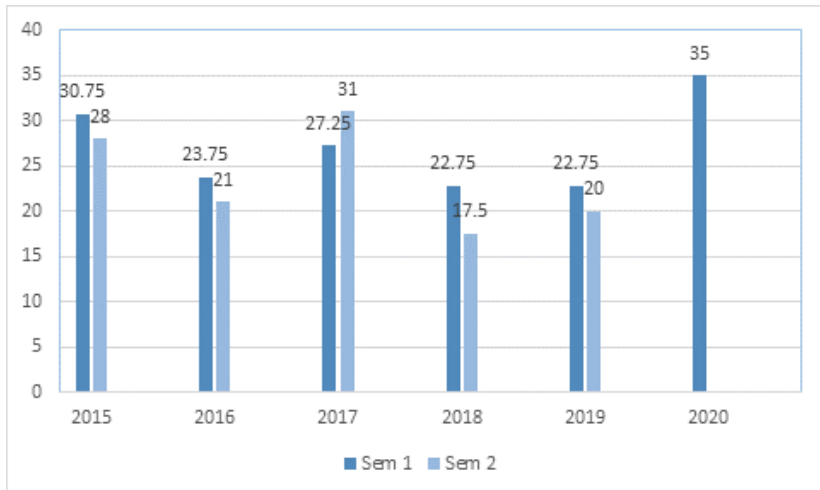
So, let us go to the four areas and the various advances in 2019 to date:

## Education & Formation

### Enrolments

After a few years of flat enrolments, we have seen a notable increase this year. There are many new students, and class sizes have grown from around 5-10 to around 10-15, allowing for much better discussions. These are the best enrolment figures we have had in some years.

Enrolments: Semesters 1 and 2 EFTSLs (Equivalent Full Time Student Load)



**Total enrolments (Semester 1, 2020)**

**1322**

**Total students**

**55**

**Formation students enrolled**

**13 (out of 16)**

**New students**

**18**

**Male**

**29**

**Female**

**26**

**Auditing**

**10 enrolments**

*(not included in the graph above)*

It is unclear why we have seen an increase in enrolments this year. It is not due to an increase in vocations as Formation numbers remain low at 16. Part of the answer must be that we now run a couple of Semester III subjects (Nov 2019-Feb 2020 and included

in Semester I numbers above). I heard excellent reports of Peter Kline's 15-member class on God and Humanity: stimulating, well-moderated discussions, open to all points of view.

## *The Skippen Report*

During the year, a report on tertiary education at SFC was prepared by Helen Skippen. After various interviews and garnering of data, her final report was delivered in August 2019 and made six recommendations.

### **Partnership Review**

How well is our partnership with Charles Sturt University, through St Mark's Canberra, operating? At the moment, we are exploring with St Mark's and St Barnabas' in Adelaide, the idea of an 'Anglican Studies Centre', to replace the current situation whereby we (like St Barnabas') are affiliated to the CSU School of Theology through St Mark's.

There are some handicaps for us with the current situation:

- a 17% levy to St Mark's on enrolments,
- preclusion from 'Distance Education' (arguably a redundant concept in these days of online and blended delivery);
- clumsy enrolment processes, and
- minimal visibility on the CSU School of Theology website.

An Anglican Studies Centre might be able to address these kinds of concerns without compromising St Mark's own enrolment base.

### **MEC board**

The Skippen Report argued that the MEC board needed to look at the set of skills now required to drive its work forward. In particular, it required an "active Chair to drive change, provide advice and ensure accountability for delivery". It was a great pleasure that the Archbishop invited Mr Douglas Porter to be Chair of the MEC in January 2020. Douglas was, for 22 years until retirement in 2009, Secretary and Registrar of the University of Queensland; so is well placed to understand the tertiary dynamics of SFC and lead the MEC board in the years ahead. I am extremely grateful to current board members who have been supportive, encouraging and discerning over the last few years when we have not had a Chair. Their support and advice have been a great encouragement to me.

### **Learning Design**

The Skippen Report envisaged faith-learning as a lifelong pursuit. It recommended the development of a series of courses for each stage of the "learner journey" and various mechanisms for delivery. It also recommended "a clear and differentiated education vision", which for us in this Diocese means teaching "contemporary Anglican theology". In other words, we would label ourselves not as "fundamentalist" or "conservative evangelical", but "contemporary Anglican", by which we mean that we take the Bible seriously as the Word of God; we look to what other Christians down the ages have said and practised (tradition); and we use our God-given reason and common sense and experience to explore ideas and unlock the riches of the Christian faith.

In 2019, SFC teaching staff produced a document outlining all the courses we would like to deliver in the years ahead. It consisted of two streams of tertiary and non-tertiary courses. Some courses aimed at assisting “growing healthy parishes” and other courses aimed at “growing effective leaders”. This document needs updating in the light of the advent of the BMin to be introduced through the CSU School of Theology in 2021, but it nevertheless provides the basis for courses we would like to offer in the future, and will be revised this year.

### **Branding, marketing & communication**

This will be undertaken once other recommendations are in place.

### **St Francis digital learning community**

This would be especially valuable for remote areas. It would include “a collaboration platform, development of special interest groups, a central hub for archived material and development of thought leadership content, all managed by digital learning community leaders and special subject matter experts”.

### **Improved ICT resources**

This will support building the above, known as the ‘St Francis Learner Journey’.

A steering committee has been set up by the Diocesan Leadership Team under the chair of Sandra Long (Executive Director of the Finance & Diocesan Services Commission) to move these six recommendations forward.

## ***BMin & BTh***

The main tertiary degree we offer is the BTh. Over the last few years, the CSU School of Theology has been preparing to introduce the BMin as a parallel undergraduate option. This will now occur in 2021. To distinguish between the BTh and the BMin, the BTh will be strengthened in the fields of languages, Biblical studies and systematic theology, while the forte of the BMin will be practical theology (worship, homiletics, mission and apologetics, children and family in theological perspective, the diaconate, etc).

Peter Kline (Academic Dean) and I, met with the Archbishop and regional Bishops in December 2019 to canvass the implications of introducing a BMin. For Formation students, the 18 mandatory subjects expected by the Archbishop can be fulfilled in either stream with a single exception in each. (‘Practical Theology’ won’t be part of the BTh, but will be replaced with ‘Christian Education’; and ‘Being the Church’ won’t be taught in the BMin.) Our recommendation, which was accepted, was to allow prospective Formation students to choose what stream they wanted to study in. There is still a question of how to get a Practical Theologian on staff. We will really need one if we are to offer the BMin and MMin.



## ***Post-Graduate Education & Theology Award: MEd (Christian Education)***

During 2019, the CSU School of Theology discussed the possibility of a post-graduate degree that combined both education and theology as a form of credentialed professional development for senior leaders in Anglican schools. As a result, and after conversations with the CSU School of Teacher Education (SOTE), SOTE have agreed to prepare a 'Notice of Intent' for a new Master of Education (Christian Education) course under their school, aimed specifically at teachers in Anglican and other Christian schools. SOTE would teach the bulk of the degree (eight education subjects), while we (member colleges of the CSU School of Theology) would teach four theological subjects, such as Old Testament, New Testament, Christian Theology, and Anglican Foundations. It is a work in progress, but a good development to date and something we have been arguing for, for some time.

## ***Formation Students***

Six Formation students were ordained Deacons in a happy celebration at the Cathedral early in December 2019. One of them was Jonathan Kemp, part of our staff as Director of AYC&F. He will continue to work at SFC the while serving on Sundays at Kenmore Parish with the Rev'd Jan Crombie.

Our Formation numbers are smaller than anyone would like: 24 in 2017, 20 in 2018, 17 in 2019, and 16 this year. It would be good to have a dozen or so more, and especially younger adults. Various diocesan strategies are being used to foster vocations, in particular, the work of a Vocations Task Group and some work with school students and young adults.

Formation students meet six weekends in the year, including one weekend as a retreat. Penny Jones organises these weekends very well and they seem to be much appreciated. Five areas are covered: spiritual formation, pastoral formation, personal formation, ecclesial formation and entrepreneurial formation. Our aim is to give a basic platform for an ordinand to work from in each of these areas. Usually, formation in a particular area, comes from a few sources. For example, spiritual formation is fostered through talks and reflections at Intensive Weekends, but also prayer and worship opportunities in the Chapel, a parish placement, and the use of a spiritual director.

Some time was spent putting together a standalone leadership program to strengthen the entrepreneurial element. The six-week leadership course consists of evening sessions on leadership styles, strategic plans, small group dynamics, managing change, managing conflict and growing a church. It is really a starter kit for prospective parish priests and our hope is to deliver this around August/September this year.

## ***Graduate Certificate in Professional Supervision***

In 2019, SFC, in partnership with St Mark's Theological Centre, Canberra, offered the nationally recognised Graduate Certificate in Professional Supervision for the training of those who might be professional supervisors to clergy. It may be that, in the near future, having a supervisor will be mandatory for all clergy of all churches given this was a recommendation of the Royal Commission. So, we are being proactive and trying to get a head start in the training of supervisors. A dozen people, mostly clergy from a variety of churches, did the course in 2019 and Dale Keenan, director of our Spiritual Direction Formation program, co-led the course. We are very pleased another 18 (five from ACSQ) are undertaking the course this year, which is ripe for expansion and development in the years ahead.

## ***Lay Education***

2019 marked the sixth year of the Lay Education project. As Director of Lay Education, Jonathan Sargeant continues to work to create resources, communicate information about those courses and provide leadership in lay education within the Diocese. In presenting a course; clergy and lay leaders are offered the means to enhance their own faith as well as those with whom they minister. Jonathan and Fiona Hammond (Lay Education Projects Officer) work in the following areas:

### **The 360 Project**

Developing from the basis provided by the initial *BIBLE 360: Introduction to the Bible* seminar, the 360 Project now boasts eight seminars. The release of the latest works, *Mission360: Opening the Circle* and *BIBLE360: Exploring the Gospels* was met with excitement within the Diocese. *Opening the Circle* enables parishes to audit their capability to welcome, as well as developing a plan to enhance their abilities to do so. *Exploring the Gospels* has participants understanding the unique aspects of each gospel towards assisting them to apply Jesus' message to their ongoing lives. In order to expand the delivery of the available suite of seminars, Jonathan and Fiona selected an array of capable facilitators in the Diocese and trained them to that end. Currently, many have taken up the mantle, and are delivering the new modules around the Diocese and beyond. 2020 sees no slowing down in the delivery of new seminars. Talks have begun to assess the possibility of developing a 360 module to help parishes to work towards reconciliation with their community's First Nations people.

### **SFC Short Courses**

Whilst 360 seminars work on a face-to-face format, the diverse spread of our Diocese and the demands of the 21<sup>st</sup> Century mean online resources are crucial. Therefore, we have been developing a series of short courses. *Faith Asking Questions* filmed experts answering 27 questions most requested in a survey of the Diocese. These questions were grouped under six themes:

- Religion and why it makes a difference;
- the Creator and being created;
- who am I and what am I here for?;

- evil and what to do about it;
- grace and learning to forgive; and
- life, death and what comes next.

More than three hours of video footage was developed into two versions of this short course. Firstly, groups or individuals could use six long-form videos organised in themes. In this way, a group would watch the 45-minute video and then discuss supplied questions. Alternatively, the 27 questions and their answers were made available separately. Groups or individuals might choose a selection of the videos to discuss, or just watch a single video that takes their fancy. A facilitator might curate a course through the videos, selecting, say, eight short videos to watch one a week after Sunday worship for discussion over a cup of tea.

Reports have flowed in from around the Diocese, and globally, about the use of these videos. There have been groups meeting weekly, individuals interacting with the material from their tractors during ploughing, people journaling their experiences, priests using the videos as sermon content, and more.

These short courses are housed on the SFC website and can be used by individuals or groups from anywhere in the world. Featuring online 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. In development now are two new short courses: one will explore the Bible; the second will examine Worship.

### **FormedFaith**

The FormedFaith website [www.formedfaith.org](http://www.formedfaith.org) continues to be the flagship of work in the lay 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 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.

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

Much of the AYC&F work centres around annual camps for age-related groups. These camps are not centred so much on fun – although there is plenty of that – but on teaching and formation in the faith. Numbers attending were consistent with previous years but will only be as strong as children's and youth ministry in parishes.

### ***Senior Ichthus 2019***

This saw 26 campers gathering to explore what it means to live in a way that often differs from cultural and societal norms. Deep conversations and connections were made over this week as well as trips to Peregian Beach to 'chill' from school, work, and the hurries of life.

### ***Junior Ichthus 2019***

This event had 43 campers and a leadership team of 19 to explore the Fruits of the Spirit.

### ***Primary Ichthus 2020***

Forty campers (18 boys and 22 girls) came together to explore what it means to be 'strong and courageous' (*Joshua 1:9*). All seemed keen to come back again next year. There was a robust team of 20 dorm leaders – the biggest yet with the inclusion of seven new leaders.

These Ichthus camps are valuable not only for the children they teach and form in the Anglican faith, but for the young adults' own incorporation into the church and its leadership.

### ***Young Adults Retreat***

The annual retreat was held at Coolum, with 17 young adults gathering to take some time out before the start of the new academic year. They explored the Psalms of Ascent with the Rev'd Scott and Sarah Windred as spiritual directors. There have also been three different young adult worship nights that were run across Brisbane in North Lakes, Springfield, and Milton; supported by fun events including a 'Bob Ross Painting Party' which was a huge hit and will be making another appearance later this year.

AYCF continued to assist parishes with the recruitment and ongoing support of stipendiary lay ***Youth and Children's Ministers***, of whom about 15 part-time ministers work in parishes in the Diocese. Individual and collective meetings between AYCF and the lay ministers enabled parish youth ministry to be supported and developed.

### ***Interns***

AYC&F has begun to offer an annual internship and embraced the new energy and excitement of Amy Stalley, the first AYCF intern. This role has been created alongside an internship associated with the Community of the Way, providing support and development – professionally, personally, and spiritually – for those who are interested and passionate about the church and their own faith journey.

Finally, Jonathan and Erica are part of a small youth team invited by the General Synod office to develop a program for young Anglicans 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.

## ***Spiritual Directors' Formation Program***

The Spiritual Directors' Formation program again had a good year with around 30 lay participants from a range of churches: Anglican, Catholic, Uniting, Salvation Army and Lutheran. Most are completing the four-year Formation program in spiritual direction; some a one-year course, 'The Art of Contemplative Listening'. The latter offers a kind of introductory step for those who want to 'test the waters' before a larger commitment.

Dale Keenan (Director, Spiritual Direction Formation) is an excellent organiser, and a member of the Australian Ecumenical Council for Spiritual Direction. The various teaching intensives, annual retreat, orientation days and teaching courses are very well run. Dale also assists in the delivery of the professional supervisors' course.

## ***Education for Ministry***

Our Education for Ministry (EfM) program is managed by the Rev'd Greg Davies, a retired priest in Melbourne, who oversees about 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, albeit one dependent 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.

## **Community Life & Activity**

### ***Residential Community***

There are around 50 people living on site at SFC. Eleven are staff and their families; eleven are Formation students and their children; and up to 12 are Community of the Way members. Then there are a variety of others from all kinds of different and, sometimes challenging, backgrounds.

In 2019, we decided to be more intentional about the residential community on site, both in practical matters, like knowledge and practice of emergency procedures, and also in cultural ways – taking care of the site and one another. As a result, we revisited our residential policy, re-examined our preferences for who lives on site, began an electronic bulletin for residents, had a residents' BBQ, and began some thinking about what a resident might sign up to in moving onto the site.

### ***Community of the Way***

The Community of the Way (CotWay) 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 Rev'd Jasmine Dow leads the Community, whose website says it is "a community of people who seek to follow the way of Jesus with prayerful hearts, enquiring minds, and compassionate lives".

2019 was the first year for the CotWay, with a small handful of members – five in residence to begin with. In many ways it was a year of learning and establishing foundations. A program slowly took shape with ground rules set, residential cohesion

fostered, Rules of Life introduced and a shape to prayer, service and study slowly evolving. The year finished with three in residence and three living independently.

This year, 10 have been accepted to date for living on site, with a further two enquiries, stretching our accommodation capacity. Four more will be non-residential. Members seem to be growing in ownership of the site and their place in it. Some occasionally make use of corporate prayer in the chapel; others have joined Samuel and Jasmine Dow and Erica Skirman in refurbishing the Common Room below Main Wing – repairing and painting, putting in a new carpet and air conditioning, buying some simple furniture, etc. It was great to see the Common Room once more used and comfortably full, with CotWay members and their families gathering for light refreshments following the Liturgy of Commitment in March this year. The signs are good for 2020 and Jasmine Dow has done admirable work in leading and forwarding this venture. [www.communityoftheway.org.au](http://www.communityoftheway.org.au)

### ***Baroona Farm***

The Rev'd Samuel Dow with the support of the Rt Rev'd Bill Ray has been energetic in creating Baroona Farm, a community garden project on the tennis courts that has excited support from the Romero Centre (refugees and asylum seekers) and other local residents. In March this year, local councillors and the Archbishop launched the Farm, which includes a community composting hub near the Baroona Road entrance. Around 60 people attended the launch and we are looking now to grow and extend the Farm with more garden beds

### ***Household of Deacons***

We did not see much of the Household of Deacons in 2019. The Deacons seem to get on quietly with their various ministries in their parishes, much of which seems to have a typically Anglican flavour – quiet and unassuming, yet fruitful goodness.

## **The Site**

The MEC actually manages three sites: Pointro, which is a camping site 30km south of Boonah, on the banks of Maroon Dam. It is occasionally used by campers, but would need substantial funds to refurbish if it was ever to be a useful camping site for our children's and youth ministries.

The second site is Brookfield. Some months ago, it was sold subject to certain conditions. The MEC continues to manage its ministry till the sale is finalised, which may not be for some months yet: Quiet Days, art exhibitions, and, every Sunday evening, a worship service in the Chapel. The Brookfield Advisory Group oversees ministry there; and an Anglican Land Advisory Group (the Rev'd Jan Crombie and Clive Bolger – ACSQ Property) is liaising with the new owners over continuing Anglican ministry on the site.

The third site is SFC, Milton, the hub of our teaching and learning and intentional communities. We continue to upgrade the buildings and facilities as we can. The rear of Main Wing was painted at the end of 2019; the Common Room refurbished; a site near

the entrance off Baroona Rd prepared for a community compost bin; the fishpond behind the Annexe re-activated, filled with water and teeming with small fish. The gardens are looking beautiful and cared for, and we are lucky to have Binu Josef as our part-time contracted gardener. All this on top of regular maintenance matters such as leaking taps, faulty light switches, fire hydrant checks, gutter cleaning, and the like.

In February 2019, we recovered the use of the ground floor of Old Bishopsbourne. It has been increasingly used since then for lectures, social events, Formation intensives, a wedding reception, a baptism, a birthday party, the annual clergy BBQ and more. OB was the site for a marvellous retirement farewell in January to our Property and Finance Manager, Stephen Clarke. Stephen had served the MEC faithfully and conscientiously for 14 years, so there was much to be thankful for and many good wishes for his retirement, which we were led to believe would be spent fishing! We have now welcomed our new Business Manager, Rod Mengel, whose fresh energy and new eyes have been a great gift.

Recent rain brought leaks once again to the Roscoe Library. It looks as if we shall have to replace the entire roof as the rust is too bad in some places. The roof of Main Wing has also more recently sprung leaks. Because these kinds of more substantial costs are difficult to manage within a limited maintenance budget – pruned further in 2019 because of the need for broader ACSQ savings – the MEC in 2019 explored the idea of a Capital Works Fund; based on 75% of the proceeds from the eventual sale of Brookfield, and limiting the use of the fund to interest on the capital. Such a fund would allow more significant repairs and refurbishments at the Milton site to occur in a timely way without having to get permissions and seek funding from other places (which are not readily available anyway). This is in accordance with our MEC strategic goal to drive a ‘resourcing strategy’. The matter is being progressed and would require Diocesan Council agreement. Behind the desire for a Capital Works Fund lies a deeper issue: who is responsible for the ACSQ buildings, especially the historic diocesan ones – OB, the Chapel, Main Wing, Roscoe Library – at the Milton site and their maintenance?

## ***Master Plan***

Early in 2019 – in response to concerns that the Roscoe Library had become too small, lacked disabled access and needed to be better fitted for use in an electronic future – Wilson Architects presented a plan for the development of the Roscoe Library into a much more welcoming and flexible building; with space for books, computer pods, small lectures, a cafe, a lift, a library stack room, and more. It would transform the whole building and make it much more welcoming in appearance and flexible in use.

They later extended their plans to a master plan for the whole site which would see Old Bishopsbourne, the Chapel and the Roscoe Library as the educational hub for the College, and Main Wing used for other sympathetic activities such as ‘art and theology’ courses, or ‘health and wellbeing’ activities. This master plan envisages growing enrolments, more courses, a core of Formation and CotWay students in residence from one year to the next, perhaps a theologian-in-residence from time to time, weddings and receptions and seminars in the Chapel and Old Bishopsbourne, and occasional guest lectures – all the things we are slowly moving towards. It plans for incremental

improvement of some buildings alongside more substantial improvements elsewhere: the Roscoe Library and Old Bishopsbourne in particular. OB would need some substantial work – drainage, slate roof, air-conditioning, maybe a kitchen – to fit it for lectures, seminars and receptions.

The MEC is aware that such a vision for the whole site needs wider discussion as other hopes for the site are in play. However, the sooner a sense of how the site is to be used is determined, the better for SFC, as then we can go forward with suitable plans. Whatever happens we cannot let our historic diocesan buildings gradually fall into decay, and some money will need to be spent on necessary maintenance in the year ahead.

## Service

Many outside groups use the SFC premises and facilities – a university for exam rooms, a hypnotherapy group, an Acapella choir, the Accordance Bible Training group, the Third Order of the Franciscans, a grief counselling group, etc. As well we provide about 30 car parking spaces for nearby businesses (at a small fee!)

We held a Lament Liturgy during the height of the bushfires in January 2020. About 40 people turned up. It was held on the lawns of Old Bishopsbourne and seemed to provide a community service.

We decided to make more of the Open House Weekend in October last year. Jonathan Kemp and a small team organised a sausage sizzle, a book sale, some games available on the lawns, and Devonshire teas. Paintings were hung on the walls in Bishopsbourne, and regular tours with commentary through the Chapel and Old Bishopsbourne were undertaken. This was the first time St Francis College has engaged actively in the Open House Weekend.

## Bequests

Another area that might fall under the category of 'service' – at least to students at SFC – is the collection of small and large bequests left to SFC over the years. Ainslie Harvey (manager of ACSQ bequests) looked at the 36 bequests and felt a number could be consolidated into three areas. With Diocesan Council approval, eight funds relating to ordination candidates have been consolidated into an 'Ordination Candidates Fund'; six funds relating to bursaries have been consolidated as the 'St Francis Theological College Bursary Fund'; and four funds relating to prizes for students have become the 'St Francis Theological College Scholarship Trust Fund'. A further 18 funds remain discrete with procedures and processes to be documented for ongoing management. All these funds are part of a more intentional approach to the management of our financial resources and the release of money in appropriate ways to foster education and formation.



## Conclusion

Sometimes people wonder what an alternative to the parish system might look like. Personally, I cannot think of anything that might rival its nature and sense. But at SFC we have an alternate way of 'being church' which seems to me to complement the parish way, and which I hope members of ACSQ delight in. We are deeply engaged in education and formation in the faith, and we have a residential community, which with the Community of the Way is intentionally driven forward. We have people coming onto the site for all kinds of reasons. We have a gentle bias towards the vulnerable. In a strange way we are more like a Celtic monastery than a secular institution. We offer, on top of teaching and learning, formation in the faith, hospitality, care of others, especially the vulnerable, prayer and worship, stewardship of the environment and a delight in God's provision of nature on site, both plants and birds and other animals. This is a great addition to a Diocese. Like the original custodians of this land we are a place of 'good feeding', where those who pass through can be taught, formed, fed and encouraged, cared for, nurtured, challenged and loved, and then sent on their way to live and serve the Lord in new places.

## Postscript

On a personal note, and to return to a more mundane matter, I launched my book *'The Destiny and Passion of Philip Nigel Warrington Strong'* in Old Bishopsbourne in November 2019. Assoc Prof David Wetherell, a recently retired historian from Deakin University, gave a speech; representatives from PNG and a relative, Tim Strong from Tasmania, were present, alongside 80 others; and I have had some good book reviews in the *Journal of Anglican Studies*, *The Melbourne Anglican*, *Focus* and elsewhere.

I enjoy leading the staff of 18 and working with board members: George Kearney, Steven Goakes, Sarah Plowman, Rodney Wolff, Ann Dashwood, and our new Chair, Douglas Porter. Ann, in particular, has been a great help on Formation Intensive weekends.

We have some excellent university teachers, and here I think not only of our regular staff lecturers – Peter Kline, Marie-Louise Craig, Jonathan Sargeant and Josephine Inkpin; but also our sessional lecturers: David Neville, Gregory Seach, Cathy Laufer, Marian Free and, till this year, Doug Stevens. They make up a pretty impressive teaching corps! I am deeply grateful to them all, and indeed, to all staff at SFC. I also thank Suzie our Registrar, Jonathan and Erica at AYC&F, Penny in Formation, Dale and Wendy managing the Spiritual Directors' Formation program, Jasmine and the Community of the Way, Jonathan S and Fiona creating adult lay education programs, Rod overseeing property and finance, and not excluding Margaret Humphries, who technically is the GFS administrative secretary and has a desk at the SFC Admin Building, and who is part of us all. Every Tuesday at 10.30am staff gather for morning tea preceded by prayers, which alongside Morning and Evening Prayer every Monday to Friday in the Chapel, holds all we do in the context of faithfulness to Christ.

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

# Anglican Schools Commission

This report reviews the work of the Anglican Schools Commission for the year 2019.

## **Membership of the Anglican Schools Commission (ASC) for the year 2019 was:**

<b>President:</b>	The Most Rev'd Dr Phillip Aspinall, Archbishop, Anglican Church Southern Queensland
<b>Interim ASC Chair:</b>	The Rt Rev'd Jeremy Greaves
<b>Members:</b>	Dr Mark Sly Ms Suzanne Bain Mrs Sue Larsen Dr Judy Smeed Ms Sherril Molloy

The Commission met formally nine times during 2019.

## *Anglican Schools Office Staff*

<b>Executive Director</b>	Ms Sherril Molloy
<b>Director of Mission</b>	The Rev'd Richard Browning
<b>Manager – System Compliance</b>	Mr Robert Nettleton
<b>Manager – System Finance</b>	Mr John Gregg
<b>Child Safety &amp; Wellbeing Advocate</b>	Ms Heather Bryce
<b>Online Safety &amp; Digital Wellbeing Advocate</b>	Mr Steven Window
<b>Mission Education Advisor</b>	Mrs Vanessa Gamack
<b>Executive Assistant to the ED</b>	Ms Lorelle Armitage
<b>Events, Publishing &amp; Social Media</b>	Mrs Kerryn Smith
<b>Administration Assistant</b>	Ms Levina Fuller
<b>Education &amp; Care Services Support Officer</b>	Ms Kerry Frances
<b>Education &amp; Care Services Project Coordinator</b>	Mrs Sharon Mehan

At the beginning of 2019 we farewelled Mr Rob Law who resigned from his position as a member of the ASC.

During the year we farewelled three principals: Dr Julie Wilson-Reynolds, St Hilda's School; Mr Darren Pitt, The Springfield Anglican College and Mrs Kim Cohen, The Glennie School. Dr Wilson-Reynolds and Mr Pitt both returned to their hometowns to be with their families and Mrs Cohen moved to a school on the Gold Coast.

We were blessed to have capable people able to step into the empty roles, Ms Wendy Lauman at St Hildas, Mrs Wendy Ashley-Cooper at The Springfield Anglican College and Mr Peter Crawley at The Glennie School.

## ***Queensland Anglican Schools Network***

There are 24 Anglican Schools in Queensland, and from the ASC offices we run a range of network meetings each term that include all the schools from across Queensland. The network meetings include:

- Heads network
- Chaplains, through the Byam Roberts community
- Business managers
- Risk managers
- HR network
- Cyber champions
- Early education and care service directors
- Student protection officers

The opportunity for professional development, sharing and collegiality for everyone in these networks is valued and appreciated.

The Heads Retreat with the Bishops and Archbishop early in term one each year is an event all Principals look forward to and provides a time for spiritual nourishment and reflection as well as strengthening the relationships with each other.

## ***Queensland Anglican Schools Approved System Authority***

We continue to operate the Queensland Anglican Schools Approved System Authority as approved by the Commonwealth government 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 College and Preparatory School
- West Moreton Anglican College
- Coomera Anglican College
- The Southport School
- St Hilda's School

## **System Finance**

The Commonwealth provides each school with a percentage of their School Resource Standard (SRS) funding. The SRS comprises of base funding for each primary and secondary student, discounted by the capacity of the school community to financially contribute to the school's operation as well as loadings for the disadvantaged. 2019 has seen significant development in the new way the commonwealth funds school systems.

Under Gonski 2.0, all non-government schools will move towards receiving 80% of their Total SRS funding from the Commonwealth and 20% from the state.

The method by which the Commonwealth calculates each school's 'capacity to contribute' has changed to a new 'direct measure of income'. This is a significant move away from the previous SES model. The SES model calculated a school's capacity to contribute through an area-based model which profiled the area in which a student lived rather than the capacity of each parent or guardian to pay.

Under the new model the Commonwealth will match parent and guardian address details with their tax file numbers to determine the parents' or guardian's adjusted taxable income (ATI). This ATI will determine how much funding a school will receive.

Early indications suggest that this new model will result in a loss of Commonwealth funding to our schools. Regional schools have incurred significant increases. The Commonwealth is assisting schools make the transition to the new funding arrangement by allowing schools to remain on their existing lower SES score for 2020 and 2021.

By 2022, all non-government schools will be funded on their DMI scores. The Commonwealth will use a rolling three-year average of DMI scores which will be calculated annually.

## **Governance**

In 2019, the annual Training for Council members was delivered by members of the ASC staff. The training covered the following topics:

- *Child Safe Organisations* – Heather Bryce, Child Safety & Wellbeing Advocate
- *Cyber Safety* – Steven Window, Online Safety & Digital Wellbeing Advocate
- *Conflict and Related Party Transactions* – Sherril Molloy, Executive Director

## **Mission**

We were pleased to announce the arrival of the Rev'd Richard Browning as the Director of Mission this year. Richard was commissioned by the Archbishop at St Augustine's on Friday 29 November 2019 in the presence of many of our principals, business managers, chaplains and their partners as well as schools' office staff who were gathered for the Anglican Schools Commission annual dinner.

From July 2019, Richard was working as a consultant with the ASC collaborating with all schools in the Diocese in order to develop the renewed Ethos Statement for Anglican Schools. The opportunity to collaborate and understand the unique culture and Anglican expression of each school was greatly appreciated by Richard as he built relationships with the staff and chaplains in the schools.

The Anglican Schools Commission also has the benefit of the expertise of Mrs Vanessa Gamack, as the Mission Education Advisor. Through this role we remain committed to serving our Anglican schools by supporting the staff who deliver religious education. The ASC believes that religious education is the cornerstone of an Anglican school's education and has been working with religious education staff on ways to enhance religious education programs in all schools.

Religious educators in Anglican schools have been invited to develop professional learning networks and to participate in a range of professional learning opportunities provided by the Anglican Schools Commission. Developing this collegial community has allowed for greater sharing between schools and staff, which leads to better learning outcomes for the students.

Schools are now sharing across a range of campuses and even planning learning experiences for their students to do together. St Hilda's and Cannon Hill Anglican College are planning a joint trip to Beulah to explore indigenous culture and spirituality. This event is as a result of the support of Meredith Walker from the RAP Committee supporting the Anglican Schools Commission to develop resources and learning experiences. We thank the Heads of Faculty for Religious Education, Ms Catherine Syms from St Hilda's and Ms Maria Thompson from CHAC.

In addition, Anglican schools have continued to be supported by other members of the Anglican Community. Dr Peter Lewis and the Very Rev'd Dr Greg Jenks, Dean of Grafton, have continued to make a range of ancient artefacts available to the schools. Our association with the Centre for Coins, Culture and Religious History has allowed our teachers to add another dimension to the learning in the classes as the CCHR has provided us with a range ancient coins and objects to use in classes.

Anglican schools have also been blessed by the generosity of Mr and Mrs Randal and Susan Dennings of the Anglican Labyrinth Resources Group, who have supported schools by providing training, lessons and experiences with Walking the Labyrinth for our schools and teachers. They have provided our schools and staff with resources and experiential learning opportunities.

Professional development opportunities continue to be a key focus of the ASC. In February 2020, the ASC was delighted to present an experiential day of learning for staff on "Peace and Nonviolence" that was facilitated by Brendan McKeague and The Rev'd Michael Wood.

The ASC continues to collate and share a wide range of resources for all Anglican schools. Each week, staff and leaders in Anglican schools are connected via newsletters and emails. As soon as the schools were facing the changes that occurred as a response to the COVID-19 pandemic, communications moved to daily format, to ensure all staff were supported in a timely manner.

The Mission and Education Advisor also sits on a range of committees to ensure that Anglican Schools are kept informed on the many different issues that affect the Anglican Church. The ASC also acknowledges the support of other Anglican Commissions and their staff, including the Rev'd Jasmine Dow from ABM-A, Fiona Hammond and Jonathan Sargeant from the MEC, Jen Basham from the Justice Unit and Eve James from the Roscoe Library, all of whom are actively involved in, and supportive of, ASC initiatives.

These cross-Commission relationships allow the ASC to access greater resources for all schools.

## **Child Protection**

Following approval by the Standing Committee of the General Synod, Anglican Church of Australia, in November 2018; implementation commenced on the *Our Commitment: creating environments for children and young people* code of conduct for Anglican Schools and Education & Care Services (ECS) in 2019. A key obligation of the *Safe Ministry to Children Canon*, and consistent with the recommendations of the Royal Commission, the *National Principles for Child Safe Organisations* and *Queensland's Working with Children* legislation, the implementation of the code provides consistent standards of expected behaviour for both staff and volunteers. Schools and ECS were provided with implementation sessions, resources and support. This was complemented by training on the *National Principles for Child Safe Organisations*.

Revised versions of the *Complaints Management Policy and Procedures for both Schools and ECS* also became effective in January 2019: these documents had been updated to support compliance with legislative responsibilities regarding child protection.

Schools and ECS services also continued to consult with the *Child Safety and Wellbeing Advocate* (almost 200 consultations) on matters relevant to children's safety and wellbeing and related requirements and practices. This was complemented by the induction of more student protection officers in schools. In addition to specific matters, schools and ECS also sought support and advice on issues such as training requirements, information sharing, issues associated with child and youth risk management, working with children checks and home stay. Support was also provided to help manage broader complaints and prepare and respond to relevant components of reviews and audits such as NSSAB and CRICOS reviews, and the ACSQ child safety audits. Combined, this work provides valuable insight into the complex matters that schools and ECS are managing on a regular basis.

## **Online Safety**

Throughout 2019, the online safety advocate, Mr Steven Window, worked with the Office of the eSafety Commissioner as a confidential reviewer in the process used to create the national online safety school tool kit. The tool kit contains processes and guides for schools on how to deal with online incidents, how to use social media at school and introducing new technology.

In February 2019, the ASC published a cyberbullying response guide with flowchart and information guides for day schools, boarding houses and parents. In partnership with QUT, Steven created the Anglican Schools eSports League into the Queensland High Schools Esports League which focuses on positive online interaction and student leadership of online safety promotion in chat moderation and broadcasting. Our publication Cyber BYTES evolved into 'Cyber Tuesday' broadcasts containing three targeted messages for school champions, primary students and secondary students. In October, Steven also took part in the first 'National Online Safety Community of Practice' led by the eSafety commissioner. In addition to the advocacy work, Steven provided support to schools with online and eSafety issues and continued to run information sessions for parents, students and the cyber champions network for all the 'champions' within Anglican Schools.

## ***Early Education & Care Services***

The ASC ensures all the obligations of the Diocese, as the approved provider for the 19 Early Education and Care Services, are fulfilled as well as providing practical support to the staff in all centres.

Throughout 2019, the ECS Constitution and Management Committee Handbook roll-out continued to all parish-based services. A guideline for ECS payments to parishes is being established, in line with the constitution, to ensure transparency and fairness in decision making.

Quality Improvement Plan reviews were completed for each of the 19 services, to comply with approved provider obligations and determine where support is required for services. This is completed twice a year and included in the director/coordinator reporting template to ensure management committees are kept informed and are able to facilitate quality improvement at each service.

The ASC developed and submitted to the property team a comprehensive brief to assist with the concept planning and design phase of new Education and Care Services. The design brief drew on the Anglican Education and Care Services Philosophy common to all 19 Anglican ECS.

The ASD developed and provided training in a number of areas such as nominated supervisor responsibilities, director/coordinator orientation, behaviour guidance, investigations and reporting prescribed matters, to meet the obligations of the approved provider. We also undertook Educational Leader assessment and approval which was ongoing in the form of bespoke resourcing for the services.

Following the ASC child protection team's *Child Safe Organisations* 'Train the Trainer' module provided to all ECS directors and coordinators, the ECS team provided assistance to monitor and provide each service with support to ensure the training was delivered to all ECS staff and that the service's plan met with ASC and community expectations.

All ECS position descriptions and employment contract templates were reviewed and updated to include statements regarding Anglican ECS being child-safe organisations and the new code of conduct, 'Our Commitment: Creating environments for children and young people to thrive'. Employment advertisement templates for ECS were reviewed to address child safe organisation messaging.

The ASC successfully negotiated the Sunnybank AELC lease with Department of Education with a further five-year lease secured. Significant support was provided to the Sunnybank Anglican Early Learning Centre to source a new IT provider, address ongoing HR issues, employment advertisements and employment contracts.

Advice and support was provided to The Glennie Community Kindergarten regarding redevelopment of the 'early years precinct' play area, relocation of the kindergarten rooms to pre-existing prep rooms, and relocation of 'after kindy care' to former kindergarten rooms. The remodelling has vastly improved the public facing appearance of the ESC and resulted in a service morale boost.

Part of our responsibility is to undertake investigations when issues arise that may affect the operation and quality of service delivery. It is not usual for such events to occur and, during 2019, there were two such investigations which were dealt with to the satisfaction of the Queensland Government: both resulted in quality improvement within the services affected.

We also work to support curriculum pedagogy in line with industry expectations and developed an environmental training program for St Hilda's outside school hours care accordingly.

We are very grateful for the hard work and commitment of the Directors and Nominated Supervisors. They continue to ensure the Angel, (Anglican Early Learning) brand is respected and sought after in the community.

***In Closing***

2019 was another incredibly busy year for the small and dedicated team that makes up the Anglican Schools Commission. Under the leadership of Sherril Molloy, the staff of the ASC do wonderful work with our schools and early education and care facilities producing resources and programmes and offering all manner of day-to-day support.

As a Diocese, we are committed to a school and early education and care system that enables all those who are a part of it to “live life in all its fullness” fulfilling the words of Jesus in John 10:10. The ASC is a vital part of this by making 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.

“The vocation of Anglican Schools is education driven by a vision of humanity shaped by the image of God made visible in Jesus, present in every human being.”

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.

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# Diocesan Owned Schools

## Anglican Church Grammar School

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

In 2019, 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 2019, across the school's strategic focus areas of excellence in learning; excellence in teaching and leading; balance across our tenets; global focus; and world-class corporate services:

- The school's inaugural cohort of International Baccalaureate Diploma Program students graduated.
- The final OP cohort achieved excellent results, including the school's best-ever OP 1 to 3 percentage.
- Year 11 students commenced the new QCE ATAR system, which included 34 Churchie staff involved in the new QCAA processes for curriculum development and assessment.
- The school's master plan, *Our Master Plan 2019*, was completed to deliver the facilities and services required to achieve the school's strategic goals.
- A Churchie boarding graduate (2018) gained entry to Georgetown University, USA.
- The school's third group of students attended Stanford University's Pre-Collegiate International Institute.
- Several language, service and sporting tours travelled to local and international destinations, including the inaugural music tour to China.
- Churchie's Open Chess team won the national schools chess championships held in Canberra.
- The co-curricular programme achieved two GPS premierships in football and basketball, a junior GPS Cross Country premiership, and saw continued high student engagement and parental involvement across all sports and activities.

- Churchie's fine arts and performing arts students received local and international acclaim, including the Beijing Tutti Festival and Generations In Jazz.
- Churchie developed *Our Sports Plan*, which outlines a renewed strategic focus 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 study skills, learning spaces, emotional intelligence and effective thinking.

## ***Worship & Christian Ministry***

Churchie values the Archbishop's annual message at the commencement of each year. In 2019, in the Founder's Day Service, the Rt Rev'd Jeremy Greaves, explored the nature of loneliness, importance of community, and the role of leadership in building connections and community.

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. Weekly house meetings open with a prayer, which is 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 cohort 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 observe Lent and receive the sign of the cross on Ash Wednesday. Term one 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 are vital for our community life. The Canon Jones Memorial Chapel is well loved by the Churchie community and old boys, many of whom return to the school 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 2019:**

- 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 & 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 call to schools of 'generous hospitality', Churchie and the school's Canon Jones Memorial Chapel has opened its doors to the community through services and prayer.

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 programs draw students into the sacramental life of the church in prayer and faith.

### ***Chaplaincy***

In 2019, the chaplaincy team at Churchie consisted of:

- Fr Bryan Gadd, senior chaplain
- Fr 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 program 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 (6-15 years old) and international schools based in India, China, Vanuatu and Samoa (students in years 7-10). The annual Sony Foundation Children's Holiday Camp, held in partnership with St Margaret's Anglican Girls School, allowed students to care for children who have mild to severe disabilities (7-12 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 community projects for a variety of causes covering health, social, environmental, disability, aged care and community service initiatives.

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. In 2019, there were 13 Yalari Scholars enrolled at Churchie.
- Year 4 students learn about our Acknowledgement of Country and the traditional custodians of the land. Students have designed signs are displayed in the prep school office acknowledging our traditional custodians.
- 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 presenters 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.
- A chapel service for prep school students, held in conjunction with NAIDOC Week, included guests Chrissy Ellis (RAP coordinator) and Auntie Elwyn (Chrissy's mother), who presented to students.
- Chrissy Ellis returned to Churchie in October to support the year 6 students in the process of their PYP Exhibition. Several students were inspired to base their own inquiries on issues of inequality for Indigenous Australians.

## ***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***

In 2019 Churchie recognised some excellent academic achievements from year 12. OP students achieved 7 OP 1s, 16 OP 2s and 17 OP 3s from 124 OP eligible students. This was a record 32.3% for OP 1 to 3 (previous best was 30% in 2017) and 83.1% for OP 1 to 10 (previous best was 82.8% in 2017). These were excellent results from our OP cohort, including some strong performances in the 2019 QCS Test.

The school was also proud of the inaugural group of 29 IB students, of whom five received an equivalent OP 1 to 2 (an IB mark above 39) and 12 received an equivalent OP 1 to 5 (IB mark above 34). The average ATAR across the 2019 IB cohort was 86.3.

#### **International scholars**

The school is pleased to see, each year, students considering and applying for international study. During 2019, Alex Chan (2018) became Churchie's most recent international scholar, being accepted into Georgetown University in Washington DC, USA. Alex commenced an undergraduate degree at the McDonough School of Business in August. Another recent graduate, Ivan Zelich (2015) is also pursuing his tertiary studies at a world-leading institution. After completing a degree in mathematics at The University of Queensland, where he graduated as Valedictorian for the Faculty of Science, Ivan commenced a Master of Mathematics at the University of Cambridge.

# 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, CHAC enriches and develops students, ensuring they have the opportunity to achieve their personal best in all life's dimensions for the benefit of the global community.

CHAC celebrated its 31st year in 2019, and experienced a number of important developments and changes, most notably the commencement of the college's fifth principal, Mr Gary O'Brien.

The year was marked with the theme *Pursue the Possibilities*, 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.

## ***Worship & Christian Ministry***

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 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, the heart of our campus. Our Chaplain and Director of Mission, Life and Faith Faculty, and Diakonos Committees used the space to awaken and deepen spiritual understanding, and contributed prayerfully to nurturing dispositions of serving, giving, sharing, leading and gratitude.

There were five baptisms in the Chapel of St Francis and St Clare in 2019, seven students were confirmed, and seven 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. They also brought great joy and fun into celebrations like Easter and fundraising efforts such as Pancake Day.

Throughout the year, secondary and primary spiritual leaders grew in commitment and dedication. These energetic and dedicated students led assemblies and chapels and contributed willingly to family services and the service life of the college.

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 school.

### ***Engagement with Local Parishes***

CHAC's participation in diocesan events is longstanding. From Anglicare fundraisers – for example, Night in the Cathedral – CHAC sees itself as an active part of the wider Anglican community. In 2019, 51 students travelled to the Charleville parish for the biennial Outback Tour. During this week-long event, students were not only given an opportunity to visit drought-ravaged farms and learn about the ongoing struggle of farmers, but they gave to the community in meaningful and practical ways – such as gardening at the local Anglican church, cleaning at the Anglicare facilities or entertaining the residents of the aged care home. The college also supported the work of the Mission to Seafarers.

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.

### ***Relationships***

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 that do not align with the college's values. From the principal to classroom teachers and college support staff, a Christian ethic is actively cultivated.

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

Diakonos committees in primary and secondary operated with positive outcomes. 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 Girls' Education Committee organised an International Women's Day Breakfast, and, together with the Boys' Committee, joined with Zonta to help pack birthing kits for women in developing countries.

CHAC's community service activities included:

**Social Justice Committee:**

- Collection of toiletries for Anglicare and Mission to Seafarers
- Night in the Cathedral raised more than \$3k
- 40 Hour Famine (raised \$12k in total)
- Involvement in the Brisbane Basket Brigade, which delivered over 2k Christmas hampers to Brisbane families in need before Christmas

**Environment Committee:**

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

**Boys' and Girls' Education Committees:**

- Mentoring Breakfasts
- Boys for Success Breakfast
- International Women's Day Breakfast

**Primary:**

- MS Readathon
- Toiletries collection

**Other Fundraising:**

- Pink Stumps Day
- Avner Foundation for Pancreatic Cancer Research
- \$7k for Royal Flying Doctors Service Charleville to assist with drought relief

**New Initiatives:**

- Recycling presentation at Balmoral Uniting Community Centre
- Visit to PresCare Vela – The Elders Project

## ***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, and
- **work together** with respect, unity and trust.

Following more than 10 years of commitment and service to the college community, Rev'd Canon Sarah Leisemann was appointed to the role of Vocations Youth and Young Adults Specialist with the Parishes and Other Mission Agencies Commission (PMC). We thank Rev'd Sarah for her wisdom and energy, and CHAC will forever be grateful for her impact on our community.

## *Religious Studies*

CHAC's Life and Faith program is aligned with the current Anglican Religious Education syllabus; it 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 school.

## *Staff Development*

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.

Throughout the year, staff undertook 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 lifelong learning opportunities through further study. During 2019, a number of college teaching staff were awarded either Highly Accomplished or LEAD Teacher (HALT) status – CHAC currently has the highest number of HALT certified teachers in Queensland.

As part of our commitment as a leading school supporting pre-service teachers, staff across the campus hosted students undertaking practicums.

## *School Values*

CHAC's Anglican Christian culture is evident through its interactions with the college and wider community, and the value placed on respectful and compassionate conduct. The College's Communication Charter, and the newly created Parent Communication Charter, were articulated to the school community throughout 2019.

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.

The CHAC community continued to demonstrate a heightened sense of social responsibility, and students engaged with the local community, their peers, politicians, and local businesses.

### ***Achievements & Contribution***

Students again engaged and succeeded 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, and outstanding creativity in the Arts. Participation in The Associated Schools (TAS) and Junior TAS has seen memorable championships and premierships, and for the first time, in 2019, CHAC secured the number one place in the TAS competition. The college presented its biennial musical, wowing audiences with the hit production *We Will Rock You*. Students also continued prolific representation at leading competitions, including securing gold and silver medals at the Global Round of the World Scholar's Cup academic competition. CHAC was also the highest performing school in Queensland in the da Vinci Decathlon competition.

### ***Major Projects***

In 2019, the college was 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.

2019 saw construction commence on CHAC's new student precinct. This contemporary facility will house flexible teaching spaces and a new catering centre, and will open in mid-2020.

A purpose-built facilities management building was completed, which houses grounds and maintenance staff and contributes to the effective management of the college's physical surroundings and facilities.

### ***Future Plans***

The college has a number of contemporary facility projects included in the latest iteration of the master plan. Discussions and consideration of the timing and financial viability of these projects has commenced and decisions will be reached in 2020.

# Coomera Anglican College

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

In 2019, Coomera Anglican College completed our 23rd year of operation. We commenced the year hearing the Archbishop's message to schools about 'generous hospitality'. As a welcoming community it is easy to practise generous hospitality, and this was certainly a focus throughout the year. We continued to operate extremely well despite having huge competition around us with the establishment of more new schools both government and non-government.

## **College Theme for 2019**

Our college theme for 2019 was *Growing Faith, Hope & Love*. Having a theme assists in focusing our efforts for the year. Our theme *Growing Faith, Hope & Love* allowed us to reinforce Paul's message to the Corinthians (13:13) about the importance of these virtues. We focused on how faith, hope and love permeate everything we do and used this as a framework for our worship throughout the year.

## **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.

**The Synod Report that follows reflects how the Anglican Ethos was expressed at Coomera Anglican College throughout 2019:**

### ***Worship & Christian Ministry***

In 2019, 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. The make-up of our student body probably reflects the largely secular society and hence worship beyond our college is relatively unfamiliar for many students. Our year 12 faith prefects and student leaders provided excellent leadership in worship for senior secondary. 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. Our senior band *Angligang* produced a CD of their worship songs including their own composition, Faith, Hope and Love.

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 one. 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 2019 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 & Relationships with the local Parish & Wider Church***

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 2019.

Gold Coast North has three churches (St James Biggera Waters, Holy Rood Oxenford and St Matthew's Upper Coomera) and runs services at each centre. Many of our college families and staff attend the services and some staff have performed key roles in the parish, Gold Coast North commenced a church plant at Ormeau and our college has supported this venture.

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.

We were fortunate to have visits by Bishop Jeremy, Bishop John and Archbishop Phillip during the year.

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 was also the President of the Anglican Schools Australia (ASA), the national network of Anglican schools, and represents Coomera Anglican College and the Anglican Schools Commission in this capacity.

## ***Chaplaincy***

Rev'd Mary-Anne Rulfs is our only ordained chaplain at Coomera Anglican College. During 2019, she continued her excellent work as college chaplain. This involved leading 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. Teachers and staff from each campus enjoyed this opportunity to contribute to chaplaincy discussions and their own faith development throughout the year.

In 2019, we commenced a search for a second chaplain to assist in growing faith across the college. This is an extremely difficult prospect as there is a significant shortage of suitable chaplains across the country.

## ***Religious Studies***

All students in the college studied Religious and Values Education (RaVE) in 2019. Each primary student took one lesson and each secondary student took two lessons per week. In 2019, 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 2019, 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*.

The year 12 Life and Faith Programme included some guest speakers to assist in preparing our senior students for life beyond our college. There was strong engagement from students and staff in this programme.

### ***Missional Engagement***

Our senior worship band performed at a number of venues this year providing support for communities across the Gold Coast including a disabilities ministry at Robina. They participated in a music workshop in January that resulted in the writing of their own original song 'Faith, hope and love' named after our college theme for the year. 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 2019, our students raised over \$26k from various events including those run by the Student Representative Council (SRC). Details are listed in the spreadsheets provided with this report.

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 \$3k, but it is the intrinsic value that is priceless.

Community service remained a focus for our college with year 9 students spending a full week engaged in serving the community. In 2019, we sent two groups of students to experience country service in Mitchell and Charleville. In the midst of a severe drought our students were able to provide some hope with their enthusiasm and ability to work with the children of these struggling communities. 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 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.

### **Reconciliation Action Plan**

Our college commenced work on developing our own Reconciliation Action Plan. A committee comprising staff, students and parents gathered together and worked through the ASC template to establish our own RAP. It is great to have staff and students with Indigenous heritage as part of our RAP committee.

### **College Values**

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 2-18 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.

### **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 2019, our strong NAPLAN and OP results for students again placed us amongst the top schools on the Gold Coast, if not the state. 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 2019. 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. In 2019, our musical *Oliver!* was an outstanding production that involved over 150 students as actors, musicians, stage crew and various support roles. We received several award nominations including Best Program, Best Director and Best Production at the Gold Coast Theatre Awards. The Ivan Gibbs Centre was filled for each performance and the students received well deserved accolades for their performances. The quality of this production was amazing. It is hard to believe that our students are so accomplished yet so young.

## ***Major Projects & Future Development***

In 2019, we added a fifth class to year 7 due to demand. This is nice problem to have when many schools are losing enrolments. This required the planning and application for funding of a building extension in junior secondary. Throughout 2019, we continued to work with our architects on master planning. We developed plans for an Innovation Centre in the secondary campus, but delayed the BGA application until 2021.

## ***Archbishop's Message***

This report has highlighted the many ways in which we worked with the Archbishop's theme of 'generous hospitality'.

## ***College Council***

Our college council in 2019 consisted of Archbishop Phillip Aspinall (President), Mr Stephen Knott (Chair), Mr Adam Gilbert, Mrs Pam Roberts, Mr Michael Temperton, Rev'd Canon Gary Smith (Archbishop's nominee), Professor Donna Pendergast, and Ms Jan Bartlett (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 2019.

Under the leadership of the Chair Stephen Knott, the college council continued to oversee the college, on behalf of the Diocese, most effectively in 2019. Executive Director of the Anglican Schools Commission, Ms Sherril Molloy and Bishop Jeremy 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, 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 Joe 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.

## ***Worship & 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 'kindness'. Through the year, our young adolescents were encouraged to have a kindness mindset by recording and reflecting on moments of being kind to other, and experiencing acts of kindness in their own 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 character development that will enable our students to recognise and take up opportunities to serve in the future.

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.

## ***Relationships***

The college is always looking for ways to develop engagement and involvement beyond the school gates. Our chaplain, the Rev'd Jeffrey Jarvis is involved in Messy Church and Mainly Music.

- Rev'd Jeff crossover with St John's.
- Senior students assisted at St John's services (Pet Blessing cooked BBQ and provided morning tea to parishioners through EDGE).
- EDGE students baking for kids and parents (families) attending Messy Church.

- EDGE students weeded St John's Sanctuary Gardens and cleaned windows in preparation for the Archbishop's visit.
- EDGE students worked in St John's op shop, cleaning, sorting clothes and organising shelves.
- Anglican Board of Missions donations raised through the year 9 business studies "Boss Project".
- Year 9 students are required to complete a social justice task which explains and highlights the work of the Anglican Board of Missions with a presentation.
- Share the Dignity donations of sanitary products by year 10 students.

## **Religious Studies**

This year, in Religious and Values Education (RaVE), a major focus has been promoting 'kindness'. It has been a buzz word used by many, even the Duke and Duchess of Sussex asked for, "random acts of kindness." As an Anglican School, the teachings of Jesus lie at our centre. We believe a society in which its members show mutual respect, tolerance and kindness is one that grows ever stronger. We also believe that teaching such values is a vital part of education.

In 2019, Mrs Lana Prieppenow continued to provide excellent support and leadership as the coordinator of RaVE in the middle and senior school and Mrs Leigh Bebington did a wonderful job engaging students in the junior school. The 'Jesus And Me' (JAM) group had over 80 students performing at the junior school celebration evening and at the community carols event.

In the junior school, students followed the 'GodSpace' curriculum which is based on knowing God more than just knowing Bible stories. Throughout the year, students were given opportunities to build a relationship with God through engaging and fun-filled lessons, discussions, songs and quiet prayer times. The students generously raised \$350 for a filtration plant for a Nepalese school, providing students with clean water.

In the middle and senior schools, students developed an appreciation of other religious faiths and an awareness of religious and ethical questions. Each year level also participated in a service project.

Year 7 studied religious sacred spaces, creating their own space. Students explored the care of God's creation, and contributed to the 'Love in a Shoebox Christmas' project. Year 8 deepened their awareness of how our attitudes impact on others through studying the Beatitudes of Jesus, and through the film *Wall-E* students reflected on consumerism and caring for others. Year 9 explored the origins of the universe and the Genesis creation story. Students examined the Hindi faith and then the charity and mission work of the Anglican Church. Year 10 examined Islam. Students studied the lives of young people of faith who have lived courageous lives. Then they were challenged to make a difference in the world through a personal project. Year 11 and 12 critically evaluated Jesus' message, 'love your neighbour' and they helped rural communities experiencing drought.

There are many examples where our world is not kind and humanity is far from perfect. However, the awesome power of kindness is a 'superpower' we want to foster in our

students so they can make a positive difference in our world. As the year progressed, we witnessed how the kindness message had become part of our student's spiritual journey.

## ***School Values***

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.

## ***Major Projects***

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.

## ***Archbishop's Message***

### **International Program**

Fraser Coast Anglican College regularly hosts teachers and students from Asia and Europe throughout the course of the academic year. International students come to us from different cultures and contexts and they are welcomed into our homes and community and treated as one of our own. Being so far out of their comfort zone, the level of personal growth for these teachers and students can be quite significant but we should not underestimate the growth that is experienced by our own students as they interact with someone who has had a very different childhood to their own. During the start of the conflict that is currently occurring in Hong Kong, we hosted Hong Kong and Chinese students simultaneously in a supportive and respectful environment. When visiting students are on campus, we fly their nation's flag from our flagpole and it was somewhat symbolic that the Chinese and Hong Kong flags flew together when these schools joined with our community.

When our students travel overseas as part of the World Challenge, Japan and Fiji community service experiences, they experience firsthand what generous hospitality looks and feels like. These students often stay in conditions very different to what they are used to, and build strong connections despite language and cultural barriers. To be the recipient of generous hospitality changes you, as you understand what it is to be made feel welcome by people whose life is very different to your own. These experiences help the students become more generous and open-minded in their own lives.

### **Nepalese Education Program**

Fraser Coast Anglican College has partnered with the Rotary Club of Hervey Bay, the University of the Sunshine Coast (Fraser Coast) and the local Nepalese community to host two Nepalese teachers for a term. These teachers live and teach in contexts vastly different from the modern Australian education system, and the purpose of the visit is to get them to reflect on their own teaching pedagogy and take their new ideas back to their own schools to affect a change in educational mind set. A previous participant in this program has gone on to become a member of the Nepalese parliament and continues to be an advocate for education.

### **St John's Parish of Hervey Bay**

The college has built strong connections amongst the more senior members of our local parish. These parishioners are welcomed into our community regularly as volunteers, even though they may not have a family member attending the college. They work in our classrooms and canteen and also act as examination invigilators.

The college also hosts approximately 40 members of the local Mothers' Union for the annual Christmas function. They begin with a service in the college chapel and then move on to a lunch prepared for them by our hospitality students and entertained by our senior music students.

Our EDGE program students support parish initiatives, such as Messy Church and Mainly Music, by preparing and delivering food items for families. This allows parish volunteers to focus on coordinating engaging programs for the families involved. EDGE students also spend time volunteering at the parish op shop, and at Kirami socialising and playing games with the residents.

### **Grandparents' Day**

This is a day when we recognise the positive influence our grandparents have had in our upbringing, as well as the sacrifices they have made to make our nation safe and prosperous. Regular lessons are suspended so that children can host their grandparents and introduce them to their friends. Our elders are a great source of knowledge, wisdom and stories which they generously share with our community. In turn, we share a morning tea with them, prepared by our students and treat them to entertainment from our music department. We know that many of our students' grandparents look forward to this day as the hospitality they receive builds connection between them and the college.

### **Community Outreach**

Our EDGE students have also built a positive relationship with Community Lifestyle Agency where they prepare food and spend time with teenagers who have a disability. As well as welcoming these young people into our college to socialise and play games, our students also meet them at other locations, such as the beach. This has helped our students to become more accepting of those with a disability and more generous to their friends and family.

The college community also banded together to support a range of causes, and this is a demonstration of the generous spirit of our staff, students and parents. Our most impactful initiative was collecting water for Stanthorpe residents who are under severe water

restrictions. What started as a collection of water bottles grew into local businesses offering funds and services to help those who are struggling through the drought.

Other initiatives included the 'Share the Dignity' project, where our students constructively engaged with those experiencing hardship in our community through sanitary donations. All of our year 10 students are asked to engage with others in our community who may experience life very differently through the 'Make a Difference' project. Our year 7 students are asked to think of those at Christmas who may not experience Christmas as a time of joy and giving through the 'Love in a Shoebox' project. Our students are also encouraged to extend friendship and support to communities through the Anglican Board of Mission.

All of these projects develop within our students an understanding of how being generous can have a ripple effect on others. They go beyond 'thoughts and prayers' and are able to see the difference they can make in the world.

### **Student Empowerment & Parent Engagement**

We have taken the philosophy of 'generous hospitality' a step further by creating forums that give greater weight to student and parent voices. Students and parents are working alongside the staff and leadership of Fraser Coast Anglican College to shape the future of the college. Students have been involved in developing school-wide policies that directly affect them and are helping to guide changes in a range of areas.

Our senior student leaders have made connections with junior school students through student-led initiatives. It is our goal that, no matter where you are or what you're doing, if there is an FCAC community member around, you will be the recipient of some generous hospitality.

### ***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.

# FSAC Ltd (Forest Lake, Springfield Anglican Colleges)

## St John's Anglican College

**Principal: Mrs Maria Mclvor**  
**MEd (Leadership & Administration), GCertTH, BEd, DipTchg,**  
**TTC, MACEL, MAICD**

St John's started 2019 with celebrating, welcoming and commissioning the new principal, Mrs Maria Mclvor. At this special ceremony Archbishop Phillip Aspinall presented Mrs Mclvor with specific symbols; a plant from the primary campus representing growth, and a globe from the college captains representing the many countries the students of St John's are from, and the global community. Other symbols were the school hymn and song, future building plan, the college mission statement, supporter's T-shirt, a school hat and finally, a candle with the St John's crest as a reminder of the spiritual life of the school.

### ***Worship & Christian Ministry***

The year began with the commencement and leadership service for staff, year 12 and year 6 students and families, and culminated in the valedictory service for our graduating year 12 students, with both services held at St John's Cathedral.

Towards the end of term two, the college welcomed seven children into the Anglican Church through baptism, and nine students made their first Holy Communion.

The college marked the changes of liturgical seasons through special services held for Ash Wednesday, Easter and Christmas. The primary students received a Palm cross as part of celebrations for Palm Sunday, which will be used in 2020 as part of the Ash Wednesday services. The Easter service, normally held at Forest Lake, was washed out, resulting in special services at both the primary and secondary campuses. The Lenten period also included a handwashing service for secondary students to symbolise service.

ANZAC Day was commemorated with four services, two at the primary campus, one at the secondary campus and the community service.

At the end of term two, the college farewelled the Rev'd Susan Crothers-Robertson who faithfully served St John's for just over five years. We wished her God's blessing in her new role as chaplain at St Margaret's Anglican Girls' School.



## ***Engagement with Local Parishes***

St John's again connected with the local parishes of Springfield, Centenary Suburbs and Inala throughout the year. We welcomed the Rev'd John Coleman (Centenary Suburbs) into the community, with Rev'd Coleman officiating at Eucharist services in the absence of a chaplain. We also supported Inala parish through the annual Christmas Tree Appeal.

## ***Relationships***

The college continues its connection with St John's Cathedral through the annual commencement and leadership service, Valedictory service for our senior students and the annual Cathedral concert. The Cathedral concert showcases musical performances by talented students from the college's performing arts centre of excellence. Staff and students also attended the annual Loaves & Fishes lunch supporting the missional work of the Cathedral community.

## ***Chaplaincy***

The college farewelled the Rev'd Susan Crothers-Robertson at the conclusion of term two. While the college undertakes the recruitment process for a new chaplain, Mrs Robern Hinchliffe, Deputy Principal Pastoral Care and Mrs Sandra Hawken, Head of Primary Deputy Principal, assisted by other staff and students, conducted chapel services. For staff and student Eucharists and special services, the college was supported by Rev'd John Coleman, Priest in Charge from the Centenary Suburbs Parish. We thank Rev'd Coleman, as well as Mrs Hinchliffe and Mrs Hawken for their continued support during this recruitment process.

## ***Religious Studies***

The college follows the Anglican Church Religious and Christian Education P-12 syllabus. Both primary and secondary students attend RaVE lessons providing them with religious and values education.

Year 9 students undertake The Rite Journey, a year long journey taking students on a rite of passage from childhood in readiness for adulthood. Students are encouraged to let go of their childhood behaviours through various activities.

In conjunction with the Rev'd Gillian Moses, chaplain at St Aidan's, Rev'd Susan created a prayer space centred around reconciliation. It was very special to see both primary and secondary students engage in reconciliation on a deeper and more practical level. On the primary campus, the Prayer Space was held at the same time as NAPLAN to allow students time to reflect and de-stress.

## ***Missional Engagement***

The college continues its awareness of service to others, both globally and locally. Staff and families have given generously to the needs of others through the Helping Hands Van and assistance the Inala Refugee Homework Club. The primary campus supported

Operation Christmas Child again in 2019, and students participated in service activities through the Duke of Edinburgh Awards and Leos Club.

Students from years 10, 11 and 12 travelled to Nepal for the college's Antipodean trip. Students raised over \$22k to fund community projects and assisted the local communities in building amenities and classrooms.

In 2019, the college completed its full MYP Community Service Project which saw year 9 students champion a cause and take action within the wider community. These activities have helped the environment, rural and indigenous communities, developed creativity in after-school programs and cleaned up Forest Lake.

The Archbishop's theme centred on hospitality. The college highlighted its commitment to this theme with various events during the year, including a welcome event to new members of the community, including Mrs McIvor and her family, the year 6 Badging Ceremony and year 12 Leadership Induction, and Grandparents' Day.

### ***Staff Development***

Mr Andrew Landroth, Deputy Principal Curriculum and Innovation, attended the Anglican Schools Association conference in Hobart in August 2019. Mrs McIvor attended the ACEL Conference during the October school holidays.

Members of staff and the community participated in a workshop facilitated by Rev'd Richard Browning, the incoming Director of Mission, focusing on the redevelopment of the vision statement for Anglican schools.

Rev'd Susan was also invited to be a member of the Consultative Committee of the Anglican Schools Australia.

### ***Future Plans***

The sports centre redevelopment project commenced in term four, 2019, and is due for completion by the beginning of term two, 2020. We eagerly await its completion to allow students additional classroom space, enclosed multi-purpose courts, extra storage and improved amenities for visiting teams.

Next projects are the refurbishment of the year 7 precinct to provide more open learning areas, and additional classrooms on the primary campus due to enrolment growth.

### ***Conclusion***

Thank you to the college staff, students, families and wider community for welcoming me so warmly into the community. I have enjoyed my first year as principal, getting to know the community and traditions of the college.

During 2019, the college council farewelled Prof Rowena Barrett and welcomed Mrs Tracey Woolford. We continue to thank the college council and FSAC Ltd Board for its guidance, strategic direction and support through the first year of my tenure at St John's.

# The Springfield Anglican College

***Interim Principal: Mrs Wendy Ashley-Cooper***  
**BA, Grad CE, BA (Sp Hons), B. Ed, M Ed (Ed Admin)**

The Springfield Anglican College continued to develop as a learning and faith community during 2019. A major survey commissioned during the early part of the year revealed that parents, staff and students hold the college in high regard and particularly value the quality of the teaching, the extensive co-curricular opportunities and the level of pastoral care provided to all members of the community.

Chaplaincy continued to develop under the Rev'd Erika Williams' guiding hand, culminating in her ordination as Priest at the end of the year. Rev'd Erika has become an integral member of the college community and continues to exert a gentle yet constant presence amongst the students, their families and the staff.

Halfway through the year, the college experienced the sudden departure of its Principal, Mr Darren Pitt, for personal reasons. Mrs Wendy Ashley-Cooper, recently retired from The Glennie School, took up the position of Interim Principal while the search for the next Principal began. To its credit, the college community recovered quickly from the change in leadership and the school year proceeded without interruption.

## ***Worship & Christian Ministry***

Meaningful worship continues to be a defining feature of the culture of the college on both campuses. On the secondary campus, students and staff meet weekly for Assembly/Chapel, which includes a theme, Bible reading, Chaplain reflection, hymns/songs, celebrations and notices and a blessing.

Similarly, on the primary campus staff and students meet weekly for chapel which is led by a different class each week. The form of worship includes a theme, Bible reading, explanation by the leading class, chaplain's reflection, two hymns/songs, prayers, Lord's Prayer, chapel awards and a blessing. This provides the primary campus community with the opportunity to celebrate the student's achievements and allows for parents and grandparents to participate in worship and in building community.

During service week on the secondary campus the clans participated in a 'Season of Creation' service before attending their service activities. This coincided with the Season of Creation that our Diocese celebrated.

## ***Engagement with Local Parishes***

St Andrew's Springfield worships every Sunday in the Cedar Building on the secondary campus. This congregation continues to be a fast-growing church plant, with regular Sunday attendance of around 100 congregation members. A third of the congregation

are children so they enjoy a thriving children's and youth ministry. This ministry has been able to split into younger and older age groups for both Kids Church and ThreeSixTeens (3:16s), discipleship group, junior P-6 and senior 7-12.

A growing number of college families attend St Andrew's Springfield's all age service on the first Sunday of the month. This service enables our younger parishioners to be involved in all areas of worship.

Our college chaplain is completing her two-year curacy with St Andrew's Springfield which enables both organisations to work more closely with one another, enabling the continued building of mutually beneficial relationship and opportunities.

Secondary students were given the opportunity to volunteer their time, which was counted towards their yearly service hours, at our Carnival of Light on 31 October, provided as an alternative to Halloween. Students from our primary campus K-6 were invited to join the St Andrew's Springfield parish to participate in games, rides and wear colourful or glowing clothing. Each student received a lolly bag on completion of the games. This event has grown significantly with over 400 people attending. This parish and school event is something we continue to offer as a way to strengthen our parish and school relationship.

Rev'd Charlie has continued his support by attending and participating in our primary campus chapel and assisting with our school services. 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, Rev'd Charlie has continued his support of the Outdoor Education program, attending camps, which is helpful in strengthening the bond between college and church. He is an excellent role model for the students across both campuses.

Members of the St Andrew's parish have also been active in school events, such as members volunteering to cook for our year 12 parents and students in their final week of school. The parish and school are continually looking for opportunities to assist one another in events and services.

Members of the college community and St Andrew's parish met during term two and term three for the 'Alpha Course' being run by two different Hub groups from Church. This enabled staff and members of the congregation to develop strong relationships through fellowship, sharing a meal and working in small groups together. The parish intends to offer two courses again next year for staff, the wider community and congregation members. This has definitely enabled the strengthening of the communities together.

Rev'd Erika established a Young Adult Hub (Bible Study Group) meeting fortnightly, consisting of current senior students from the college, past students of the college and members of St Andrew's congregation. This group met every second Friday (alternate Fridays to 3:16s) during term time.

## ***Relationships***

Our service program has continued to develop relationships and work in conjunction with Anglicare, Uniting Care, City Hope, Ipswich Council, Orange Sky and Rosie's Friends on

the Street, to provide regular opportunities for service and other person-centredness. Again this year, 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, providing musical entertainment and performances from the 'Grease' musical.

## **Chaplaincy**

Our chaplain, the Rev'd Erika Williams increased her days during 2019 to four days per week. This has enabled her to attend weekly chapels and assemblies, teach all our year 12 students in RaVE and coordinate the subject of Religion and Values Education. Continuing on from the previous year in strengthening worship opportunities, Rev'd Erika was able to introduce whole school Eucharist services for our celebrations at Ash Wednesday and Easter, and Foundation Day Services.

Rev'd Erika has continued her ongoing support and pastoral care to our students and their families, and our staff. This year has been another year where several deaths in the extended community have had continued effects for families in crisis. This has led to the college offering a new Meal Ministry which has been primarily supported by the Social Justice Committee. Ingredients were donated by primary families for the Social Justice Committee to cook with and freeze meals. The secondary families were asked to donate meals to freeze, to help other families in crisis.

Rev'd Erika is still an active member of the Student Care Leadership Team which was set up in 2018 to be proactive in our approach to student care.

Another opportunity undertaken by our chaplain during 2019 was to produce the school musical *Grease*. This enabled her to further develop and deepen relationships with staff, students and their families. It was also a great opportunity to broaden her skills and allow the college community to witness her commitment to the extra-curricular opportunities available in the college and coordinate with the wider community.

A new 'Prayer on primary' prayer group was established, gathering every Thursday morning to pray for the school and other prayer points. This has been a great opportunity for staff to deepen their relationships and pray together.

## **Religious Studies**

We continue our commitment to delivering a Religion and Values Education program which is relevant to the students, and which complements formal worship practices. We introduced a new unit on generous hospitality which was the Archbishop's Theme for the year. Our year 7 and 11 students participated in the Youth Alpha Series course which gave them the opportunity to explore their faith and equip them to share it with others.

Religion and Values Education is currently taught for one hour per week to all grades except year 9, who participate instead in the Rite Journey Program for the year. Students in our primary campus have continued with their program that consists of prep to year 2 learning from the *The Jesus Storybook Bible* curriculum and students from year 3 to year 6 using the *Friends and Heroes* series of weekly lessons.

## ***Missional Engagement***

2019 saw TSAC embed our service program, which has numerous aspects such as working with Anglicare, Uniting Care, City Hope, Ipswich City Council, Sunny Street, Drought Angels/Buy-a-Bale, Cancer Research Australia, Rosie's Friends on the Street, Containers for change 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.

Our senior students in years 11 and 12 got the opportunity to volunteer with staff to assist Rosie's Friends on the Street. Rosie's reaches out to those on the streets, offering them community and a sense of belonging by being present with them. Our staff and students spent time chatting, sharing friendship, a drink and food, with their patrons and friends on the street.

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 fundraising activities throughout the year.

## ***Reconciliation Action Plan (RAP)***

The RAP is still a work in progress with additional celebrations being added to the college calendar. New flags have been installed on both campuses with overnight lighting. A larger committee was formed this year to discuss the additional items added to the RAP, and to determine how and when we can implement the changes. Work will continue during future years, to finalise and fully implement our RAP.

This year Rev'd Erika Williams introduced Prayer Spaces during National Reconciliation Week. Prayer Spaces were set up on both Primary and Secondary Campuses and accessed by all students during class time. This was a wonderful opportunity to introduce this space and reflect on our culture.

In addition to starting our weekly chapel, assemblies and services with a Welcome to Country, on occasions one of our talented aboriginal students plays the didgeridoo during the Welcome on our secondary campus.

## ***School Values***

The college motto – *Faith, Honour, Service* – has been much in evidence during 2019. While the proportion of practising Anglican students is small, the growing numbers who attend services at St Andrew's, Springfield (held at the College) attest to Rev'd Charlie's successful ministry, and the strengthening relationship between school and parish indicate progress in faith formation.

Springfield Anglican College students are taught to value others as well as themselves and they are generally very supportive of one another. They value their multi-cultural community and also respect diversity and fairness. They accept the great Christian

injunction to “love one another” and usually try to live up to that ideal. The staff enjoy a highly collegial atmosphere, and staff and students tend to have excellent relationships based on mutual respect.

The service ethic is alive and well at Springfield, with multiple projects in progress at any one time. The students appreciate that they are fortunate to attend the college and are keen to embrace opportunities for service as offered to them.

Additional values in evidence at the college are high endeavour as well as excellence in all academic, cultural and sporting pursuits and a desire by the staff to provide an innovative and modern curriculum.

### ***Achievements & Contribution***

TSAC has been developing a culture of giving to the community on a local and national global sense by supporting local and national charities through free dress days and fundraising events.

The year 9 and year 12 student leaders were instrumental in organising the ‘Springfield’s Biggest Spring Clean’ event on Saturday 21 September. The college community generously donated clothing, toys, books, homewares and other household items, which were sold at the Spring Clean event raising \$792. All proceeds went to Cure Cancer Australia. All unsold items were collected by Lifeline.

### ***Events***

We celebrated 21 years with our Foundation Day Service on the secondary campus with a Eucharist service. All our kindergarten to year 12 students were in attendance, and in addition to all staff, we had parents, and St Andrew’s Congregation and community members attend.

We also celebrated our Christian faith through additional Eucharist and Non-Eucharist services including Ash Wednesday, Easter, ANZAC Day, Service Week and Christmas.

### ***Major Projects***

Whilst there were no major construction projects undertaken in 2019, a considerable amount of time was spent in detailed planning with the Architects for the Science Laboratory conversion and Centre for Senior Learning, building projects. Following tender, these two projects commenced construction in late November 2019, with the Centre for Senior Learning expected to be occupied by our students in August 2020 (at this stage). The Science Laboratory conversion project was completed in mid-February 2020, with our students now enjoying this new learning space.

A new age appropriate playground was added to the Tiny Tartan’s Kindergarten in November 2019.

## ***Archbishop's Message 'Generous Hospitality'***

A new unit 'Generous Hospitality' was introduced in the Religious and Values Education subject for students in years 8, 10 and 11 to complete. The students were asked to complete a project that would enable the Social Justice Committee to review the actions suggested by these year levels. Due to time constraints these were not implemented during 2019. The Social Justice Committee will endeavour to review these suggestions during 2020.

On the primary campus all year levels ran special events throughout the year to welcome parents and grandparents to the college. The head of primary welcomed all families to attend weekly chapel services and the year 6 leaders assisted staff in the morning to welcome families at the commencement of each school term.

## ***Future Plans – Goals for Next Year (2020)***

Mr Steven Morris will be taking up the position of Principal from term two, 2020. Mr Morris is a life-long Anglican and highly experienced educator who will join the college from Townsville Grammar School, where he has served as deputy principal since 2012. His vision includes the continued development of the college as a place where young people are happy to learn, explore opportunities and accept new challenges.

As the population of Springfield continues to grow, so demand for places at the college increases. In 2020, enrolment will exceed 1,100, including the Kindergarten. Facilities upgrade and development are a priority, with the science laboratory refurbishment project completed in February, and the Centre for Senior Learning due for completion during the second half of the year. In addition, on the primary campus, the year 6 classroom refurbishment, at the end of 2020, will see demand for year 6 places better accommodated.

The Springfield Anglican College continues to be a young, vibrant and forward-thinking school with a strong enrolment base and a healthy record of achievement. Its students are well-placed to take their Anglican education with them into a world which sorely needs young men and women of faith, honour and service.



# 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*, 2019 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 and this continues to be an excellent way of engaging with staff, students and parents. Our primary parents are an integral part of chapel and their attendance at these and formal times of worship has been encouraging.

Our secondary chapels continue to be about connecting our students with the good news of Jesus and bringing relevant and engaging messages to students, founded in scripture.

Term one - Under Cover – exploring the Fruits of the Spirit

Term two - At the Movies – Christian messages and teachings found in Classic Movies

Term three - Wise Up – a study of Proverbs

Term four - Unlikely Characters in the Bible

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 and losing our senior minister as the new Bishop of Bathurst, the Anglican Church of Noosa, Peregrine 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 'reconnecting' with the church in ways that are real and relevant.

### ***Relationships***

Our greatest connection outside the parish is with Anglicare. In 2019, 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***

In 2019 we had the following full-time staff:

- Tim Barrett – Head of Christian Ministry & Global Learning (executive position)
- Gary McClellan – College Community Chaplain
- Andrew Lucas – Primary Christian Education teacher

Part-time staff/part-time teaching loads supporting the chaplaincy team:

- Lachlan Petersen – Youth Worker (one day a week)

Full time staff who assist with Christian Education teaching:

- Grant Harbour – Head of Professional Learning
- Chris Ivey – Principal

### ***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 2019, 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 – Coolool to Castaways walk
- Shave for a Cure
- Kokoda Challenge, Jim Stillman Cup – raising money for underprivileged boys
- Valentine's Day
- 40-Hour Famine
- World Vision – sponsor a child
- Overseas trips to Cambodia and Thailand to assist in the building of new homes, out of flood zones, and more permanent gardens for local families.

### ***Staff Development***

- The college had a commitment in 2019 to Professional Conversations between teaching staff as a means to reflect on and improve teaching practice. In addition, our secondary staff were preparing for and implementing of the new senior assessment and work programs with our Year 11 students. Many of our staff have now undertaken new roles as markers and confirmers for QCAA.
- The Principal is the National Chair of AHISA (Association of Heads of Independent Schools, Australia).
- The college continues to have 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 2019 and we continue to support our small number of Indigenous students, but more importantly we developed several programs during Reconciliation week.

### ***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***

In 2019, the college opened its new Aquatic Centre which has had a remarkable impact on the college. It created a new and dynamic entrance to the college, but more importantly, with the Lanes Café has provided a space for families and members of the wider community to meet.

A major challenge for the college 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 growth over the medium to long term.

## ***Reflection on the Archbishop's Message***

Generous hospitality has been an integral part of our community for many years and we have been challenged here at the college to see how this could be implemented throughout our practices within the teaching of Christian education and chapel.

We have sought to embed our approach to generous hospitality across the five key domains of our strategic plan:

### ***1. We focus on Knowledge and Learning***

#### *SAIL (St Andrew's Institute of Learning)*

- Hosting various educational and local events for the community
  - Immerse Conference
  - VR Conference
  - TeachMeets
- NETA (Noosa Education and Training Alliance)
- Hosting various parent and community well-being seminars.

## **2. *We encourage Faith and Service***

### **St Andrew's Serves**

- Weekly service activities where teams of student's head into our local community to serve.
- Morning tea with AVEO residents, conversations and recording of memoirs.
- Soup kitchen, preparing food for those less fortunate in Nambour.

### **Connections Program**

- Students donating socks, toiletries and other items to homeless in Melbourne
- Students and staff assisting with delivering food to the homeless in Melbourne

### **Global Programs**

- Welcoming students and teachers from our partner schools, Kindai High, Bethlem School and ISF Academy. These students and teachers stay with our families
- Community fundraising for overseas programs in Cambodia and Thailand

### **Anglican Church of Noosa**

- Welcoming the community to worship here in the college.
- Bible studies in school family's homes
- Community play group at the college each week.

### **College Activities**

- Visiting local aged care facilities to perform for and chat with the residents.

### **Multitude of Fundraising events**

#### **3. *We develop a strong sense of Community Connectedness***

- Class Dinners
- Parent gatherings to foster a sense of community
- Parent information sessions to assist parents in raising their children.
- Alumni gatherings across the country
- Welcoming the wider community to special events such as Anzac Day, Grandparents Day and Foundation Day
- Friends of groups across the college who find ways to bring the community together around a common purpose.
- Hosting various school sporting teams from both Australia and International

#### **4. *We commit to Envisioning and Resourcing our Future***

- The college continues to open its facilities at no cost to community-based organisations such as SES for their training programs

## **5. We build Personal Capacity**

- Evidence of the impact of these programs includes using our student survey data from MMG and CQ, we can gauge the impact these service activities are having on our students

### ***Future Plans***

2021 and beyond are exciting times for our college as we look at our next major building project in the next four years. We are at capacity and so as council reviews our current strategic plan, we will be looking at ways in which we can better build connections both within the college and across the community.

### ***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: (Jan-Jul 2019) Dr Julie Wilson Reynolds**  
BA, Dip Ed, MA, Med, PhD, MACE

**Acting Principal (Jul-Sep 2019) & Interim Principal (Sep-Dec 2019):**  
**Ms Wendy Lauman**  
AACM (Td), Bed (Drama), Med (Counselling & Guidance),  
Med (Behaviour Management), AIMM, MACEL

The Principal and Interim 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 School 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, 2019 saw continued engagement with our 2018-2025 strategic plan. Staff were invited to develop recommendations for stage two of the plan, our modernisation project. Ninety seven staff from all areas of employment in the school volunteered their time to provide insight into the future directions of the strategic platforms: Learning, Enriching, Engaging and Sustaining.

***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*

## ***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.

### ***Engagement with Local Parishes***

There is an annual service at St Peter's Church Southport in which the school provides musicians, choristers and readers. 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.

### ***Relationships***

St Hilda's School works closely with the Anglican Schools Commission Child Safety and Wellbeing Advocate to facilitate child safety training, the Mission and Education Advisor on curriculum development and staff professional development, and the Online Safety and Digital Wellbeing Advocate on eSafety.

### ***Chaplaincy***

There is one full-time chaplain who is assisted in services by students and other members of staff. Our chaplain, Rev'd 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 179 boarders in chapel each Thursday and joins them for dinner regularly.

### ***Curriculum***

During 2019, the RE Faculty, led by Mrs Catherine Syms, continued to review and update the St Hilda's RE curriculum based on guidelines provided by the ASC syllabus, particularly in terms of approach and content. Our team of dedicated RE teachers has grown significantly due to changes in the structure of RE classes in the senior school. We have endeavoured to develop substantial lesson resources to support staff. A decrease in the curriculum time with year 11, due to a new timetable supporting the introduction of the QCE in Queensland, has certainly impacted the continuity of learning, however, there is no doubt that students are engaging with the RE program and developing their knowledge and skills in this subject area. Timetabling for 2020 has sought to address the continuity issues. We are also delighted that there has been considerable growth in senior school students opting to undertake Studies of Religion in 2020; numbers are currently on a par with other Humanities subjects.

The junior school Religious Education curriculum is based on ASC guidelines around Knowledge and Understanding including Reflection and Empathy. The chaplain, the Leader of Learning and Teaching 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. Additionally, Religious Education classes support the Social and Emotional Framework within the Junior School.

## ***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 have 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 League, Samaritan's Purse Operation Christmas Child Shoebox, The Currumbin Wildlife Hospital Foundation and Kids Undercover Intuitive. Some of these involved the girls giving gifts of their time, money, support or information sharing.

In our middle school the girls engaged 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 including the Cloncurry based charity, Sisters of the North, a group which responded to the needs of families who had experienced the devastating effect of the North West Queensland floods. Following the bushfires, year 7 raised funds in support of local wildlife rescue group, Star Stitchers.

Throughout the year, students worked in teams to support The Smith Family, the White Ribbon Foundation, Act for Kids, and the Country Women's Association of the Northern Territory. At Christmas, 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 this season.

Our senior school girls demonstrated their commitment to *Non Nobis Solum* in many ways over the year. Students participated once again in the Rosie's Friends on the Street Schools Outreach program and supported the 'Share the Dignity' program with collections for distribution to homeless women across Australia. Year 12 students continued to support the children's' charity, Variety, with a 'hair chop' which raised \$21,800.

St Hilda's association with the School of St Jude in Tanzania was renewed with a visit by founder, Gemma Sisia, who received a cheque from a St Hilda's fundraising breakfast.

## ***Staff Development***

St Hilda's chaplain, Rev'd Patrick Duckworth, hosted local clergy, and attends local and national Anglican conferences on behalf of the school. Mr Geoff Powell, Head of the St Hilda's Learning Institute, participates on the ASCENT conference committees and the Cyber Safety Champions Network. The school hosted Rev'd Richard Browning to engage with discussion on the redevelopment of the vision statement for Anglican schools.

## ***Reconciliation Action Plan***

In 2019, a working party was formed to develop a formal RAP for the pre-preparatory centre and school. Members of the school community across all sub-schools worked together and completed a critical reflection of current practices. The Working Party developed a Vision for Reconciliation and based on the critical reflection developed goals for the year ahead. An action plan was developed, and this was shared with staff to provide feedback. At the end of the year the Pre-Preparatory RAP and School RAP were presented to senior leadership and approved by the interim principal before being sent to reconciliation Australia for review to commence in 2020.

## ***Our Vision for Reconciliation***

At St Hilda's School we recognise and acknowledge the Kombumerri people of the Yugambeh nation as the traditional custodians of the land on which we play, learn and grow. Through our Acknowledgement of Country, the girls are supported to understand the importance of Country to Australia's first peoples.

Our goals for reconciliation in 2020 include:

### **Relationships**

1. Enhance teaching and learning activities by engaging Aboriginal and Torres Strait Islander people from within the pre-preparatory community.
2. Provide opportunities for staff to build and extend knowledge and understanding of Aboriginal and Torres Strait Islander cultures.
3. Provide opportunities for staff, students and community members to collaborate on whole school reconciliation projects.
4. Co-ordinate a Welcome to Country for significant events.
5. Celebrate National Reconciliation Week from 27 May to 3 June each year.
6. Build relationships with the local Aboriginal and Torres Strait Islander community that are founded on mutual respect, trust and inclusiveness.

### **Respect**

1. Teach about the concept, history and progress of reconciliation in Australia.
2. Raise awareness of current affairs and issues in the public domain that are of significance to Aboriginal and Torres Strait Islander peoples and the process of reconciliation.
3. Develop understanding of what it means to acknowledge Country and provide everyone the opportunity to do so at meetings and events throughout the year.
4. Fly or display the Aboriginal and Torres Strait Islander flags all year round to demonstrate pride and respect for Australia's First Peoples.
5. Raise awareness of, teach about, and take positive action against racism.

### **Opportunities**

1. Ensure Aboriginal and Torres Strait Islander histories and cultures are incorporated in curriculum planning, development and evaluation processes.
2. Ensure policies are inclusive of Aboriginal and Torres Strait Islander histories and cultures.

3. Encourage staff to be involved in the ongoing development of the RAP through staff development opportunities.
4. Celebrate RAP progress in the Pre-Preparatory and OSHC and throughout the community.

## **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 as guided by our framework. There are many opportunities to practice 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 Positive Relationship Summit with our brother school TSS, was a welcome initiative instigated in 2019 to develop students' communication skills and interactions in both their real and online environments. Year 7 participated in a workshop conducted by High Resolves, exploring positive relationships and identity. Together with year 8, the year 7 students, completed the Griffith University Life-Fit-Learning program, which comprised of a student wellbeing survey and facilitated workshops addressing overall health and wellbeing.

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.

Senior school students were challenged to uphold the qualities of Being Present, Being Kind and Being Grateful, along with the school values of Love, Compassion, Forgiveness, Hope and Grace. The school captain brought these values to the fore in her call for all students to celebrate their unique qualities and their collective strength in being united.

## ***Achievements, Contribution & Events***

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 one with a display of red hands
- Weekly discussion of key national and international events held by the International Group
- Authors Frederika Roberts and Elizabeth Wright addressing resilience, wellbeing and success
- Guest speaker, Peter Grete, addressing the importance of media freedom

The junior school brought to life the tale of *Aladdin Jr*, with our cast, crew, staff and their families all joining to create joy, enthusiasm, tenacity and a wonderful production which resulted in seven nominations in the Gold Coast Theatre Awards. The middle and senior school introduced a new house event, *So You Think You Can Dance and Sing*, which afforded students the opportunity to coordinate, choreograph, conduct and rehearse their own showcases. The junior school then followed up with their own, *So You Think You Can Dance* competition.

In 2019, our cultural exchange program offered girls the opportunity to study abroad in Canada, England, Scotland, South Africa, the USA and New Zealand. An inaugural exchange was also undertaken with St Hilda's Anglican School for Girls in Perth.

Students across the school continued to support the annual ANZAC Day March at Southport, the Mother's Day Classic, and participated in the National Day of Action Against Bullying.

## ***Major Projects***

The school council was presented with a proposal to redevelop an existing building into a music centre and auditorium space.

## ***Archbishop's Message – Generous Hospitality***

The Father/Daughter Breakfasts and the Mother/Daughter Lunch provided a wonderful opportunity for the significant people in each girls' life to spend time together to honour their special relationships. Our Middle School Connection Breakfast which acknowledged and celebrated the completion of the year 9 journey, provides a further opportunity to extend hospitality to our families and friends and reconnect with our old girls who contribute as guest speakers at this occasion. Similarly, as a school we invite all our year 12 graduates to host a breakfast with their parents and siblings before leaving the school at students on their final day.

Throughout the year the school hosted overseas tour groups, exchange students, guest speakers, teachers from other schools planning for the new QCE courses, staff undertaking Student Protection Officer training, and visiting clergy. The year culminated in the hosting of a chapel service for all staff where the wonderful talent of our retiring accompanist and organist enabled us to rejoice and experience uplifted spirits.

## ***Future Plans***

Moving into 2020, the school council and leadership team will continue to work closely with St Hilda's School staff to implement recommendations from stage 2 of the Modernisation Project, and implement stage 3, engaging students, parents and partners in the school's strategic plan for continuous improvement. Key to realising this goal is the development of a whole school feedback culture.



*The Rev'd Patrick Duckworth, chaplain at St Hilda's School*

# St Luke's Anglican School

**Principal: Mr Craig Merritt**  
**BA, DipEd, MEd (Leadership & Management), MACEL**

2019 was an important milestone in the history of St Luke's Anglican School. This year we celebrated the 25-year anniversary of St Luke's Anglican School, our Silver Jubilee year. I wish to acknowledge the vision, dedication and hard work of our school founders, looking to establish an Anglican school to meet the needs and aspirations of the people of Bundaberg and the Wide Bay region.

From the bare paddocks of the early '90s to the park-like campus, buildings, facilities and culture we now are blessed with has been an inspiring journey, a journey characterised by faith, foresight and belief. We are fortunate indeed to be the recipients of such blessings, as we came together to celebrate the 25-year anniversary of the school.

2019 was also the first year of the implementation of our strategic priorities. 'Our Future; Strategic Priorities 2019-2022' was launched at the conclusion of 2018 and this year we have made considerable progress with the implementation of these priorities. As a result of this direction, two of our teachers have been accredited with Highly Accomplished and Lead Teacher status, the first for the Wide Bay region.

Supporting our strategic priorities is the launch of our campus master plan. The master plan outlines how we will develop and renovate key spaces and places in order to provide the best facilities and opportunities for our students, staff and families. To continue to nurture and support our students to be the best they can be now and into the future.

## ***Opportunity for Meaningful & Relevant Worship***

There is a quiet sense of joy and happiness and a hush of expectation when the school community gathers for both primary and 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: three baptisms, six Admissions to Holy Communion and an increasing number of both students and staff receiving Holy Communion at our Eucharistic Services.

Each week there is a celebration of the Eucharist on Tuesday mornings to which staff, students and parents are most welcome. At each term's end there is also a whole school Eucharist attended by staff and students from 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 better. The staff also gather as a group to celebrate the Eucharist at the beginning of each term.

### ***Relationship with Parents, Local Parishes & the Wider Mother Church***

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 year Christmas service.

In addition, 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 year 3 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. Moreover, 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 as a base from which our curriculum is derived from. The material helps to communicate many of the great Biblical stories of which most of our students have no prior 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 affect on 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. This takes the form of a student discussion based around some of the issues they face and work with as they journey through our senior school.

### *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, this year Mr Gourlay of the Red Frogs Association gave a very powerful presentation to the chaplains and guests present. The chapel captain, sacristans and school chaplain attend the breakfast in support of them each year.

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, tons of enthusiasm and excited smiles. There have been many service fundraisers held throughout the year, which have included visits to aged care facilities, raising money with the community, a range of Interact club fundraisers and participation in a number of service opportunities.

As usual, love was in the air the first couple of weeks of school as students took their 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 Disaster Relief Programme, providing much-needed funds to support the cause.

The students also participated in the National Day of Action Against Bullying and Violence. To increase awareness of the worth message, the whole school came together and individually crafted fabric flags and created St Luke's 'No Bullying bunting' which was displayed on our school's entrance and driveway. Each flag 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 term two 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.

Our students again showed incredible persistence and participation in this year's Relay for Life. Once again, St Luke's Anglican School truly dominated in team numbers with a



significant number 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.

### ***Commentary & Reflection on the Characteristics of the School***

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 members strive to give our students the benefits of being educated with a high sense of intellectual rigour. This is evident through the programmes 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 is 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.

### ***Academic Results***

Our 2019 year 12 students have finished their schooling journey and are now on their way to fulfilling their dreams and goals beyond school life. 37.5% of the cohort received an OP1-5 with 39.2% 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, 7 VET qualifications were gained by the students in 2019. 97.1% of students received a QCE. 93.9% 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, except 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 2019, St Luke's began selling Valentine's Day Roses in support of a local charity. 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. 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 2019. These included:

- The National Day of Action against Bullying, where students used prayer flags to give messages of support to stamp out bullying;
- International Women's and Men's Day;
- Biggest Morning Tea;
- Colour Run for Forget Me Not;
- Red Shield Appeal for the Salvation Army;
- Chaplaincy Breakfast for school chaplains;
- Service of Celebration and Peace to mark the Centenary of the Treaty of Versailles;
- Make a Wish Day;
- Dorcas Soup Kitchen, weekly preparation of food for the homeless run by the Christchurch Anglican Parish, Staff also participate in this once per month.

Our Annual Ladies Afternoon tea featured guest speaker Rachel Downie from Stymie/Braverly and raised over \$20k for the local breast and prostate care foundation to sponsor education for nurses from the Bundaberg area.

## Cultural

Some highlights for 2019 were the drama production *Behind Closed Doors*, and our instrumental students participation in the Aspire Music Festival.

*Behind Closed Doors* was written and performed by students. The play examined the lives of three people who live in close proximity to each other and what happens when that proximity closes you away. The issues of controlling parents, domestic violence and self identity were explored in this production.

### **A reflection on the Aspire International Music Festival**

At the festival students competed, workshopped with industry professionals and performed in the public spaces around Broadbeach at the Gold Coast. One of the most incredible aspects of St Luke's Anglican School is the outstanding culture within our student body. Whilst on tour, our male vocalists took part in a workshop with Anthony

Young, the head of music at St Laurence's College in Brisbane. He made a comment along the lines of 'You are all males who sing, so you must be bullied by the sporty kids at school'. A lot of the students from other schools nodded with agreement, but not ours. Anthony looked at our boys and appeared confused. One of our students responded with, 'That doesn't roll at our school. Every student participates in the Instrumental Music Program from year 3, so sporty or not we all understand and respect the value of music, plus we are the sporty kids too.' I couldn't help but sit there with the biggest smile on my face. At that moment, I knew without a doubt that our students recognised the value of the Performing Arts as a part of their education and as an integral aspect of the fabric of our wonderful school.

The concert band and senior orchestra both placed second and the string orchestra placed third. However, what is even more important than this is that thanks to the culture that has been created through the Instrumental Music Program as a respected and integral part of the school's curriculum, we have been able to create an inclusive culture with incredibly creative thinkers, effective collaborators, compassionate peers, motivated sportspeople, critically thinking academics and extraordinary human beings.

## **Sport**

Another year has gone by and we are extremely proud of the successes of our St Luke's athletes on the sporting fields, competing all over Australia. Being it in the pool, on the track or river, on the field or court, our athletes always did their best and proudly continued to represent our various St Luke's sporting teams in interschool competitions.

St Luke's were well represented in Bundaberg District, Wide Bay Regional and Queensland State Teams and we also had students placing at National Championships and representing Australia at International level.

At St Luke's our students are always proud to represent the school and they never give an inch when they are competing. Our students are keen to get out to represent the school at all the Bundaberg School Sport Carnivals, and push each other for spots to make the teams – a culture we should always uphold. No matter what our ability, we will always go out and give our best.

In term three we continued our partnerships with the University of Sunshine Coast, started in 2018. We took 32 student athletes to visit the university's High Performance Sports Unit and Sports Clinic, where students had the opportunity to experience the high performance sport environment of a university.

Our Athlete Development Program started this year, with a focus on the holistic athletic development of our Year 6-10 students. A lot of emphasis was placed on the strength and conditioning development of athletes. Next year we will take this program to the next level, with a further focus on running technique and ball skills. Our Personalised Performance Program, also catered for the individual needs of our talented performers, assisting them on how to balance between their sporting commitments and keeping up with academic work.

In 2020, there will be a major focus to further develop our team sports, where we have selected a couple of core team sports in which we want to create skill development opportunities, as well as some opportunities to take teams away to participate in all Schools Carnivals around the State, whilst continuing to develop our athletes participating in the individual sports.

## **School Council**

2019 certainly was a year filled with amazing celebrations. We celebrated the 25<sup>th</sup> anniversary of our beautiful school, we celebrated as Bundaberg's top performer in NAPLAN in both primary and high school areas. The next step survey revealed that 78% of our 2018 graduates are in further education or training compared to the 47% across the Wide Bay region, 65% are enrolled in a bachelor's degree at a university and 13% pursuing VET pathways with a further 17% who transitioned directly to paid employment. Two of our staff members have become the first in Wide Bay independent schools to receive national accreditation for their work. We are very proud of the strong OP results across all categories, the best in the history of the school:

- OP 1- 5 35.7%
- OP 1-10 74.9%
- OP 1-15 100%

Key facility improvements included renovations to senior classrooms, the school's tuckshop and adjacent children's play area, now referred to as the Turtle Cafe. We installed new exterior tables and seating areas across the school, purchased new Chromebooks for years 4 and 6, as well as for all teaching staff, and we also purchased new laptops for a high-performance computer lab. The state of the art solar and battery system was commissioned in June and has reduced our electricity usage by over 90%.

As we look to 2020, continuing investments will be made across all key pillars of our strategic plan. Key projects which will support dynamic learning and inspired teaching at St Luke's include the expansion and refurbishment of our Early Learning Centre which we hope to construct in 2020. In 2020 we will also commence a development and application process for stage one of a new multi-purpose centre, which we hope to construct in 2021.

Although education costs are increasing at 2.8%, School council has limited the tuition fee increase for years 1 to 12 to 1.9%. Tuition fees for preparatory remained unchanged and modest increases to the Early Learning Centre fee and for private music tuition were accepted. These increases will help the school meet the rising costs of education, and it is important to note that this was the first time tuition fees for years 1 to 12 have been increased since 2016.

The investment in our commitment to focus on the strategic priorities of dynamic learning and inspired teaching certainly has proven to be an investment worthwhile, considering the high-level performance of our students and the input of our dedicated staff under the successful leadership of our highly valued and capable principal, Mr Craig Merritt.

At St Luke's we strive to develop students and leaders whose actions align with our core values of faith, performance and honour. When actions and decisions align with core values, it means that a person has integrity and becomes a strong role model to those around them.

### ***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 over 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 2019, we had 139 full time international students enrolled at the school from various countries from across the globe.

In 2018 and 2019, St Paul's School was listed amongst the world's 100 most innovative learning organisations by an arm of Cambridge University. Later in the year, St Paul's was recognised as the Australian School of the Year at an awards ceremony in Sydney. This was in addition to the school's listing amongst the 40 most innovative schools in Australia several years running.

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.

## ***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.

Over the years, we have noticed a steady decline in church affiliation on the part of our families. Consequently, fewer and fewer of our students attend a church outside of St Paul's School. This poses different challenge as we seek to minister to the community.

Strategically, we have been praying and thinking about what "church" could look like for an "unchurched" community. Are there new expressions of worship that we should be seeking to implement that will engage not just our student body, but their families in meaningful expressions of Christian community and conversations about God?

In response to this challenge, we have formed a new committee (led by Rev'd Ralph Bowles) to develop new expressions. As Jesus said, "the harvest is truly great, but the laborers are few: pray therefore that the Lord of the harvest would send forth laborers into his harvest." I ask that you pray for the harvest in our schools across the Diocese, that we might not be afraid to step out of our own comfort zone and ask of the people, as Jesus did, "what can we do for you?"

### ***Engagement with Local Parishes***

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.

Several of the local parishes have recently had a new rector appointed, with the most recent being Northpine Anglican Parish. We look forward to the opportunities those new appointments bring and the possibilities of partnering with them.

### ***Chaplaincy***

Rev'd Mark Leam continues to serve the St Paul's community as the school's chaplain, a role he has played admirably for many years. Rev'd Mark not only leads the school's worship opportunities but also teaches Religion and Values Education, runs many ministry opportunities within and without the school and continues to be instrumental in our relationship with the Diocese in Vanuatu.

## ***Religious Studies***

The school's values of *Faith, Learning and Community* and the Archbishop's challenge to demonstrate 'generous hospitality', gave the St Paul's Religion and Values Education (RaVE) P-12 program a clear focus and a myriad of exciting opportunities.

Under the guidance of Dr Jones from the school's Centre for Innovators and Entrepreneurs, and Cathy Smith, a new year 12 initiative allowed students to examine Environmental Stewardship through an entrepreneurial lens. The students made an effort to make a positive difference by finding a need in their surroundings that they were passionate about and propose a suitable solution and implementation plan. Student reflections included: "the unit has taught me how important our environment is. It also opened my eyes to many things"; and it was "factual and informative, not only in learning about the environment but also in gaining useful business skills."

The year 11 cohort wrestled with life's big questions in their Ethics unit, while the year 10 students, as part of their study of Good and Evil, considered whether people are born evil, or if people's actions and choices result in them becoming evil.

An appreciation for the diversity and commonality of all faiths was the hallmark of the year 9 World Religions unit and the excursion to various places of worship in Brisbane. 'Generous hospitality' was linked to rituals and festivals; in particular, a Passover meal that allowed for reflection on both the traditional Jewish Passover meal and what Jesus has done for us.

Mr Tumnus' display of generous hospitality, when he offered tea to Lucy in *The Lion, the Witch and the Wardrobe*, was demonstrated in the high tea hosted by the year 8 students for our PNG St Paul's Exchange Program guests.

The junior school Bible readings included taking the weekly Connect readings and relating the key messages to the students' lives, such as what it means to be trustworthy and to live God's way. Drama, music, visual culture, the core St Paul's values and Ways of *Being* were woven through these lessons. The junior school give thanks for their families and special days celebrated with their mothers, fathers and grandparents.

The year ended with a short puppet show in which pre-prep students learnt that Christmas gives us an opportunity to love one another and reflect deeply on God's love for us. The sound of the pre-prep students singing with gusto about "the Love of Jesus" being "so wonderful" still resonates in the school.

## ***Missional Engagement***

Service projects at St Paul's School target two areas, those being Social Justice and Environmental Stewardship. In 2019, the priority was to consolidate the projects we already had operating at the school rather than seek to introduce new programs. Existing programs in the area of environmental stewardship included the continued development of our Koala Corridor, the selling of reusable coffee cups to finance the expenses



associated with the Koala Corridor, participation in Clean Up Australia Day and developing a program of recycling within the School.

Social Justice projects included support for Indigenous Students at Bald Hills State School through a reading mentoring program and support for families in distress within the local community through the production of lunch packs for students at two of our neighbouring state primary schools (Bald Hills and Lawnton State Schools). Coupled with the reading program which sees our students working with the Bald Hills students on a weekly basis after school throughout terms two and three, the school's Book Week program features a dress up parade which raises money. The funds collected from students who wear a costume on the day, go towards the purchase of reading books which are presented to our Bald Hills partners for use in their own reading program, plus an association their school has with a local childcare. The presentation of these books is part of the celebrations that conclude the reading program at the end of term three.

Service at St Paul's also included support for whole school charity initiatives such as Blue and Pink Days. Each of these events are multi-layered programs which include free dress days as well as fundraising tied to sporting fixtures in which the school participates on two Saturdays across the year. These two events raise awareness and contribute funding to Men's Mental Health through support for Beyond Blue, and Women's Health, specifically support for Breast Cancer Support Services through The Breast Cancer Network Australia.

Whole school initiatives also include our continued support for our Vanuatu Outreach Project, which provides financial assistance to three villages in Vanuatu and includes a visiting student group who work with local schools and community organisations within these villages. Prior to the student tour, fundraising is conducted to support the improvement of village infrastructure through a whole school free dress day, the sale of pancakes on Shrove Tuesday, a donations box, and the sale of Entertainment Books.

In 2019, St Paul's initiated programs linked to Papua New Guinea. A group of St Paul's students trekked the Kokoda Trail and students and staff travelled to New Guinea as part of the AusPNG Partnership. These two programs are both additions to the St Paul's experience and each is seen as a valuable way of establishing meaningful relationships with one of our nearest neighbours.

The AusPNG partnership involved staff and students from St Paul's visiting schools in Papua New Guinea and, in return, students and staff from PNG visiting St Paul's. This allowed for the meaningful exchange of ideas and a growing understanding of how our schools can work together effectively into the future. This resulted in the identification of IT support needs within the PNG schools that St Paul's staff were able to co-operatively provide.

The Kokoda Challenge allowed St Paul's students to create relationships with the PNG villages of Buna and Sanananda, where the team stayed at the completion of the trek. These villages have needs in terms of the infrastructure supporting the provision of both health and education services. As this tour is going to become a regular event on the tour calendar, investigation is currently underway as to how St Paul's can best support these

communities on an ongoing basis in these two essential areas. Funding was raised for these prospective programs through a whole school free dress day.

Other ongoing programs included the school's long-term relationship with Canteen, and this organisation's support for young people living with cancer through the sale of bandanas on Bandana Day. The St Paul's junior school raised funding for the Hear and Say Foundation, through a free dress day and supported the Queensland Cancer Council through the organisation of an Australia's Biggest Morning Tea event. They also held fundraising events to support Australia's rural communities and agricultural sector, as these groups struggled to withstand desperate drought conditions throughout 2019. The school's Interact group, through a food stall at the athletics carnival, raised funds which then financed their ongoing support of Zonta and the production and provision of birthing kits, distributed to developing communities. Finally, the year 8 business students ran a business ventures event, the funds raised through this initiative were assigned to environmental programs.

### ***Archbishop's Message***

St Paul's engagement with the theme was both intentional and specific. Ongoing activities such as the breakfast group is open to all students, and is an opportunity for visiting international student groups to be shown hospitality and share fellowship and food with local students. Within the junior school, annual events such as Grandparents' and Special Friends' days see large numbers of visitors invited into the school to share fun, food and fellowship with the staff and students. Combining needs and service learning, junior school students also engaged the theme through providing scarves and gift bags to local seafarers and homeless through their support institutions.

One junior school initiative directly related to the theme was the invitation to local childcare centres to join St Paul's students in the school for their Under 8s day. The childcare centres used this opportunity to bring their children to St Paul's to engage with students in a range of activities, and to share resources which would otherwise be inaccessible to them.

Established structures within the International School meant the theme was continuously engaged through visiting school groups being welcomed into classrooms and the wider school. Supported by staff and students through an ongoing buddy system, visiting students were befriended and cared for by local students during the school day, with gatherings for fellowship and food a highlight of such visits. These events, combined with the homestay system for long-term international students, ensures that generous hospitality is something that is well entrenched and ongoing in the St Paul's culture.

On occasions, St Paul's provides hospitality to others through invitations to identified community groups and individuals to join us as we commemorate and celebrate events such as Foundation Day, Anzac Day, Remembrance Day, NAIDOC events and more.

Our facilities are available to various groups and institutions including local Anglican parishes and sporting groups which provides us with numerous opportunities to

demonstrate generosity and hospitality through the sharing of resources, only available due to the school's presence in the community.

Specific departments such as music sees choirs and bands perform in both private and public performances, as an example of providing hospitality to others through exercising the talents and skills students develop as members of St Paul's School. Similarly, the food technology department provides opportunities for students to use their skills and provide hospitality through events catering to small gatherings for the practical assessment program.

The director of the Centre for Innovators and Entrepreneurs (CIE) created a "hospitality wall". Each time a visitor, staff member or student came to the CIE, the director asked them to write on the wall about what generous hospitality meant to them. Some common themes emerged. Quotes included:

- Be a good Samaritan – help, pay the cost, keep in touch
- The guest departing should feel better about themselves than when they arrived
- Doing everything possible to make others life/experience the best it can be
- Someone taking the time out of their day to help you, without seeking profit for themselves (student)
- Be the weavers
- People looking after you without seeking something in return (student)
- Providing comfort, security and basic needs with a smile
- Giving something of yourself for nothing
- Valuing people and sharing time and stories

# The Glennie School

**Principal: Mr Peter Crawley**  
**BA (Hons), Dip Ed, MEd Admin, GCertTh, DUniv, FACEL**

Our theme for 2019 was 'Be the reason'. The theme worked to generate questions about purpose and direction in life. We had the opportunity to consider character and the way we would translate the idea behind the theme into the educational opportunities for the girls and staff. Behind the theme was the implication that life required courage and this was relevant to every year of life and most of the concerns that life brings.

In 2017, we introduced our core values: Integrity, Respect, Compassion and Courage. Along with our annual theme, these have continued to be valued within the community. As time has passed, we have found many practical ways to implement the values.

The real benefit of having core values is that they emerge to protect a school and all within the community, when faced with difficulties. Core values help the search for solutions. Dilemmas are resolved by the good sense of following the solution that best fits the values. 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.

Added to this has been the natural connection between these new core values and our traditional values as found in our school prayer. The poetry of the prayer still has profound power to inspire, and has a capacity to provide a groundedness that gives direction when a problem may confound. This is the power of God at work.

*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*

It was a joy to join the Glennie community at the start of term four. It has been a privilege to learn about the traditions of the school, to hear the stories that give heart to the personality of the school and to work alongside a staff and student community committed to each other. Our purpose as a school is to pursue great education. This incorporates an expectation of academic success, and prizes the development of character. There is no single answer about what this looks like for the girls. As they are different, so is the definition of success. Yet, we know that their wellbeing will blossom as they build

resilience, substance and a graceful style built on our modern values statement and our traditional values preserved in our school prayer.

## ***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. Boarding students have a weekly chapel service before dinner on a Wednesday. 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 2019 for Induction of School Leaders, the Official Opening of The Clive Berghofer Sports Centre, Ash Wednesday, Easter, Founders Day, Anzac Day, Remembrance Day and Christmas.

Family communion services are held twice per term on a Sunday morning followed by a time of fellowship.

## ***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 Fr Paul Mitchell and other local clergy have assisted at a number of school services e.g. Ash Wednesday and Easter services. Students support the St Luke's Parish Pantry with goods to be given to those in need in our local community.

The chaplain also visited the parish of St George with Dirranbandi, connecting with old girls and current families as part of the new partnership with St Luke's Church.

## ***Relationships***

Glennie raised money for the Bush Ministry Fund and for the Archbishop's Drought Appeal during 2019. 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***

Following her marriage to Fr Paul Mitchell in January 2019, Rev'd Sharon Mitchell (née Baird) continued as chaplain at The Glennie School.

Rev'd Sharon 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 Nikhitha Jacob and vice-captain Madi Draheim. Their enthusiasm and commitment made celebrations for Ribbon Day and selling pancakes for Shrove Tuesday great successes.

## ***Religious Studies***

Religious Studies in 2019 included:

- the revised curriculum from 2018 implemented in full in 2019; and reflecting the change in school timelines for years 10-12,
- the topics of the units within this new curriculum ranged from studies of the Abrahamic faiths of Christianity and Judaism, 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 the continuation of the teaching tool of Philosophical Inquiry, where students will get to learn how to think, rather than what to think, There has been continued Professional Development for Religious Education staff in this area,
- this new overview allows students to explore and engage with lessons about what they can learn from studying religion, spirituality and ethics,
- there has been a lot of positive feedback about the program from staff and students, particularly around the commitment to Religious Education being a discussion and inquiry-based subject that focuses on development of thinking rather than academic achievement.

## ***Missional Engagement***

This year, Glennie raised over \$20k for a diverse range of charities and organisations. Girls have served the community with visits to Glenvale Villas and Homework Clubs at Newtown and Darling Heights State Schools. 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.

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.

## ***Staff Development***

Staff development in 2019 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,
- embedding the school values framework,
- embedding the Whole Staff Mission Statement,
- embedding pedagogical practices underpinned by school values,
- building conversational practices,
- supported numerous pre-service teachers across all years and subject areas,
- implementing the performance and development process for teaching staff.

## ***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 Reconciliation 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 flags regularly at the entrance of the School. Professional Development has been given to enhance the knowledge on how best to teach to 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.

## ***Achievements & Contribution***

- The Official Opening of the Clive Berghofer Sports Centre at Glennie
- Glennie hosted the State Honours Ensemble Program (SHEP) Darling Downs
- Aquaversity and school-based trainee programs

## ***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 SRC Fundraiser  
Year 10 Shape your Destiny Retreat  
MSY Grandparents Day

### **October**

World Teacher Day Celebrations

### **November**

Remembrance Day service  
Year 6 Celebration and Service of Thanksgiving  
Whole School carols service  
Speech Day

## ***Major Projects***

Towards the end of the year, the school started building a 'Learn to Swim' pool. This is a quality facility that is open to the wider Toowoomba community and serves the needs of those looking to begin their swimming career. It is also used by the older members of the community looking for an opportunity to engage in a healthy exercise regime. Gentle



exercise gives encouragement to those seeking greater flexibility and, with supportive friends, it is easier to find the commitment to a personal health program.

## ***Archbishop's Message***

Projects that students at The Glennie School have been involved in:

- Food, warm clothing and blankets were collected for the Salvation Army and The Basement, to help people in need in our local area and donated groceries for the Parish Larder.
- Prep girls donated their own baked goods to people in need.
- Years 1 and 2 donated books for the Pyjama Foundation
- Years 3 and 4 collected bread tags for 'Tags for Wheelchairs'
- Year 5 and 6 collected hygiene items which were shared between Basement and Salvation Army.
- Rev'd Sharon welcomed back to Glennie a number of Glennie old girls for baptisms and a wedding.
- Glennie old girls donated a Buddy Bench to the School.
- A year 10 student promoted the Sonder initiative in which students donate unused or new stationery. This was delivered to Newtown State School and Harlaxton State School. Funds from recycled cans and bottles were also used to purchase stationery to donate. This initiative will be ongoing.

## ***Future Plans***

In 2020, we are delving deeply into discussion about the school culture. The school has a depth of tradition and we are looking to develop a clear understanding of how our faith, the stories within our history and the best of modern educational research can be combined to create an understanding of our culture that can direction to the daily purpose of our school.

We are looking to relocate the offices of the senior staff to an area within the school where it will be possible to connect more organically with the girls. We know that the quality of relationships within the school are built on natural interactions that are enabled by connecting the learning areas with the administrative areas.

We have enjoyed thinking about (and deciding on) plans to relocate the kindergarten and prep areas of the school. We see simple adjustments to the way we use the campus that will bring substantial benefits to this part of the school. Expanding play space within the junior years is also being discussed and resolved.

# The Southport School

**Headmaster: Mr Greg Wain**  
**KSJ, DipTeach, BEd (Psych),**  
**MBA, MEd Admin., MACEL, FAIM**

## **School Vision**

*The Southport School is a world-class day and boarding school for boys, a balanced and wholistic Christian learning community in the Anglican tradition, working with families to nurture outstanding young men who are confident, healthy, emotionally intelligent and responsible, imbued with intelligent dispositions and advanced skills in academics, creativity, higher order thinking and wellbeing health; and who have developed leadership capabilities enriched by the principles of positive psychology.*

## **2019 Highlights**

- TSS Pre-School received an 'excellent' rating from the Australian Children's Education & Care Quality Authority (ACECQA). This is the highest rating an education and care service can achieve under the National Quality Framework and is valid for three years. Only 0.31% of pre-schools in Australia achieve this rating and only 10 out of 2,280 pre-schools in Queensland achieve this rating.
- Transitioning to the new senior curriculum and year 12 exam system.
- Construction commenced on the new Annand Theatre and Music Centre.
- Announcement of retirement of the Headmaster, Mr Greg Wain, at end of 2020.

## **Worship & Christian Ministry**

TSS hosted one of the quarterly Gold Coast Anglican network meetings convened by the Area Dean.

## **Chaplaincy**

*"You can't handle the Truth"*

Truth was the focus for the annual house services this year. The Chaplain, Rev'd Jonathan, explored the need for truthfulness in all of our relationships. We watched the court scene from *A Few Good Men* where Colonel Nathan Jessop, played by Jack Nicholson, is being interrogated by the Tom Cruise character Lt Daniel Kaffee. We hear the strongly worded response telling the lawyer "You can't handle the truth!" Jessop goes on to say how the marines at Guantanamo Bay operated. But the lawyer simply wants to

know “Did you order the Code Red?” The Colonel shouts back “Yes I ordered the Code Red!!” thereby condemning himself.

We then asked the question: what aspects of the Colonel’s reply are true, and which comments are not true. This led us on to how **Jesus is The Truth** for Christians and what that implies; the truth regarding power, the truth regarding service, and the truth of life.

Finally, we focused on the truth we owe to ourselves, the honesty which is essential to happy family life and also with our friendships, and finally the need for truth in all our businesses and organisations. This need for truth is fundamental to a creating a healthy ethical society, and we have all seen what happens when this truthfulness is absent.

Each of the 12 houses has an Annual House Service which aims 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 attend these wonderful occasions.

### **Baptisms**

Rev’d Jonathan Whereat officiated at 16 Baptisms during 2019.

Rev’d Jonathan also officiated at the Admission to Holy Communion of Jonathan Paterson, a year 7 boy at TSS, at St James Church Biggera Waters in March.

### **Confirmation in 2019**

Each year in term three we offer confirmation to those who, with their parents, are interested in being confirmed. This year we had three boys from Goondiwindi – Archer Woods and Harry and Charlie Dawson. The rector of St Peter’s Southport invited us to join the confirmees from the parish and St Hilda’s on Sunday 8 September. This Sunday was also the annual Horace Henry Dixon Service at St Peter’s when a staff member from TSS is invited to be the guest speaker at both services. This year it was very ably done by Mr Nick Stansbie who related the life of Horace Henry Dixon with the Gospel reading of the Day.

### **Weddings**

We continue to offer weddings to Old Boys and staff. Rev’d Jonathan has been involved in five weddings this year, three in the Chapel of St Alban and two off campus. Rev’d Bryan Gadd, the previous Chaplain, was involved in two weddings at St Alban’s.

### **Weekly Chapel Services**

In term one, the chapels were asking **what nourishes your Spirit?** We acknowledged that every person has a Spirit – their inner being that is that centre of all our desires and our values and beliefs and we need to nourish and feed our spirit so we can produce good fruit for our lives and the lives of those around us. In term two we turned our attention to **Building on Good Foundations** knowing that if any building is going to stand, or any organisation or government is going to survive the challenges of differing world views it needs good foundations. Similarly, if individuals are going to withstand the storms of life that test who we are, we too need good solid foundations.

**The parables of Jesus** formed the basis of our chapels in term three. The term concluded with a quiz show on the parables based on who wants to be a millionaire. Great NBA caps were the prizes for the winner. The boys enjoyed the game.

Finally, we considered **What the World Needs Now is Love, Sweet Love**. We had a brief survey of the global goals for 2030 and why they were essential. We examined the things that would obstruct us from achieving these goals. Four core roadblocks were identified: the fear of change, the values we currently hold dear, our world view, and most of all the lack of will to change.

### **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 installed at the beginning of terms two and three. During these services, the headmaster addresses the boys and speaks about servant leadership as taught by Jesus.

### **Chapels 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. The boys have a service led by Rev'd Jonathan, often with a palm cross offered to them, reminding them of the school motto to the effect that he who wants to hold the palm of victory must merit it. Rev'd Jonathan is asked each year to 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. When possible, the headmaster leads the boys in a simple set of prayers and invites a number of them to offer a sentence prayer.

### **Annual Chaplain's Visitor for 2019**

*Dr Chris Mulherin's visit to The Southport School 3-6 November 2019*

Dr Chris was the guest speaker at the Annual Chaplain's Dinner at which 20 TSS staff, five of whom were from the science department, shared a meal and heard Dr Chris talk about his work with ISCAST and his doctoral thesis. The discussion that followed soon turned to the topic of global warming and the implications.

During the rest of the week, Dr Chris spoke at all four chapel services which addresses all the boys in the senior school. He raised the question "Can a scientist believe in God?" Dr Chris then introduced the boys to four globally significant scientists who are all Christians. He showed a number of photos from the Hubble Space Telescope and introduced the history of Christianity and science through some of the giants of the science revolution. The main message being that they all began with a conviction that God had two books; the Bible and the book of nature, which also reveals God based on Psalm 19 "The Heavens declare the glory of God."

## **Preparatory School Chaplaincy & Religious Education**

Chaplaincy and Religious Education has added a great deal to the life and culture of the Preparatory School again in 2019. One change that was made during the year was the move from two Chapel services each week to three services. This was brought about by the installation in the Pearce Theatre of the seating that was in the old Annand Theatre. The seating means that, while the boys are much more comfortable than they were sitting on the wooden benches, we cannot accommodate the same numbers as before. Now we have a year 5 and 6 chapel, a year 3 and 4 chapel, and a reception to year 2 chapel each week. This has enabled us to make each of the three services more age specific. As we continue to develop the Pearce Theatre, we look forward to seeing it become a more intimate space that can be used for many purposes as well as for our chapel services.

We continue to use the Positive Psychology “Bounceback” themes as the basis of our weekly chapel services. “Bounceback” is used to help build resilience in our boys, and the Biblical teaching behind each theme is presented. By presenting themes across all levels of the preparatory school, we ensure that a common emotional vocabulary is used and understood.

This year we moved to a new support material in our Religious Education program. The activities in this new material are more academically challenging than that used in previous years, and this has meant a new level of engagement has been evidenced.

Mr Scoones, who has been teaching Religious Education to pre-school, reception, year 1 and year 3, finished his time with us at prep at the end of 2019. He and his family are pursuing the great adventure and touring around Australia for the next couple of years. The boys Mr Scoones taught, will remember appreciatively his energy and imagination in taking them through the faith journey. We wish him well.

The pastoral role of chaplain continues as a support mechanism for boys, parents and staff. We all go through times of sadness or uncertainty, and knowing someone cares, and hears our voice, is a source of comfort for many. It is the nature of our human existence that we need to lean on each other from time to time. The culture of the preparatory school provides a “safe place” for all members of our community.

Let us continue to pray, asking God’s protection over our boys as they go through these important years of development. May they grow into men who understand our Anglican faith, and have positive relationships with each other as well as with our Creator God.

## ***Engagement with Local Parishes***

### **Horace Henry Dixon Service**

The annual Horace Henry Dixon Service at St Peter’s Southport sees a staff member form TSS invited to be the guest speaker at both of the Sunday services. This year our Dean of Students, Mr Nick Stansbie, was honoured to deliver this address relating the life of Horace Henry Dixon with the Gospel reading of the Day

### **Connecting beyond TSS**

Rev'd Jonathan is encouraged to participate in Anglican Schools Chaplaincy meetings that occur once a term, and he also attended the National Anglican Schools Conferences in Hobart in the company of the Headmaster and Dean of Students.

Rev'd Jonathan regularly attends St James Biggera Waters in the parish of Gold Coast North where he also occasionally preaches and celebrates. Rev'd Jonathan attends the Gold Coast Deanery meetings and special occasions when possible.

### ***Staff Development***

- TSS regularly hosts pre-service teachers from local universities.
- We have two members of our executive team contributing to the organisation of the biennial Anglican Schools Conference in Queensland.
- Many staff avail themselves of the opportunity for affirmation and rigorous feedback through our Ideal Teacher & Ideal Corporate Staff programs – recognising and rewarding world-class employees.

### ***Reconciliation Action Plan***

#### **Indigenous Education Program**

Approximately \$95k was raised in 2019 by the TSS Foundation Business Breakfasts, to support the TSS Indigenous Education Program involving 26 Indigenous boys.

#### **Employment of Indigenous Education Liaison Leader**

The school has appointed an Indigenous Education Liaison Officer, Mr Cameron Lestro, who is present on the campus on a full-time basis. Mr Lestro assists with the promotion and organisation of cross-cultural activities at TSS (e.g. NAIDOC Week, Sorry Day, Harmony Day and Reconciliation Week). He is also responsible for the coordination, administration and provision of educational support programs for Indigenous students. Developing relationships is also important, and in this regard, Mr Lestro promotes communication between the school and the local Tweed Indigenous community. He is also the contact point for boarding staff, families and the existing Indigenous students.

### ***Achievements & Contributions***

#### **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.

During the year, all boys participate in Round Square fundraising 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 2019 involved most boys at the school. Such projects included raising money and participating in services for: Feeding Dreams orphanage in Siem Riep, Cambodia; sponsoring Kenyan boys to attend Starehe School in Nairobi; School of St Jude in Tanzania; Rosie's Homeless Mission on the Gold Coast; Homeless Connect; Leukaemia Foundation – World's Greatest Shave; Musgrave State School Learn to Swim program; Clean Up Australia Day at The Spit; St John's Anglican Cathedral sleepover; Volunteer fire brigade – Bush Fire Appeal ; Rett Syndrome; Red Cross; Guide Dogs Australia; Beyond Blue; Outback Futures; the Anglican Bush Ministry Fund; and the Surfers Paradise Anglican Crisis Centre.

During the Easter school holidays year 12 students from TSS acted as 24-hour carers for a group of 18 disabled children at the TSS Sony Foundation Children's Holiday 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. This requires from the year 12 students commitment, leadership, study and training to provide this valuable service.

### **2019 OP Results**

The class of 2019 achieved pleasing OP results with 95% of students gaining entrance into their first or second choice of tertiary course. Two students achieved an OP1, James Smith gaining entrance to Bachelor of Medicine at Griffith University and Taisei Fujii accepted into the Bachelor of Advanced Computing (Honours, Research & Development) course at Australian National University, Canberra. 2019 being the final year of the OP system in Queensland, TSS students' performance in the Core Skills Test indicated sound skills across the curriculum. 90% of our OP cohort achieved an OP of 1 to 15.

### **NAPLAN results**

The boys' results in year 3 and year 5 were again excellent and placed our school's achievement at the highest levels for schools on the Gold Coast. Year 7 and year 9 NAPLAN results were pleasing, with strengths evident in numeracy. An analysis of year 7 results breaking down boarders and day boys showed clearly that the longer a boy attends TSS, the stronger his performance in NAPLAN testing. In response to the need to address performance gaps in boarders new to TSS, targeted programs are being formulated to improve core skills across the curriculum in these students.

### **Educational Initiatives**

Both the senior and preparatory schools continue to innovate to improve student outcomes and embrace educational initiatives that optimise cognitive development. These include Marzano & Kendell taxonomy, higher order thinking skills, writing across the curriculum (Dr John Collins), cognitive verbs, THRASS, seven steps to writing and play based learning. Educational support for students with additional learning needs has been expanded to target improvement in individual students and the Gifted and Talented program has been rebranded as 'Academic Talent Development' across both senior and prep, to better serve the needs of able students.

## ***Major Projects***

Construction commenced on the new Annand Theatre and Music Centre. This state-of-the-art facility will be able to seat 1,500 people and provide our music department with much needed facilities including soundproof rehearsal rooms, storage and classrooms.

## ***Archbishop's Message***

The implementation of the Archbishops' annual message for 2019 – generous hospitality – asked us to reflect on how we can engage constructively with people with whom we differ, and to think about how we might create communities that reflect the teachings and actions of Jesus. Relevant actions in 2019 included:

- Round Square service trip to Cambodia – \$5k raised for the school we support, and six boys participated this year.
- Prep school choirs performed at aged care centres, and met the residents.
- Providing music for Gold Coast community RSL commemorative services and Anzac Day for generations of service men and women and families.
- Sony Camp for Disabled Children
- Twenty students involved in Rosie's Drop-in Centre – volunteering for Thursday evening outreach and Friday breakfast – both in Southport.
- Ideals Week activities including:
  - Kitchen for the homeless at St Johns Anglican, Surfers Paradise
  - Riding for the Disabled
  - Guide Dogs Queensland collections and contact
  - Currumbin Special School assistance with lessons
  - Salvation Army Op shops help and collection
  - Lifeline Op shops help and collection
  - Churches of Christ Aged Care residences visits.

## ***Future Plans***

- Appointment of, and a smooth transition to, the ninth headmaster of The Southport School in 2021.
- Completion of the new Annand Theatre,
- Further development of the TSS Teaching Framework.

## ***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. The end of 2019, saw Old Boy Prof Michael Blumenstein finish his 12-year tenure on Council. 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 and commerce.



By the end of 2019, enrolments were at the highest in the history of the school standing at 1,630 students which represents an enrolment growth of over 20% since the GFC. This was the ninth year in a row of enrolment growth, and has been matched in boarding, with 325 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 wholistic 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) for over 500 students, using 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. Our annual Carol Service takes place in a local parish which, in 2019, was St Luke's Toowoomba.

Staff worship is held at the beginning of each term and staff share in Holy Communion. A range of special liturgies and worship events take place throughout the year; including the commissioning and induction of year 12 and student leaders, Admission to Holy Communion, baptism and other pastoral services. Over the course of 2019, six community members were baptised, and 15 students were admitted to Holy Communion. The sacrament of Confirmation was also offered for secondary students.

## ***Missional Engagement with Local Parishes***

Toowoomba Anglican School has a long history of engagement with local parishes and clergy, and this has continued in 2019. With our school chaplain, Rev'd Zoë Browne, on maternity leave for terms two to four, local clergy led many of our services. Rev'd Dr Daniel Rouhead led primary chapels and the whole school Easter service, Rev'd Adam Lowe celebrated staff services, the Rev'ds Paul and Sharon Mitchell led the whole school Carol service, and Bishop Cam Venables led the commissioning of leaders, the year 12 Graduation chapel, and one of the staff services.

St Bart's Toowoomba hosted the P-2 End of Year Assembly, and St Luke's the Carol Service. The St Luke's Parish Pantry was also a continued recipient of donations from P-2 students. The items were collected in chapel and delivered to St Luke's.

## ***Relationships***

There is a continued drive to foster relationships with various bodies of the Anglican Church. ASC Director of Mission (Rev'd Richard Browning) facilitated an 'Anglican Visioning' workshop in November on behalf of the ASC, that was attended by staff, senior leaders, school chaplain and council members; and ASC Mission Advisor (Mrs Vanessa

Gamack) continued to provide regular support and professional development for Religious Education teachers.

Fundraising for Anglicare Southern Queensland was a continued priority. Our Performing Arts and Sports teams continue to engage with events such as invitational sporting tours, the Anglican Schools Music Festival.

AYCF staff continued to speak at chapel services in term one; and the Rev'd Scott Windred helped facilitate sessions for our school 'Youth Mental Health and Well Being Expo' in term one, drawing on his experience with youth and young adults in the diocese.

## ***Chaplaincy***

Rev'd Zoë Browne is employed as school chaplain (0.6FTE) and oversees the worship and Religious Education for the school.

## ***Religious Studies***

Religious studies are taught to students from prep to year 10 on a weekly basis. The secondary curriculum redevelopment for years 7-10 engages with new QCAA Syllabus and 'Cognitive Verbs'. In primary there is continued use of 'Connect' (CEP) religious instruction materials. The school chaplain currently leads Religious Education for P-10. The subject is taught by the chaplain, with assistance from other teaching staff.

## ***Reconciliation Action Plan***

Toowoomba Anglican School continues to work towards the goals of ACSQ's Reconciliation Plan.

Chapel services have seen the inclusion of the Acknowledgement of Country as a core component of the gathering of God's people. Significant milestones, such as the National Apology, Sorry Day, NAIDOC and Reconciliation Week, have been integrated into the school's calendar of worship, so to educate students, staff and community members. Students have taken a clear role in the leadership of these services, so to encourage a sense of understanding and ownership in the journey of reconciliation.

In the Kindergarten, local Indigenous artist Kim Walmsley has been commissioned to complete six murals. Each of these artworks incorporates a theme, which is integrated into the Kindergarten curriculum of Indigenous perspectives.

A clear priority for the year ahead is to develop, maintain and strengthen relationships with Aboriginal and Torres Strait Islander people and communities, including opportunities to invite elders and community members to speak at community events, such as chapel and assembly.

## **School Values**

Our school values are displayed through service learning and daily interactions.

In 2019, the school restructured its service programs to enable students to spend more time supporting the local and regional communities.

## **Achievements & Contributions**

The Music department led by Ms Eckhart provided such wonderful performances for the benefit of the whole school community throughout the year, with so many individual achievements adding to their success. Our choirs and musicians, are held in such high esteem in the local community that they are much in demand, performing for example at a number of external functions and charity events. For so many of us, the Annual Carol Service at St Luke's heralds the beginning of the family festive period and the performances were outstanding.

In Drama, we enjoyed spectacular performances from our students who took part in the production of *Between These Lines*, led by director Mrs Kate Charles. Over 40 students in years 7 to 12 took part. There were superb individual performances from a long list of lead actors. The highly talented Ms Skelton led the production of the primary school musical *Suessical* and the show was an overwhelming success.

Our talented secondary stage band performed in Jazz under the Stars at the Aspire International Youth Music Festival on the Gold Coast. The ASPIRE International Youth Music Festival at the Gold Coast was a wonderful opportunity for our students, and our non-auditioned Secondary Performance Choir won the choral section. At the Toowoomba Eisteddfod, our results were equally impressive with secondary students winning the Clive Berghofer Instrumental Aggregate Trophy (for the 17th consecutive year), The Anne Thomas Aggregate Choral Trophy and the Philharmonic Society Aggregate Shield. In primary: we were crowned winners of the Heritage Building Society Aggregate Shield and the Eckert Family Aggregate Trophy

Sport has always been a lynchpin of our school's extra-curricular activities and this year was no exception. In rugby, our teams had a season of excellent results including being awarded the Darling Downs Junior Rugby Club of the Year for the second time in five seasons. In secondary rugby the introduction of the super six series was a resounding success and gave our older players an opportunity to play on a more regular basis. Netball continues to thrive, with the students bringing an infectious enthusiasm to the sport. Over 25 weeks of fixtures were played during the course of the netball season, with our senior girls and under-12 teams both reaching the grand final stage. The senior girls narrowly losing to St Ursula's, and the under-12 team defeating Fairholme in the final.

In football, we created TAS United Football Club and I congratulate our players and coaches for the wealth of achievements in the first season. The highlight for the club was the under-13 team making our first grand final and playing in front of over one thousand spectators. Tennis continues to enjoy considerable success at Toowoomba Anglican School and congratulations to all of the students involved who took part in a number of

competitions throughout the year. Particular mention must be given to a record four primary teams who all qualified for the Brisbane International Schools Challenge.

Our primary Touch team was grand final winner at the South West QLD Primary All Schools Touch Carnival. In Athletics, we placed second at the Queensland Combined Independent Schools championships in both aggregate and percentage divisions. Whilst in Cross Country at QCIS we placed first overall in 10, 11 & 12 year girl division, and second in aggregate and first in percentage cups.

### ***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***

2019 saw the redevelopment of the swimming pool complex. This project was funded by the School Foundation, Parents and Friends Association in conjunction with the school.

### ***Archbishop's Message***

The Archbishop's Message was shared with staff and students in various services at the beginning of the school year. The theme of 'generous hospitality' framed the sermons for staff services, as well as the content for student chapel services throughout the year.

### ***Future Plans***

In 2020, Toowoomba Anglican School will be developing a number of significant projects. The projects include significant upgrade and revitalisation of the dining precinct which will include a redevelopment of the facilities. The school will be becoming more energy

efficient and installing a 100KW solar upgrade alongside more energy efficient lighting and air conditioning.

The final infrastructure development will be the creating of two new learning spaces to serve the needs of both primary and secondary students.



*Boarders at Toowoomba Anglican School*

# West Moreton Anglican College

**Principal: Mr Geoff McLay**  
**MEd, MBA, FIML, GAICD**

Historically, 2019 will be remembered as a year of many firsts and lasts:

- the first year of implementation of the new Queensland Senior Assessment and Tertiary Entrance system,
- the last year of the current tertiary entrance (OP) system introduced in 1992 (a second iteration of the school-based assessment or TE Score system that came into being in the early 1970s),
- the first time in over 40 years that Queensland has run two senior assessment systems at the same time – the last time this happened was in 1973.

Given this context, we spent a good deal of time navigating significant change in 2019. Not unexpectedly, this dynamic resulted in days of both elation and trepidation.

Such experiences are normal during periods of significant change. But our community was magnificent. During times of uncertainty and ambiguity, the determination, commitment, persistence, resilience and hard work of our staff was impressive.

I am thankful for our Leaders of Learning and their teaching teams, who led and managed this change at individual subject levels. It is important to acknowledge and thank Ms Sue Stewart (Director of Curriculum), Mr Paul Alcorn (Head of Senior School) and Mr Ian Hayne (Head of Professional Practice and Learning) for their leadership during the year. Their strategic resourcefulness enabled us to navigate the year and has positioned us well for 2020.

Early in the year, College Council approved the 2019-2021 strategic plan. During the first six months of 2019, the Executive Leadership Team set about creating an implementation schedule for the first seven of the 12 critical projects and priorities highlighted in the plan.

One project has involved an expansion of technology applications which promote and enable teaching, learning, assessment and communications. The two key initiatives in this project have been the continued rollout of our learning management system (NEST) and ongoing planning for the first phase of the implementation of the Bring Your Own Designated Device (BYODD) program in 2020.

The implementation of NEST in 2019 had a deliberately narrow focus around two year levels – year 10 and year 11. There were two reasons for this. First, the implementation of the new senior assessment system would predictably consume a great deal of our staff and students' time and energy. As such, a targeted and staged implementation strategy for NEST was deemed appropriate given the broader context.

Second, with the implementation of the first phase of BYODD in 2020, and greater student access to in-class devices; it made good sense to use 2019 as the year for teacher training and NEST structural set-up in readiness for a more significant rollout phase to students in year 7 to year 12 in 2020.

Planning, communications and logistics for the first phase of the BYODD rollout has been a significant focus in 2019. By mid-2020, we will have students in years 7, 9 and 10 with their own devices as well as year 11 and 12 students with college-provided devices. This will mean greater in-class access for students and teachers to learning technology applications. While we expect the nature of learning to change gradually over time with the introduction of devices to all students, we also have a strong commitment to sustaining the quality teaching and assessment practices that our staff are renowned for.

The other noteworthy strategic project focus relates to our ongoing desire to provide teachers with increased opportunities to work collaboratively in curriculum design, assessment and professional learning. The leader of this project is the recently appointed Head of Professional Practice and Learning, Mr Ian Hayne. Mr Hayne's appointment has provided the college with a dedicated and highly competent leader whose focus is on the alignment and reimagining of our professional ecosystem. The early work completed in this project is both encouraging and exciting.

### ***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, which are led by chapel captains who contribute to the running of the services, worship songs, and prayers.

The junior school RaVE classes are coordinated with the chapel theme each week, and each class takes a turn in preparing a chapel service throughout the year, where the message is portrayed creatively. Senior and middle school celebrated three Eucharist services during the year, and all staff attend a dedicated staff chapel service each term, with many staff also attending the weekly sub-school chapel services. All services, including assemblies, commence with an Acknowledgment of Country led by the Cultural and Wellbeing Captains, and sub-school assemblies also begin with a short time of prayer. During term time, the college has some weekly Sunday services known as *Worship@WestMAC*. This includes a Eucharistic once a term, some morning prayer services and our multi-generational popular Messy Church once or twice per term.

The Liturgical calendar is observed at the college which includes the major services of the year, such as Ash Wednesday, Easter Services, All Souls day, and Christmas. All students are encouraged to participate in the services, as they come forward to receive Holy Communion or a Blessing. The college also acknowledges and celebrates significant days such as Harmony Day, Sorry Day and NAIDOC Week in our broader community and chapel services



## ***Engagement with Local Parishes***

The WestMAC community regularly partners with St Paul's Parish Ipswich, where we hold our end of year Valedictory service, and students and staff play an active role in the prom concerts. Anglican churches in the area are invited to take part in the lighting of the New Easter Fire at the college, and WestMAC hosts an annual Eucharist and luncheon for the Deanery Ministers in the region.

## ***Chaplaincy***

Our chaplaincy team is made up of two part-time chaplains and a chaplaincy support officer, who assists with a range of ministry throughout the college including Art Space and God Gang, and also assists in chapel services. The chaplaincy team has the privilege of presiding over a range of ceremonies and celebrations during the academic year including: student leadership commissioning services, academic assemblies, ANZAC commemoration service, presentation evenings and the year 12 Valedictory service. The college has a reputation for social justice and community involvement. We were particularly proud of the year 12 student who organised fundraising for the African Watoto community and, after spending some time with them, she returned to the college to share her experiences with us.

## ***Religious Studies***

In 2019, RaVE at WestMAC provided many such opportunities for learning and growing as global citizens. In the middle school, students have had the opportunity to study Biblical texts written thousands of years ago, through a contemporary lens. Some examples include the lives of Joseph and Moses, who by trusting and obeying saved their people. Each year level also spent significant time learning and comparing religious beliefs around the world. In the senior school, students began to engage with implications of religion and faith in more personal and modern contexts. The year 10s studied several heroes of the faith, such as Bethany Hamilton, a successful professional surfer who lost her arm to a shark attack. The seniors embarked on philosophical journeys where each was provided the freedom to learn, reflect on and discuss relevant issues such as asylum seeking and euthanasia through a religious framework. Reconciliation Week was celebrated in classes with Mrs Phyllis Marsh (the college's Learning Innovator, Indigenous Perspectives), sharing the importance of Indigenous Australian faith to our heritage. The message was "Grounded in Truth, Walking in Courage," a fitting and great lesson for RaVE at WestMAC in 2019.

## ***Reconciliation Action Plan***

In keeping with the diocesan Reconciliation Action Plan, West Moreton Anglican College has implemented the following practices: we have established relationships with local Traditional Elders and custodians and have welcomed them to the college. To build awareness and respect for Indigenous wisdom within the college, there are three acknowledged Indigenous spaces where students and teachers can go to for reflections or learning. Opportunities are provided to students to commemorate and celebrate Indigenous culture through chapel services, lunch time activities and special events within the cultural calendar. To enhance continued learning and cross curriculum interactions,

we have established a new role within the college being a Learning Innovator – Indigenous Perspectives. We are also in the process of establishing a Reconciliation Committee and reaching out to Narragunnawali team to develop a college Reconciliation Action Plan. Significant work has been undertaken to create an identifiable symbol for Indigenous education as well as an explanatory narrative about how this will provide focus as it is implemented within the college.

## **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.

## **Events**

The official opening ceremony of the primary administration building, secondary administration building, construction of science laboratory, and refurbishment of science laboratories – which were officially opened by Senator Amanda Stoker (Australian Government representative) and Mr Jim Madden MP (State Government representative) – took place in March. The dedication and blessing was provided by The Ven Laurel Raymond, Archdeacon of Cunningham (the Archbishop's representative).

A culminating event of the college's 25-year Anniversary was the college's all-years reunion held in conjunction with our annual open day which took place at the new secondary administration precinct, showcasing to returning alumni the new facilities on offer at WestMAC. A special component of the event was the opening of a time capsule that was buried on the college grounds at the foundation of the college 25 years ago. Foundation students and staff opened the capsule which featured many mementos and keepsakes from the time it was buried.

## ***Major Projects***

No significant capital projects were undertaken in 2019. However, two projects that significantly enhanced the learning capabilities of our students were:

- The senior school business centre was equipped with state-of-the-art Vivi Wi-Fi presentation capabilities and a 75-inch display to allow staff and students to present on a large screen from their laptops, iPads or other mobile devices.
- The college saw an increase in size and capability of the college's high-performance gymnasium by way of converting the old manual arts building into a space for students to not only learn about exercise science but put that learning into practice.

## ***Archbishop's Message***

The college was very pleased to participate in the Archbishop's theme of 'generous hospitality' through Messy Church services led by Rev'd Brenda Davis and Rev'd Juliana Bate on several Sundays at the college. This proved to be a great success as it involved multi-generational activities, communal worship, craft activities and delicious food. This has been a wonderful outreach to many who have ties with the college including teachers, students and their families. The chaplaincy team also hosts a warm and creative experience of Art Space and God Gang two lunchtimes per week, where students, teachers and older students come together in a relaxed atmosphere to share, talk, play games and create, and is a time of generosity of spirit and joy where all are welcome.

# Anglican Schools Associated with the Diocese

## All Saints Anglican School

**Headmaster: Mr Patrick S Wallas**  
**BA (First Class Hons), PGCE, MACE**

2019 was a memorable year in the life of our school. The graduating class did us proud with some excellent academic results. 82% (154/188) of our year 12 cohort sat for an OP for the last time, with 13 receiving an OP1, 42% receiving an OP 1-5, 81% receiving an OP 1-10 and 97% receiving an OP 1-15. 100% of those seeking tertiary placements received an offer, with 89% receiving their first or second course of choice.

Our theme for the year was 'Everything with Joy' and we certainly did our best to embrace the challenge of this theme wholeheartedly. Our theme for 2020 is 'Gratitude.'

We are working on developing a parable or fable that tells the story of our school in a symbolic and engaging manner which speaks to the framing and embodiment of our culture, and we have been greatly helped in this regard by Richard Browning, who visited our school several times during the year. The story has been constructed around the central theme of hospitality and embraces the notion that all members of the All Saints community have 'a seat at the table.'

### ***Worship & Christian Ministry***

With the exception of pre-prep, throughout the school 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 to which families are invited to attend.

Junior School Family Services are held at Anglican Church Robina. 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. School attendance at these services is decreasing, so we have decided to hold them in the school chapel next year.

A Messy Church service is held at Anglican Church Robina for the year 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 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.

## ***Special Events***

Whole school services are offered annually for ANZAC day and Easter Day. Imposition of Ashes is offered throughout the school on Ash Wednesday.

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, 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.

In 2019, 21 members of the All Saints community were baptised and 22 students were admitted to communion.

The Celebration of Sport service has been introduced over the past few years which is attended by most of our Open teams and has proved most popular.

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 later in the year during family services.

Each student in the school (with the exception of pre-prep and prep) attends a weekly chapel service. We have noticed an increase in student engagement in these services, and are excited that students have stepped up to lead and present some components of these services. We have also increased the number of Eucharist services we offer. All these services take place in the chapel with the exception of the whole school Easter service which is held in the Indoor Sports Centre due to numbers and is not a Eucharist service.

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. This weekend continues to grow in attendance, as well as the number of students who take on leadership positions for the event.

Pastoral ministry is provided throughout the year to parents and families of the school. Our 'Friends in Need' group, a sub-committee of The Parents & Friends committee provide hampers for those in traumatic or difficult situations. A total of eight hampers were provided in 2019.

## ***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 collection.
- The school has provided student interns to the parish once they graduate. We once again have students and past students offering themselves for internships in the parish.
- 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.
- We operate a pen pals service-learning programme which sees our year 5 students corresponding with elderly members of the ACR congregation.
- The school holds an annual music concert at the parish.
- School and church events are advertised in one another's domain.
- The Music department has held concerts at Anglican Church Robina as well as St Peter's, Southport Anglican Church.

## ***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.

This took place again in 2019, and Anglicare provided info packs for all the year 11s. We also had a larger number of students attend the Night at the Cathedral event.

As part of our extensive service learning program, there was an increase in the number of students visiting local aged care facilities with the purpose of playing music for and engaging with the elderly.

## ***Chaplaincy***

At All Saints Anglican School, there is one ordained chaplain assisted by three full-time lay chaplains situated in each of the three sub-schools.

A full-time service learning co-ordinator is also employed and operates as part of the chaplaincy team. She is also available for administrative work relating to ministry.

## ***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. Godly play is presented to pre-prep students.

## ***Missional Engagement***

Our annual Giveathon programme raises money for nine different charities each year. The charities are proposed by members of the school community. In 2019, the charities and the donations they received were as follows:

<b>Recipients</b>	<b>Amount Raised</b>
Elephants for Africa	\$4k
Children's book council of Australia	\$4k
Hummingbird house	\$4k
Soleman Indonesia	\$4k
Mission Educate Mozambique	\$4k
Cystic Fibrosis Foundation	\$4k
Poetry in Action - Indigenous	\$4k
Beyond Blue	\$4k
World Vision	\$5.5k
Annual Salvation Army Breakfast	\$5k
New Zealand Disaster Aid	\$500
Walk for Water - Tanzania	\$7163
AEIOU Foundation	\$4.5k
Night at the Cathedral	\$500
St John's Crisis Care Centre	\$5k
<b>Total Disbursed in 2019</b>	<b>\$61,163</b>

Our year 7 students undertook a 'Walk for Water' initiative and a film of their efforts was shown at the Anglican Schools Australia conference in Hobart.

## ***Reconciliation Action Plan***

An acknowledgement of country precedes all assemblies held at the school.

A declaration of intent on Indigenous Issues was jointly signed some years ago by the headmaster, community elder Joyce Summers, and two of our Indigenous students. In 2019, a most moving Indigenous awareness assembly was held for the senior school with Aunty Brenda telling her story about being forcibly removed from her birth family and her struggles to find her place in the world.

Our annual 2019 Harmony Day was a most joyful celebration, beginning with the rugby boys performing a haka led by Taliai, our scholarship student from Tonga.

## ***Community Service***

Our middle and senior school students completed between them 10,517 hours of community service. This does not include a growing number of students who undertake community service projects but choose not to log the hours.

## ***Major Projects***

The school is currently constructing a new administration centre with the current administration centre being converted into The Heart Space, an area focusing on student wellbeing and educational enhancement.

## ***Conclusion***

The school continues to flourish as is evidenced by the 6,191 children and young adults who are registered and on our waiting list for enrolment. Each year we look at ways in which we can do things better, but two things that will never change is that people, and particularly young people, will continue to come first in all our decision making and the precious message of the gospels will remain at the heart of everything we do.



# Canterbury College

**Principal: Mr Daniel Walker**  
**BA, BEd (UQ), MEd (Monash), MACEL**

The new principal, Mr Dan Walker commenced in April 2019, after 14 years of leadership by Mrs Donna Anderson.

In 2019, college leadership and the elected student leaders sought to reinterpret and make more contemporary, the long-standing charter of values at Canterbury College. Through this process, students and staff closely analysed and assessed these values, their enduring relevance, how they supported our Anglican faith and mission, and informed character and wellbeing education at the college. The reimagined charter of values was relaunched in the second half of 2019.



A whole college review process, which linked to a new strategic plan, launched in December 2019, and has provided the college with new energy and clarity about our mission and role as an Anglican school, serving over 1,450 students and 180 staff.

## ***Worship & Christian Ministry***

Whole college chapel services continued to be a highlight of the calendar at Canterbury. In 2019, these major services were supplemented by the following worship activities:

- Foundation Day Chapel
- Ash Wednesday Chapel
- Valedictory Chapel
- Staff Chapel services on student-free days
- Whole day retreats for every year level in the secondary school
- Hymns, prayers, reflections and blessings at weekly assemblies

The Bush Chapel was relocated and improved with outdoor audio-visual resources in 2019. This ensures the college has a range of worship locations (Old Chapel, Auditorium, Canterbury Events Centre and Bush Chapel) to tailor the structure and style of worship to each context.

A service tour to Borneo, in which 20 Canterbury students lived our values with regard to compassion and social responsibility, took place in December 2019. The activities on this tour included: planting 192 trees, fixing roads and building drains in the village.

An enhanced range of worship opportunities for 2020 has been planned, including new house family chapel services on Sundays in term one and a whole college service at St John's Cathedral in term two.

The college chaplain, Rev'd Elroy Mee has conducted weddings and baptisms both on and off site to a range of Canterbury staff and alumni.

Good interest in admission to Holy Communion continues with junior secondary students.

The college welcomed Bishop John in semester two to attend a college executive meeting. We also hosted Area Dean Rev'd Dan Talbot of St James Anglican Church, Jimboomba, to discuss closer ties. Rev'd Talbot will assist the college in delivering major chapel services in 2020.

## ***Chaplaincy***

The college has retained Rev'd Elroy Mee on a part-time basis (three days per week) during 2019 to act as college chaplain.

Although the position is officially vacant, and nationwide searches have continued through 2019, Rev'd Mee continues to show her dedication to the college community by continuing on a part time basis again in semester one, 2020.

In 2019, Rev'd Mee was assisted by Director of Mission, Mrs Deanne Hamilton. Mrs Hamilton oversees the service program and assists with chapels and assemblies.

### ***Archbishop's Message***

Canterbury's new leadership team thought deeply on the Archbishop's challenge to be generous hosts and to lead with compassion. Our first task was to ensure that we were living this message in all elements of school life, even those that were not always on display. Our homestay families, caring for over 100 international students, open up their homes and lives for young men and women from around the world. Our classrooms open up to short stay and longer term stay international students, and we gave earnest consideration of what we needed to do as an organisation to 'walk in the shoes' of our international students and ensure their academic performance and wellbeing were tracked and encouraged. Secondly, we continued to celebrate and welcome increasing numbers of students and families from around the globe who have chosen Canterbury as their new home. As our community grows and diversifies we are ever mindful of being an inclusive and happy 'melting pot.' Recruitment strategies, onboarding of new students and families, and the information flow to new parents have all been improved this year.

### ***Future Plans***

A new organisational structure for 2020, which includes seven new faculties, six houses and improved structures for co-curricular, community engagement and corporate services has been instituted. The Canterbury Netball Academy and Rugby 7s Academy have been launched, and a new student leadership, outdoor education and service learning framework will be initiated in 2020. New curriculum offerings from year 5 to 10 which promote student choice, agency and engagement have been rolled out, as has the instigation of a language from K to 6 – Spanish.

### ***2019 Report***

At Canterbury College we acknowledge and give thanks to God at all times. In 2019, we celebrated our 32nd Anniversary at our Foundation Day Chapel. We thanked God for the vision he had given our founders of a Christian College of excellence at Waterford, and we remembered that our original name was The College of the Good Shepherd. 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-imagined 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 2019, Canterbury College expressed the Anglican Ethos in the following ways:**

#### ***Worship***

- Holding chapel services for year levels, the whole school, and staff. These services were held in the Bush Chapel, The Good Shepherd Chapel, the Auditorium, the CEC, and at outside venues during retreats. Whole school

chapels were held at the end of each term, (and on Ash Wednesday) with a special focus on Easter and Christmas, when applicable.

- Having pastoral services for Baptisms, and admitting many students to Holy Communion.
- Running year level retreats for years 5 to 12.
- Celebrating the Eucharist at staff chapels, retreats, and the year 12 Valedictory chapel.
- Having posters in every room stating our Christian values and code of conduct.
- Providing Bible readings and prayers for the start of each day and at assemblies.
- Writing special prayers and blessings for the beginning of board meetings, staff briefings, sport carnivals, and the year 6 and year 9 end-of-year celebrations.
- Encouraging students and staff to take active roles in the chapels.

### ***Relationships with the Wider Church***

- Embracing the Archbishop's call for 'Generous Hospitality' as a college and as individuals.
- Supporting St Mark's Church, Daisy Hill, with their food pantry, and Christmas appeal.
- Attending the Principals' retreat.
- Attending the RE PD days at St Francis' College.
- Attending the ASA 'Awe and Wonder' Conference in Hobart, in August.
- Holding the Cantabile 'Voices from Heaven' concert at St John's Cathedral in October.

### ***Religious Studies Program***

- Teaching our own P-12 Christian Education Program. It is fully resourced, and staff are trained regularly on how to deliver the curriculum.

### ***Christian Service***

- Serving the local community by supporting local Anglicare Agencies and St Mark's Church, Daisy Hill.
- Supporting a wide range of community groups, as outlined in the 2019 statistics.
- Responding to challenges in the Christian education program to care for people in need, both here and overseas, and to protect the environment.
- Facilitating student awareness of areas of need in our local and national communities, especially in year 9 with the 'Canterbury in Action' program that allows students to choose an issue, research it, and decide how they can do something to make a difference – and do it.

# Hillbrook

**Principal: Mr Geoff Newton**  
**MEd (L'Ship & M'ment), BSc DipEd GradDip Computing,**  
**GradDip Educational Admin, FACEL (Aust)**

2019 has been a year of growth and great change at Hillbrook. Stage one of our building program is almost complete, and the plans for stage two are being finalised for commencement in 2020.

## **Major Projects**

- Design of innovative educational and social spaces,
- Stage one administration building and library rooms completed on time,
- New initiatives in managing energy and water,
- Development and construction of the library undercroft area,
- Procurement and installation of solar panels for the undercover courts, B Block and library (installation Jan 2020), and
- Future planning and development of learning areas, including:
  - the new technology centre and visual arts,
  - a multi-purpose Recreational Centre and more facilities.

The board decided in 2018 that with a decrease in funding on the horizon that it was necessary to increase the size of the school so that we could remain a moderate fee school that was accessible to as many families as possible. Therefore, in 2019, we welcomed a fifth stream of year 7s and we will grow to 900 students by 2024. This growth has allowed, in part, our building program as previously outlined.

The school has also taken forward a number of initiatives and targets including:

- Net zero energy use by 2021,
- Accreditation of our Reconciliation Action Plan,
- Completed the roll out of Philosophical Inquiry as a core subject in years 7-10,
- Establishment of the Giving Tree Foundation for philanthropic endeavours,
- Establishing a cyber safety program for all students,
- Establishing a circular economy group to manage our resource use and purchasing, and
- Continued to lead in the introduction nationally, of certified Highly Accomplished and Lead teachers.

## **Opportunity for Meaningful & Relevant Worship**

Students and staff attend chapel each week in house colour groups, with chapel being 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.

### ***Relationship with Parents, Local Parishes & the Wider Mother Church***

2019 saw many opportunities to build community with our parents, local parishes and the wider church. We continue to have a strong connection with local parishes, including teaming up with St Paul's Anglican Church at Samford in supporting Foundation Day.

### ***Chaplaincy***

Mr David Adams is the current lay chaplain. His role includes pastoral care, leading chapel and other services, Subject Co-ordinator of Religious Studies, membership of the Student Support & Wellbeing Committee, director of the Giving Tree (charity arm of Hillbrook), classroom teaching, and coordinating school ceremonies.

### ***Implementation of an Appropriate Program of 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 years 7-8, then intensifies in years 9 and 10 with exclusive focus on philosophy, and is an elective subject alongside a compulsory Religious Studies program in years 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.

Senior leaders approved the reintroduction of Religious Studies into years 9 and 10. They have been addressing the timetable and weekly routine to make time, and have a plan to roll out the changes starting with year 9 for 2021.

During chapel and through dedicated time with mission organisation, year 11 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, a number of students took up the challenge to participate in a mission trip to Cambodia at the end of 2019 to build houses for a remote community and work alongside local people.

### ***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 2019, all 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 they had a very successful year in 2019, 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***

Our year 12s of 2019 contributed to our community in such wonderful ways; be it through their talents in music, theatre, community-minded activities or sport, demonstrating genuine involvement and dedication.

For our year 12s, a piece of the puzzle to celebrate is their academic commitment and achievement. Again, in 2019, we continued our commitment that all students remain OP eligible and participate in the QCS Test. We celebrated with one of our year 12s receiving an OP1, two students receiving an OP2 and eight students receiving an OP3. Overall, 21% of students received an OP1-5, 65% an OP1-10, and 85% were awarded an OP1-15. Our OP1-10 and 1-15 bands remained very strong and equal to some of the highest results that we have seen over the course of the current OP system.

We had a total of 112 year 12 students in 2019. Of these, 110 (98.2%) received the Queensland Certificate of Education (QCE). 92% of our students made tertiary applications, with 87% receiving offers.

As we see the closing of this chapter for our year 12s, we acknowledge the efforts of everyone in supporting and nurturing them, including our colleagues and you, our families. We are grateful and thankful to everyone's commitment to them throughout their five years at Hillbrook. This group of 112 contributed and achieved so much in their time with us, for which we are extremely proud.

### **Overall Positions (OPs) for 2019**

<b>OP 1-5</b>	23	20.5%
<b>OP 1-10</b>	72	64.2%
<b>OP 1-15</b>	95	84.8%
<b>OP 1-20</b>	110	98.2%
<b>OP 1-25</b>	112	100%

### **School Board**

The work of the board this year centred on:

- Reviewing board operations and developing a number of recommendations regarding risk management,
- Implementing the first stage of our campus development plan,
- Discussing the scope of stage two of our campus development plan.

The members for 2019/20 are:

Mr Robert Seljak (Chair)  
Mr Scott Kennelly (Deputy Chair)  
Mr Andrew Devenish  
Ms Deborah Enright  
Mr Michael Gillard  
Ms Vicki Hansen  
Mr David Marsland  
Mr Russell Reeves  
Mrs Loris Phair  
Mr Glenn Stevenson  
Mr Geoff Newton (*Principal*)  
Mr Brent Durham (*Company Secretary*)

### **Finances**

The school continues to be in a strong financial position. The 2019 statements reflect the school's net surplus of \$2.9m and total equity of \$32.4m. The school invested approx



\$17.5m in property, plant and equipment for 2019, which was largely funded by borrowings. The cash balance at year-end was \$1.7m and borrowings were \$14.5m.

### ***Conclusion***

Hillbrook continues to support the church and the Anglican School Commission 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 each and every day as the world struggles with the increasing fragmentation of belief and certainty.

# Matthew Flinders Anglican College

**Principal: Mr Stuart Meade**  
**BA, DipEd, MEd, FAIM, MACE, MACEL**

It is with pleasure that I present the activities of the college during 2019.

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.

## ***Our Mission***

To challenge our students to develop the character and competencies required to achieve academic excellence and a successful future of contribution and leadership in local, national and global communities.

## ***Our Vision***

- To be a dynamic learning community that provides our students with an outstanding contemporary education which prepares them for tertiary study and beyond,
- to enhance performance of staff in a supportive and collaborative environment enabling them to flourish as professionals for the benefit of students,
- to build our traditions whilst responding to emerging evidence of new and improved ways of educating our students for excellence in learning and life.

## ***Worship & Christian Ministry***

Throughout 2019, the chaplain and volunteering students lead multiple worship services in cohort (or in the case of middle school, sub-school) groups, mostly in the chapel of St Nicholas at the college.

Sunday services were held each month for the college and local community.

We mark services such as Ash Wednesday, Good Friday and Easter Sunday, and ANZAC Day across the college and All Saints-All Souls Day Services.

Primary and secondary assemblies are held weekly, and 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.

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.

In the past 12 months, we have celebrated two baptisms and a number of admissions to Holy Communion in the Chapel of St Nicholas.

### ***Engagement with Local Parishes***

Our chaplain attends Deanery meetings when possible and, from time to time, Deanery clergy are able to help out at college chapel services when the chaplain is away. Sunshine Coast Deanery meetings are held at the college.

Throughout 2019, the college continued to allow 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.

### ***Relationships***

The college continued college-wide charitable partnerships with the following organisations negotiated through our chaplain throughout 2019:

- **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**  
This rural Queensland partnership was established in 2018 and we continue to raise funds for drought relief and community projects in Miles and beyond.

In September 2019, 20 year 9 students and four staff members, including the college chaplain, director of music, head of the secondary music department and one of the college's counsellors, participated in our first service-learning tour as part of this partnership. The students were part of the college's music program and were able to share their music at two aged care homes and one primary school (in Taroom and Miles). Their learning activities included a visit to a cattle property and an art workshop (Taroom), and a range of outdoor activities at the Columboola Environmental Education Centre (outside Miles). Time was also spent with Anglican congregations in Taroom and in Chinchilla, as well as the Murilla Community Centre in Miles.

- **Gateway Care Community Centre**  
The college has a partnership with Gateway Care Community Centre on the Sunshine Coast, through one of the pastoral care houses in the secondary school. Each week, students and staff assist at this centre which provides essential support to low-income families through a food centre.

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 their own.

Our secondary students are also given the opportunity to engage in a variety of service learning opportunities abroad, and in 2019, a small group of students participated in a service tour to Borneo in the July holidays.

## **Chaplaincy**

The college employs a full-time chaplain. The Rev'd Lizzie Gaitskell completed three years of service to the college as chaplain at the end of 2019. A new college chaplain has been appointed – Rev'd Kathrin Koning – for commencement in 2020. Rev'd Koning was commissioned as college chaplain on Monday, 17 February 2020.

## **Religious Studies**

The college is fortunate to have teachers committed to the delivery of a meaningful RaVE program. Students in years P-6 receive weekly Religious and Values Education and in the secondary school, three teachers share the delivery of the RaVE program with year 7-10 students receiving two lessons per fortnight, while years 11-12 students receive one lesson per fortnight.

We do not have any curriculum issues. We receive a lot of support from the Mission and Education Advisor of the Anglican Schools Commission in this regard, and our curriculum is based on the P-12 Syllabus – Religious and Christian Education of the Anglican Schools Commission – Southern Queensland.

## **Missional Engagment**

Each year, our primary school student council, Interact (our secondary school social justice group), and our prefects, house captains and middle school captains choose a range of different projects to support – in cash, in items or in volunteer service.

In 2019, the college contributed to a variety of causes and charities. In excess of \$40k was raised by the students in 2019, and this was donated to many charities and to support specific service projects. Importantly, many hours of service were donated to assist these groups reach their goals, and 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*.

Our primary school students and families participated in this appeal throughout term four with all donations contributed towards filling Christmas hampers and gifts to make a difference to the children in families who struggle financially during the festive season.

## ***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.

## ***Major Projects***

The college will construct seven new learning spaces, including a refurbished year 7 precinct and a new year 5 and 6 precinct which are currently in progress. This is part of the greater master plan to provide new agile, contemporary learning spaces for its 1,300 students from prep to year 12 over the next 15 years.

The master plan for the future ensures the college continues to strive for excellence and provide high quality, functional, expertly designed facilities to support effective teaching and learning. To achieve this goal, it is vital that we provide flexible and versatile learning spaces, equipped with modern technology, that enable our students to learn 21st century skills like creativity, collaboration and innovation.

As we plan for the future, we are determined to ensure that Matthew Flinders Anglican College continues to grow as a learning community with a focus on providing excellence in education for learning and life.

The master plan will not increase the size of the college campus, but rather improve and enhance the facilities within the existing campus boundary.

The college campus has not experienced building works since the Flinders Aquatic Centre was refurbished in 2016.

### ***Archbishop's Message***

The Archbishop's message in 2019 was shared with the college community on the relevant internal portals. The chaplain references aspects of the Archbishop's message in chapel services, focusing on age-appropriate themes.

# St Aidan's Anglican Girls' School

**Principal: Ms Toni Riordan**  
**BEd, MEd Le, MACEL, MACE, GAICD**

2019 marked the 90<sup>th</sup> birthday of St Aidan's AGS, and was a year of celebrations and commemorations. From humble beginnings in Depression-era Brisbane, the school has grown to be a place of high academic and sporting achievement, while holding firmly to the value of the Society of the Sacred Advent. There has been much to celebrate.

## ***Worship & Christian Ministry***

Students continued to attend chapel by year level throughout the year, experiencing a range of worship styles including outdoor worship, prayer stations and hands on activities. Messy Church was celebrated at Easter, Mothers' Day, St Aidan's Day and Christmas, with students in the junior school making items to take home, to help tell the story and to contribute to the worship space.

The year 5 cohort prepared for Admission to Communion, and at the year 5 family service, three students were baptised and 18 made their first communion, including students from other year levels. Other family services were held for each year level, with the year 3 and 4 service combining with the annual St Francis Day Blessing of the Animals. This year Rev'd Michael Stalley, from St David's Chelmer, presided at the Blessing of the Animals. The music and dance communities, and the rowing community also celebrated with family services, with the rowing team marking its own 30th anniversary of rowing at St Aidan's.

The school's 90th Birthday was celebrated liturgically with a Eucharist in the Cathedral for Ascension Day. The Archbishop presided, former school captain, the Rev'd Jan Crombie, preached; and honoured attendees included the Sisters, along with first day girl Helen Barrett, and many other old girls, past and present staff, and students. It was a fitting celebration of the past 90 years and an anticipation of all that is to come.

## ***Engagement with Local Parishes***

St Aidan's continues to value and nurture its close relationships with local parishes. We continue to work towards shared ministry models with the parishes of Sherwood and Chelmer-Graceville through pulpit swaps and attendance by clergy and staff at parish and school events. The story that links St Aidan's with local parishes includes a long history of working together, from the earliest days of the school, and it is good to plan the continuation of our shared story going forward.

We have also welcomed parish clergy from further afield including Kenmore-Brookfield parish, where we also held our year 7 Quiet Days, and Indooroopilly parish.

## ***Chaplaincy***

The school chaplain, the Rev'd Gillian Moses, continued to work in a full-time capacity across the junior and senior schools, as well as ministering with staff, alumni and the wider school community. This included the ministries of baptism and funerals. The chaplain worked closely with staff from music and art faculties in the staging of school services. The work of chaplaincy in 2019, included partnering with local parishes and working closely with the Society of the Sacred Advent to ensure the Sisters' stories and ethos are lively and embedded in the daily life of the school.

## ***Religious Studies***

Religious and Values Education falls under the auspices of the chaplain and is taught in all year levels from prep to year 12. In 2019, students engaged in a diverse field of topics including Indigenous Spiritualities, World Religions, Environmental Spirituality, Service Learning and Relationships. Year 10 classes attended an RaVE Day for the first time, where they heard from a range of guest speakers on topics of identity, what the future holds and how we respond to future challenges.

## ***Missional Engagement***

Students and staff continued to participate in the breakfast program at Milpera State High School, making and serving breakfasts to a large number of students at this English Immersion School each Friday. Year 9 students, as part of their service learning, also worked in a local community garden, aged care facility and in the Milpera State High School classrooms. These students also began work on St Aidan's community garden, learning about planting seeds, engaging the community and responding to neighbourhood chickens who like to scratch up newly planted seedlings.

St Aidan's anticipates the evolution of our ministry relationship with local parishes; and developing our presence and engagement in the local community. We also look forward to working closely with other community gardens as we develop our community garden.

## ***Staff Development***

Future leaders among the staff were invited to participate in a middle leaders development program co-hosted by St Aidan's AGS and St Margaret's AGS. A number of teaching staff also participated in training in Cognitive Coaching throughout the year, as part of the ongoing professional development of staff for wellbeing and excellence.

This year the school council invited other peak bodies (Foundation and P&F) to participate in the council retreat. The retreat provided an opportunity for these bodies to engage with the story of the Sisters and to undergo some intentional formation around the ethos of the Sisters. The power of the early stories of the Sisters highlighted some of the ways in which their values have always powered the actions of the school and give the peak bodies confidence to move into the future, assured that we continue to uphold and celebrate this ethos. Attendees also participated in a rich Bible study on the Samaritan woman at the well which enabled them to reflect on the importance of



education and ministry with women and girls, which has always been at the heart of the mission of the Sisters.

### ***Reconciliation Action Plan***

St Aidan's continued to work on developing its own RAP, as well as meeting obligations under the diocesan RAP. The RAP working group, consisting of staff, students and parents, met monthly throughout the year, to work through the framework provided by the Narragunnawali website.

Activities that have taken place as part of the RAP include embedding topics relating to Aboriginal and Torres Strait Islander peoples in curriculum, participating in events in the local Aboriginal and Torres Strait Islander community, and membership of an educators' learning circle hosted by local elders. Students represented the school at the local Sorry Day observance and at an elders' lunch to thank local elders for their leadership.

### ***School Values***

St Aidan's values are informed by the values of the Society of the Sacred Advent. Those values include humility, courage, compassion, resilience, faithfulness and whole-heartedness. The Sisters' values find expression in the school values of developing and promoting authentic, caring, confident, creative and connected women who value reason, imagination, truth, compassion and responsibility.

The focus of the school has always been on providing girls with holistic education, attending to academic, physical, and spiritual development. Academic and sporting success can only be achieved when attention is paid to students' overall wellbeing.

The school's values are embodied in the presentation of alumni awards each year to past students who serve as exceptional role models in the school community. In 2019, Alumni Awards were presented to Eloise Skinner (the Emma Betts Award for Young Alumnus), Jano Kotzas (the inaugural Mother Emma Award for Entrepreneurship & Innovation) and Miranda Kalinowski (the Caroline Amy Award for Continuous & Significant Contribution).

In 2019, the St Aidan's Foundation announced the establishment of the Karen Spiller Teaching Fellowship, named in honour of immediate past principal Karen Spiller. The fellowship is awarded to a current teacher at St Aidan's to enable them to undertake further study that will benefit students at St Aidan's. The inaugural fellowship was awarded to Ms Deb Koh who is researching empowerment for girls as a path to wellbeing.

### ***Achievements & Contribution***

In the final year of OPs, St Aidan's was once again proud of the achievements of its graduating students. The 2019 cohort performed exceptionally well, with 55% of graduating students earning an OP 1-5, and 98% earning an OP 1-15. All graduates earned a Queensland Certificate of Education (or equivalent). Six graduating students were also awarded QCAA Certificates of Academic Commendation.

On the sporting fields, St Aidan's again retained the Percentage Cups in QGSSSA Cross-Country and Athletics competitions, underlining our students' commitment to sporting as well as academic achievement.

## ***Events***

There were many significant events held at St Aidan's as part of the 90<sup>th</sup> Birthday celebrations. These included a gala ball in July, a staff cocktail party in February and the St Aidan's Day celebrations in August. It was especially meaningful to welcome first day girl Helen Barrett back to St Aidan's for St Aidan's Day, shortly before her death. The school community attended her funeral at St Stephen's Church in Coorparoo for a fitting farewell to a much beloved member of our school family. Helen's gracious presence at services and awards nights will be greatly missed.

In preparation for the change in senior assessment from 2020, a number of school events have moved in the calendar. This year, the 2020 senior leaders were inducted in term four, in order to ensure the seniors of 2020 experience a full year of leadership before their external exams at the end of their senior year. It continues to be a work in progress as school calendars are modified to account for this new approach to assessment.

## ***Major Projects***

The principal led a wide-ranging and deep consultation with stakeholders in revising the school's master plan in 2019. Future planning will need to take into account opportunities for greater community engagement, as well as school growth. Principles that guided the planning and consultation process included sustainability, making best use of the school footprint, and providing for innovation and flexibility in teaching and learning.

## ***Archbishop's Message***

The diocesan theme of 'generous hospitality' resonated well with our birthday celebrations as we hosted many opportunities to welcome visitors into the school. But hospitality goes much deeper than hosting events, and St Aidan's was pleased to observe occasions such as Harmony Day, Reconciliation Week and the International Day Against Homophobia, Biphobia and Transphobia, using these occasions to put into practise our words about welcome and inclusion.

## ***Future Plans***

In 2020 St Aidan's looks forward to shepherding our seniors through the first experience of the new senior assessment format. We have confidence that our teachers and students are well-equipped for the challenges of negotiating a new system. The values of the Society of the Sacred Advent, which have stood us in good stead for the past 90 years, will continue to form and inform the school community in the years ahead.

# St Margaret's Anglican Girls School

***Principal: Ms Ros Curtis***  
**BA (Hons), DipEd, MLitSt, MEd (Leadership & Management),**  
**ASDA, FACE, FACEL, FIML, GAICD**

To quote from the Sisters of the Society of the Sacred – the aim of the St Margaret's community can be a simple yet complex one, “to set the feet of future generations on the right path.”

The Sisters' educational philosophy, based on religious principles also actively sought to educate, “the whole personality, physical, mental and spiritual that the girls may live to the fullest capacity.”

This philosophy, which is based on the Anglican ethos, informs St Margaret's approach to education which is discussed in this report.

## ***Worship & Christian Ministry***

Worship and Christian ministry are at the heart of St Margaret's. Anglican traditions play a vital role in the life of the school. The Sisters of the Society of the Sacred Advent continue to be an essential part of the worshipping life of the school whether that be in leading services or assisting at services or as a special guest.

Sister Gillian led the worship for the annual Old Girls' Chapel service with Rev'd Susan Crothers-Robertson preaching at the school for the first time.

St Margaret's has a beautiful chapel which was built in 1958. We extend generous hospitality to past students who come back to the school for baptisms, weddings and funerals. We celebrated as present-day students at St Margaret's also participated in preparation for baptism and admission to Holy Communion in 2019.

There are regular services held at the school, for both the senior and the primary students, as well as regular boarder chapels throughout the term. There are numerous services held at the school throughout the year including family services, staff services, Ash Wednesday Service, Easter Service, ANZAC Service, the pre-prep Christmas service, and the year 6 final service to name just a few. The regular worship at St Margaret's indicates the centrality of worship within the community.

While the chapel comfortably sits 250 people, it is not big enough for whole school services. In 2019, we had to be more creative with our whole school services as our usual venue for whole school services no longer existed due to a new construction. One such creative service was our last whole school service for 2019, our annual Eucharist Christmas Service. The secondary students were in Eton Hall with the Rev'd Canon Nicki Colledge leading the service. The service was live-streamed to the primary students who

were in the Arts Centre Foyer with Rev'd Susan Crothers-Robertson leading. While we may have not been together geographically, we were still able to celebrate our end of year service together.

### ***Engagement with Local Parishes***

As part of the St Margaret's tradition and long-standing connection with St John's Cathedral, the Thanksgiving Service for our year 12 students is held at the Cathedral each year. We are most grateful for the hospitality of the Dean and his staff in making this a special time of celebration for our students.

An annual event in the St Margaret's calendar is the Classics in the Cathedral. As the Archbishop's theme of generous hospitality suggests, we strive to be welcoming of all. Our Classics in the Cathedral is a gentle way of introducing the Cathedral to our school community. Another tradition is to celebrate Mother Emma's day which is a combined service with St Aidan's and St Margaret's at St John's Cathedral.

St Margaret's also works closely with local parishes, for instance, we support the arts event at St Mark's Clayfield with musical items and helped out – and again this is a long-standing tradition of engaging and working with local parishes. Rev'd Canon Nicki Colledge also helps lead the combined Christmas Service. When able, Rev'd Susan Crothers-Robertson attends the local deanery meetings. Several local clergy assist with a variety of services at St Margaret's throughout the year.

### ***Relationships***

The school chaplain attends the Byam Roberts days and retreats. St Margaret's also supports Anglicare and other Anglican organisations. Towards the end of 2019, Ms Tiffany Berg spoke with the year 10 Religious and Values Education (RaVE) students about Anglicare. The students learnt about the role of Anglicare within the community and how students could support Anglicare.

Many of the staff attend both local and national Anglican conferences.

### ***Chaplaincy***

St Margaret's employs one school chaplain. The school chaplain is part of the leadership team, which enables them to have a full understanding and participation in the life of the school. Staff and students support the role of the chaplain within the school.

At the end of term one, the school community farewelled much loved and long-serving chaplain, The Rev'd Canon Nicki Colledge. Rev'd Nicki ministered to the community of St Margaret's for over ten years. However, the relationship with Rev'd Nicki continues as she is the parish priest of St Mark's Clayfield. We are most grateful for Rev'd Nicki's dedication and care of the community and we wish her every blessing in her new ministry. The Rev'd Susan Crothers-Robertson was commissioned as the new school chaplain in the third term of 2019. It is a blessing to have Rev'd Susan join the community. Rev'd Susan brings with her a wealth of experience, including being the person who formally brought Prayer Spaces in Schools to Australia.

## ***Religious Studies***

Ms Mary Surtees supports RaVE in the primary school and Mr Tom McCormick in the secondary school.

Mrs Vanessa Gamack, Mission and Education Advisor with the Anglican Schools Commission, visited St Margaret's several times working with the primary school teachers and Rev'd Susan in supporting the RaVE curriculum.

Years 11 and 12 students attended Religious Education Masterclasses throughout the year. St Margaret's hosted several guest speakers who came and spoke with the students on numerous topics, including philosophy.

Rev'd Nicki held a prayer space known as Dadirri in the first term. Rev'd Susan created a Dadirri for the year 12 students the day before sitting their QCS test. Dadirri plays a significant role in the life of St Margaret's. Many students and staff comment on how peaceful they feel after they have spent time in the Prayer Space.

## ***Missional Engagement***

St Margaret's is engaged in many missional outreach occurrences. There is an opportunity for students to belong to the philanthropy group. They take this role very seriously. One of the major projects is the Ponytail Project. In 2019, the community raised \$96k to support those who have suffered cancer. Although, it is not just about raising funds as students learn about the needs of others and their part in making a difference. Other areas of outreach this year have been the students visiting local aged care facilities.

## ***Staff Development***

There are many opportunities for professional development offered to all staff at St Margaret's. At the same St Margaret's hosts and facilitated several conferences for aspiring educational leaders.

## ***Reconciliation Action Plan***

To support the Anglican Church Southern Queensland INNOVATE Reconciliation Action Plan, St Margaret's has implemented the following:

1. As a school St Margaret's has engaged a working party to complete the reflection survey as part of the Narragunnawali Reconciliation in Schools process.
2. Celebrations of culture include but are not limited to the boarding house "See MY Difference, See MY Worth" weekend, The Indigenous Writes program that celebrates the value of our indigenous students sharing their stories which are to be published and launched at our Mayo Arts Festival in May 2020.
3. We have also ensured that at all school functions we have an Acknowledgement of Country.

Our Yalari students attended the Yalari dinner at the Brisbane Convention and Exhibition Centre. Yalari is a not-for-profit organisation offering secondary education scholarships at leading Australian boarding schools. Yalari believes that education is the key to generational change and a brighter future for indigenous children. Their approach is to offer education and support to Indigenous children to enable them to achieve positive outcomes for themselves and their families. They offer Indigenous children the opportunity to dream big and achieve, and to go on and make valuable contributions within their communities and to Australia as a whole.

## **School Values**

The school's six core values of spirit, faith, integrity, courage, respect and passion are embedded in every endeavour that the students undertake.

- **Spirit:** A St Margaret's girl will value and demonstrate an enthusiasm for the school, our heritage and our environment. The St Margaret's spirit is in all students and is there for life. It is a thread which connects St Margaret's girls with each other.
- **Faith:** A St Margaret's girl welcomes and embraces all in sharing the Christian message, the spirit of love through example, compassion, hope and charity. She demonstrates her faith by service to those members of the wider community who need assistance.
- **Integrity:** A St Margaret's girl is known for her honesty, trustworthiness, loyalty, courtesy, understanding, reliability and ethical behaviour.
- **Courage:** A St Margaret's girl has strength of character and confidence in doing what is right. She has the courage to embrace challenge and change.
- **Respect:** A St Margaret's girl has respect for herself and others. She understands that she is a member of a diverse community and she takes responsibility as a team member to care, support and cooperate with others.
- **Passion:** A St Margaret's girl has a positive outlook on life. She understands that commitment and persistence are necessary for learning and achievement.

## **Achievements & Contribution**

In 2019, we launched several new initiatives. The St Margaret's Student Well-being framework which supports student well-being in a more intentional way, and St Margaret's Plus, which maps our student's extra-curricular involvement and the skills competencies they gain through participating in extra-curricular and philanthropic activities. St Margaret's Plus was recognised by *The Educator* magazine in their 2019 awards as an Innovative School winner.

We had much to celebrate with hard working staff contributing to our successes. Our Boarding house was named the Boarding House of the Year in the prestigious Australian Education Awards. In our NAPLAN results, our year 3 students excelled and ranked number one in Queensland.

One of the highlights in 2019 was the beginning of the works for our new sports precinct which began with a special ceremony of the turning of the soil.

## ***Events***

Many events held throughout 2019 have already been mentioned in this report; however, another highlight for 2019 was our musical *The Addams Family* which was loved by all. We express our gratitude to all those involved in making this such a successful event.

## ***Financial Matters/Fundraising***

The St Margaret's community is very generous in their fundraising as well as collecting much needed goods for various organisations. St Margaret's supported many charities throughout the school year including, The Queensland Cancer Council, Anglicare, The Archbishop's Appeal, Zephyr Education, The Children's Tumour Foundation, Drought Angels and Sisters of The North.

## ***Major Projects***

St Margaret's has continuing projects as it responds to the growth in the student population. Our student numbers are now exceeding 1,000. In response to this growth in 2019, we began the building of our new sports precinct. We look forward to formally opening this later in 2020.

## ***Archbishop's Message***

We began the year by presenting the Archbishop's message at the staff professional development day, followed by school assemblies. Throughout the year, the school rose to the Archbishop's challenge of 'generous hospitality'. Generous hospitality was certainly made evident and was reflected at St Margaret's through the St Margaret's way. Through the spirit, faith, integrity, courage, respect and passion students were encouraged and supported to rise to their full potential.

## ***Future Plans***

Amongst the future plans for 2020, two, in particular, stand out.

After much planning, anticipation and excitement within the school community, in 2020, the sports precinct will be opened.

In 2020, St Margaret's Anglican Girls school reaches a momentous milestone. We are looking forward to celebrating 125 years of education which was begun by the Sisters of the Society of the Sacred Advent in 1895. The SSA believed in nurturing the individual within a caring community so that each will realise his or her full potential to engender Christian values, encourage high academic standards and service to others, so that all will have not only one goal, but also the inner strength "to love one another as I have loved you" (*John 13:34*).

# Community Services Commission

## *Anglicare*

### **Commissioners**

- *Archbishop of Brisbane*, The Most Rev'd Dr Phillip Aspinall
- *Chair*, Dr Kim Forrester – *Appointed 1 Jun 2019*
- The Rt Rev'd Cameron Venables
- Mr Gary Brady
- Mr Ken Thomson
- Ms Kim Rayner
- Prof Karen Healy – *Appointed Jan 2019*
- *Executive Director*, Mrs Karen Crouch
- *Chair*, Mrs Cathy Grant – *Retired May 2019*

### **Sub-Committees**

- |                                 |                                              |
|---------------------------------|----------------------------------------------|
| 1. Clinical and Care Governance | <i>Chair</i> : Prof Karen Healy              |
| 2. Nominations and Remuneration | <i>Chair</i> : The Rt Rev'd Cameron Venables |
| 3. Audit & Risk                 | <i>Chair</i> : Mr Gary Brady                 |
| 3. Human Research & Ethics      | Committee disbanded on 23 May 2019           |

### **Anglicare Executives**

*Executive Director*, Mrs Karen Crouch  
*Director of Services*, Mrs Susan Cooke  
*Director of Mission*, The Rev'd Canon Linda McWilliam  
*Director Governance Risk & Assurance*, Ms Amanda Davies  
*Director Finance, Property & Strategy*, Mr David Barrie  
*Director Organisational Development*, Mrs Anna Zilli  
*Chief Digital Officer*, Mr Lee Davis – *Appointed 14 October 2019*



## Introduction

On behalf of the Anglican Community Services Commission, I am pleased to present this report for Anglicare Southern Queensland for 2019. Anglicare plays an important role in working to improve the quality of life for people in our community by responding to human needs and by seeking to transform unjust social structures and practices in our society.

### *Our Client Services*

The total number of clients and residents supported during 2019 was approximately 43k people. During the year, Anglicare provided:

- 1.25m hours of community aged care
- 124k hours of disability support
- 277,765 nights of residential aged care
- 411,720 nights of care for children and young people through foster, kinship and supported accommodation
- 80k hours of mental health and wellbeing support for more than 13k clients
- 6,985 hours of homeless outreach support.

### *Financial Performance*

The 2018-19 financial year delivered a total revenue of \$237.2m, an increase of 10.6% on 2017-18. Whilst government revenue grew at 2.6%, revenue from clients grew at 28%, primarily driven by our new retirement village at Taigum. These results translated to an operating surplus of \$1m for the 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 four 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 EM Tooth Memorial Home at Manly. Both projects were completed in the 2018-19 financial year. The Village Taigum, developed in partnership with the Village Retirement Group, is approaching the halfway stage of development with 122 units out of 299 completed at the end of the 2018-19 financial year; with the majority of the balance of units scheduled to be completed in the 2019-20 financial year. Preparatory works were completed for the extension and refurbishment of the Meilene Residential Aged Care site in Bundaberg and the development of a new retirement village at Manly, also in partnership with the Village Retirement Group. Development approval for both these projects was granted in October 2019 and December 2019 respectively.

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.

*Dr Kim Forrester, Chair*

## Our Services

Anglicare delivered services to more than 43k residents, clients, children and families throughout 2019. We ended the year positively due to the many service improvements and achievements driven by reforms, legislative changes and, most importantly, our client voices. We are pleased to highlight these achievements in this report to Synod.

### *Children & Families*

The Children and Families program continues to see significant growth, particularly in the areas of residential care and outreach support services to young people. We continued to support approximately 1k young people each day over the 12-month period. Of these, the number of Aboriginal and/or Torres Strait Islander children has slightly decreased to 23%. We have seen an increase in foster carers in Gympie/Sunshine Coast (15%), Brisbane (14%) and Logan (5%), however, have seen a slight decrease in Roma (6%) and Caboolture (5%).

Residential care services have grown significantly over the past year, due to higher demand for placements for children and young people. This is mostly attributed to there not being enough foster carers, as well as the children and young people displaying more challenging behaviours at a younger age and carers not having the skills to positively support these children.

Children and Families was successful in tendering for six new residential services and one Semi Independent Living Service (SILS) in the following regions: three in South East (Gold Coast); two in Moreton (Sunshine Coast), and two in South West (Ipswich region).

With the new services, Children and Families now has: 17 grant-funded residential; two grant funded Semi-Independent-Living Services (SILS); six Fee-for-Service (FSS) residential; two Supported Community Accommodations (SCA); one Bail Support Service (BSS) and an outreach service in each geographical region, to support young people who are not engaged in a service or to assist in maintaining foster placements.

Anglicare is seen as a 'preferred provider' of residential care in Queensland and is fast earning a reputation as a best practice provider of care and support to high risk youths. In all regions, Anglicare has been approached to set up new services through Fee-for-Service (FFS) arrangements to enable us to support more children in need.

The service agreements for the Supported Community Accommodation services (SCA) at Logan Reserve and Carbrook were extended until Oct 2020. The Department will be completing an evaluation of these services in May 2020. Within the Carbrook service agreement, we have a Bail Support service (BSS), which supports young people in the community that are subject to, or at risk of, entering the youth justice system. We have supported over 60 young people in the last 12 months. Among these, we have seen a significant reduction in reoffending, and an increase in positive community engagement.

Of our 354 staff, approximately 7% are Aboriginal and/or Torres Strait Islander. We have successfully recruited Cultural Support Workers in every service in Children and Families

including residential care. In Gympie, our Cultural Support Worker is a traditional owner who has developed a program where young people are able to go out on the land and learn about how to care for the native trees, bush tucker and hear the stories of their families. This service was also successful in obtaining a \$10k Community Sustainability Grant, which will help support the program.

The Improving Lives Practice Framework was developed between Anglicare SQ and the Australian Childhood Foundation. Throughout 2019, 229 staff across Children and Families were trained in the new practice framework.

### ***Community Services – Aged & Disability***

Anglicare's Community, Aged and Disability Services provides a diverse range of personalised care and support services to assist people to remain living at home as safely and as independently as possible. A significant proportion of 2019 was dedicated to the bedding down and refinement of the new processes, procedures and practice required to ensure the success of our operational goals and outcomes.

Further to this, we have undertaken a number of service-wide projects and additional reforms in 2019, including but not limited to:

- The implementation of a single Charter of Aged Care Rights for all clients receiving an aged care service that is funded by the Australian Government. This required us to assist all our approximately 20k clients to sign a copy of the charter, having been provided with a full explanation and assistance to understand its content prior to signing.
- The implementation of the new National Aged Care Quality Standards across the entirety of Community Aged and Disability Services was introduced in 2019. This being a major operational change to ensure our full compliance with these new quality standards now and into the future.
- We have continued to create and support a digitally enabled workforce through the provision of equipment and targeted digital literacy training.

Towards the end of 2019, it was particularly pleasing to receive the results of our Client Voices survey that 1,355 clients participated in to provide feedback on their experience and satisfaction with Anglicare Community Care Services. Survey results were exceedingly positive. Respondents were very likely to recommend Anglicare's services to others. Respondents also had very positive perceptions of our staff with over 93% of respondents reporting staff were respectful, kind, competent and helped them understand the consequences of their own decisions regarding their care.

## ***Mental Health & Wellbeing***

### **Alina & A Place to Belong**

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 2019, A Place to Belong and Alina provided support to over 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 neighbourhoods. The RAW (Reading and Writing) program also assists people who cannot access mainstream education to move towards their learning goals.

These services are currently undergoing a major transition to a new approach to funding as they move from state-based funding to funding via the NDIS.

### **Homelessness Services, Women & Families**

In 2019, 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 319 women, 40 men, and 137 children. Homelessness Services provides accommodation, court support, sustainable tenancy education, parenting and goal plan support.

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 service also works alongside 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 3,696 hours of centre-based and outreach support for young people in the community. In-SYNC also provided 51 young people 2,575 bed nights of crisis accommodation, and 41 young people/young families 4,828 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.

With assistance from the Department of Housing and Public Works, In-SYNC Cleveland upgraded our transitional accommodation from one share house at Ormiston and five units at Greenslopes to seven two-bedroom units in the Redlands area. In-SYNC Beenleigh also moved transitional accommodation from a share house to instead opening two x two bedroom units in the Beenleigh area. This has been to provide more appropriate, supported accommodation for young people facing homelessness who are more independent.

Our food van project, the Good Grub Club, had a successful 2019 which began with the painting of the van by young people, an inspirational video series can be seen of this at <https://www.artsandminds.org.au/2019-wrapup/>

Eighteen young people participated in work training in the food van, eight young people had paid work experience – working at 13 events or markets – and six homelessness services were visited to provide healthy food education.

In-SYNC programs are delivered from Cleveland, Beenleigh and Mt Gravatt (St Bart's Nathaniel House) and Carina.

### **Living Well Service**

2019 saw the extension of funding for the Living Well program to continue the invaluable work of providing information, counselling, advocacy and group support to men who have been sexually abused in childhood or assaulted as an adult. The highly recognised website in Australia and internationally, [www.livingwell.org.au](http://www.livingwell.org.au), had over 42k visitors accessing a range of primary resources for men (and women) seeking assistance and information regarding sexual abuse and sexual assault.

### **Mental Health & 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 focused on continuous improvement and quality of our services to ensure we are providing services that best meet the needs of our clients and community. This included the introduction of group and individual practitioner supervision across the diverse geographical catchment of our services. This was done using videoconferencing across sites from the Gold Coast to Charleville to Bundaberg to bring teams together.

In 2019, Family Wellbeing and Counselling continued to provide 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.

### ***Residential Aged Care & Retirement Living (RAC)***

In 2019, Anglicare continued its journey on a new path to delivering a contemporary person-centred care and support model for all residents across our eight residential aged care homes. The Rhythm of Life model was officially launched in February 2019, and education was provided to improve the pre-entry procedure in March 2019, and transition

into care in August 2019. The Rhythm of Life program has commenced a range of lifestyle and life enrichment strategies to support residents in participation in 'life', and enjoying or finding activities that have 'meaning to them'. The strategies to date include modules of 'Collecting life story and how to use it', 'Individual activity plans and programs' and Lifestyle Peer Groups, with all staff having completed training in the Montessori Program throughout 2019. Additionally, the Rhythm of Life program has commenced a range of activities to improve the dining experience across all homes, including education provided in August 2019 on the uninterrupted dining experiences and extended breakfasts with buffet and choice, made-to-order meals, and tray service to resident rooms as an option.

From 1 July 2019, the new Aged Care Standards were introduced, including the reporting of mandatory quality indicators and all homes remain accredited and meet all aged care standards.

We asked all residents for feedback in the Client Voices survey, and all homes have action plans in place to address suggestions for improvement. Below is the current list of all homes and retirement villages:

- Symes Grove, Taigum
- Abri, Southport
- Symes Thorpe, Toowoomba (including retirement living)
- Edwin Marsden Tooth, Manly (including retirement living)
- St John's Home for Men, Toowong
- St Martins, Taigum
- Kirami, Hervey Bay
- Meilene, Bundaberg (including retirement living)
- The Village Taigum Retirement Living

## Corporate Support Services

Our Corporate Services now include the following departments:

- Mission
- Organisational Development
- Governance, Risk & Assurance
- Finance, Property & Strategy
- Information & Technology
- Marketing & Communications
- Fundraising
- Research, Social Policy & Advocacy

A significant amount of time in 2019 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 nurturing and ongoing development of relationships and partnerships across the Diocese reflecting active participation in, and contribution to, the whole-of-church mission, remains a key priority for the department of Mission.

### **Spiritual & Pastoral Care**

The Rev'd Ray Clifton continued to provide regular supervision, support and training for ten chaplains and 33 pastoral care volunteers across the different service streams within Anglicare Southern Queensland.

### **Education & Professional Development**

Pastoral care training sessions were provided for second year St Francis College formation students. Chaplains and volunteers attended a number of seminars including; Dimensions of Palliative Care – Exploring the Spiritual, Integrating a Spiritual Care Approach, the new Aged Care Quality Standards and Orientation to Mental Health Pastoral Care. Two chaplains continued to deepen their knowledge, and the quality of their care, through studies in Theology and Counselling. Twenty eight volunteers participated in a new training program, Spiritual Care in Aged Care Volunteer Training. The program of eight sessions over four weeks, was run at EM Tooth, Symes Thorpe and Symes Grove residential aged care homes.

Thirty two Anglicare staff attended a spirituality retreat, which provided an opportunity to explore or rediscover their own faith and focus on their own particular journey in the company of like-minded people.

The Mission department is extremely grateful for the ongoing generosity and encouragement of Mother's Union as it continues to provide financial support for the training and professional development of our committed team of chaplains and pastoral care volunteers.

### **Key Events**

The following key events occurred during 2019:

- Fourteen annual services of remembrance across Anglicare services,
- Blessing and opening of the extension at EM Tooth Memorial Home,
- Symes Grove Residential Aged Care Home and The Village Taigum Community Centre,
- Harmony Day, National Volunteer and Mental Health Week Services in St John's Cathedral,
- Four Cathedral Precinct morning teas with guest speakers.

### **Partnerships**

The Mission department, in partnership with parish ambassadors, have presented 14 information sessions over the past 12 months in parishes and The Village Taigum. Information sessions include Understanding Aged Care and Your Choices, EPOAs/Advance Health Directives, Retirement Living and Understanding Dementia. The sessions, advertised in the wider community, provide an opportunity for members of the

community to connect with parishes and Anglicare, as well as gain an understanding of what services are available.

Anglicare senior staff worked with All Saints Anglican School at Merrimac to support their Social Justice unit for year 11 students. Staff spoke at nine separate classes providing an overview of all the services ASQ deliver in the community, and how these services benefit those who receive them. Students gained 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 as well as investigating three other social services that may also assist their client.

One hundred and fifty students from The Springfield Anglican College visited EM Tooth residential home, performing a medley of numbers from *Grease* for the residents as part of this special occasion. Celebrating Peoples of All Ages was a huge success with students engaging in conversations and getting to know the elderly residents.

### ***Organisational Development (OD)***

The Work Health and Safety (WHS) Team continue working closely with service managers and employees to facilitate partnership relationships and advance Work Health and Safety (WHS) capabilities throughout the organisation for a safer workplace. During 2019, the WHS team introduced a new online interactive induction package that provides consistency in this vital WHS instruction. The WHS Team has also progressed a workplace injury triage process to enable early and supportive intervention following a workplace injury and promotion of recovery at work.

During 2019, the Learning and Organisational Development team provided system training in the implementation of QRS across the organisation, CIS for the Children & Families group, the AutumnCare upgrade for the Residential Aged Care group. The team deployed the 2019 Culture Survey, with a response rate of 57%, a significant increase from the 2016 survey response rate of 39%. 'Engaged' employees increased by 1.8%, to 52.6%, while the proportion of 'disengaged' employees has decreased to the lowest rate in 10 years at 11.2%. More broadly, the team provided mandatory, induction and practitioner training, created new e-learning packages, supported the implementation of the International Dysphagia Diet Standardisation Initiative, coordinated student placements across all service groups and created and implemented a new comprehensive orientation and induction checklist for the Community & Aged Care service group.

The Anglicare First Nations Cultural Capability Framework which includes a First Nations Cultural Audit Tool that will support Anglicare to undertake a systematic audit process to identify our current progress, future directions and priorities was approved. In 2019, Anglicare employees participated in the 'Statement of the Heart' activity for National Reconciliation Week and employees had the opportunity to create their own Aboriginal artwork at our NAIDOC art workshops.



Workplace Relations continues to provide support to Anglicare managers in the management of day-to-day performance/disciplinary matters. Under our guidance, we have implemented a number of organisational changes across the different services that will improve our services to our clients/residents. We successfully renegotiated the Allied Health and Administrative Enterprise agreements.

During 2019, the HR and Advisory team advertised 1,043 vacancies and processed 977 employee contract letters. We introduced targeted strategies to enhance the way Anglicare recruits its employees, including care-based selection assessment for all care based roles, psychometric assessments for leadership positions, and are now using assessment centres for the recruitment of youth worker positions. In 2019, our Volunteer Program which provides support to all our services saw a growth of total number of volunteers to 655.

## ***Governance, Risk & Assurance***

Our intent is to:

- Strengthen governance
- Integrate risk & compliance
- Support care excellence

The Research & Innovation Team is a new function in Anglicare, developed to promote and embed a contemporary evidence-based approach to clinical and care governance and the provision of services for our clients. To do this we focus on three areas of work:

1. Research
2. Practice Innovation
3. Evaluation and Outcome Measurement.

A highlight has been the commencement of the Client Voices Survey in Residential Aged Care, seeking feedback from all residents and their families about their experience, what is working well, and opportunities for improvement.

The Policy Team have responsibility for policy governance. This year we reviewed our Policy Framework to enhance compliance with legislation, regulation, standards and contractual obligations. A project has commenced to ensure all policies are aligned with the new framework.

The Assurance & Risk Team is progressing an integrated assurance and risk management framework which included the review of Anglicare's Risk Management Framework. Alongside this work, is the introduction of a Clinical and Care Governance Framework to support safe, high quality client outcomes. The team has worked with staff at over 70 service locations to provide high level solutions, tactics and action plans, to manage risk and ensure services meet a range of compliance standards.

The Project Management Office (PMO) was established in early 2018, providing a standardised framework and tools for all Anglicare SQ projects to adopt. Project

management software (Daptiv) has been implemented and reporting on all strategic projects occurs monthly to the Executive Leadership Team. The PMO will transition to ICT in 2020.

## ***Finance, Property & Strategy***

Anglicare commenced the second year of its three-year strategic cycle in 2019 delivering timely progress against the 2018-2021 Strategic Plan initiatives. The plan maps service goals and mission priorities for the three-year period in a continuously changing service environment. The majority of our turnover is in the Aged Care sector, both residential and at home care, which is subject to a Royal Commission process at present. We expect that findings from the Royal Commission process will result in significant changes to the sector so remaining agile in uncertain times is paramount.

In an environment of Royal Commissions, reduced government funding, increased competition and ongoing regulatory change, Anglicare has continued to grow revenues to \$237.2m per annum this year, resulting in a surplus from operations of \$1m. This compared to almost \$215m in revenues and an operating surplus last year of \$4m.

The property team was very busy coordinating significant refurbishments and two major residential aged care buildings projects all completed in 2018-19 Financial Year. Our Taigum Retirement Village development is ongoing with a further two significant developments in the planning stage at our Meilene Residential Aged Care site in Bundaberg and a retirement village at our Manly site in Brisbane's east.

## ***Information & Communication Technology***

It was a year of transition for the ICT team, with a change in leadership and the development of a new digital strategy for Anglicare SQ. We also started a transition to more cloud services which will accelerate as we deliver on the digital strategy.

The focus areas for 2019 were:

- Development of a three-year strategic plan for digital and technology.
- Initiated the development of a security strategy to ensure we have the right processes, technologies and practices in place to protect the information we manage, particularly those of our clients.
- Supporting the finance team in the evaluation and selection of a new cloud-based ERP to replace our ageing Sun finance system.
- Supporting the Children and Families Service in the selection and implementation of a new Client Information System (CIS).
- Completed upgrade of key Business Applications AutumnCare and our Quality, Risk and Safety System (QRS).
- Commenced the migration of all Anglicare sites to a new optimised wide area network (WAN) and phone system.

- Selected a new Contact Centre platform (Genesys) for implementation in early 2020. Genesys will provide an omni-channel platform upon which to transform client experience and engagement.
- Negotiated a new Enterprise Agreement with Microsoft that offers tremendous value for Anglicare. In particular, it allows access to new contemporary solutions that previously would not have been commercially viable.
- Anglicare was recognised by Dell Boomi for its work using their Enterprise Integration platform and won an award at its global conference.

Looking ahead to 2020, the ICT team will be planning for, and implementing initiatives defined in the digital strategy. This will be a significant transformation for Anglicare delivering effective and efficient digital solutions that are always there, to connect people, provide reassurance and improve outcomes for our staff, clients, children and families.

## **Marketing & Communications**

The Marketing and Communications team focused on strategic partnerships, proactive media, organic social media and digital marketing to achieve significant recognition, reach, awareness and growth in 2019 for Anglicare Southern Queensland.

Below is summary of key campaigns and results:

### **Arts&Minds**

We partnered with renowned Australian graffiti artist, Teazer, to focus on youth homelessness for Arts&Minds 2019. The campaign told the stories of four young people who have accessed our homelessness services. Together with Teazer they designed and painted Anglicare's first mobile food truck. The young people, with Teazer, named the food truck the Good Grub Club; they designed a fun, colourful and engaging van which now regularly sells and serves food at Brisbane markets. Different to past years, the campaign solely relied on unpaid social media promotion and achieved 757,830 impressions. This year also generated significant media coverage, with a memorable two-minute weather cross by Channel 9s *Morning Show*, which reached an audience of 128k viewers on 38 stations Australia wide.

### **Foster Care**

We launched our dedicated foster care campaign/sub brand: *You Be You* in June 2019. Since launching the dedicated foster care recruitment website, [youbeyou.org.au](http://youbeyou.org.au), we have seen an increase of visits to both the Anglicare Southern Queensland foster care pages and the *You Be You* website by 511%. Engagement across all digital channels including the website, social media, and website enquiries, content downloads and email subscriptions have seen an overall increase of up to 640%.

### **OLDMATE Queensland**

Our youth-oriented volunteering campaign #OLDMATE Queensland aimed to increase volunteer applications from 18-35 year olds. We partnered with VICE Media to actively target a younger demographic, producing video content featuring Anglicare clients June and Wally, and Influencer Flex Mami. GOA Billboards supported the campaign by awarding \$250k free outdoor advertising. #OLDMATE Queensland increased volunteer

applications by 4,000%, with more than 1200+ young people applying to volunteer within the first month of the campaign. The campaign achieved 1.5m+ organic digital impressions, increased visits to the volunteering web pages by 6,000%, and increased our social media engagement by 70%. The campaign won the Anglicare Australia Award for Innovation and an Australian Marketing Institute Award for best NFP marketing.

### **Australia's Most Trusted in Aged Care and Retirement**

Anglicare Southern Queensland was awarded Australia's Most Trusted Brand in Aged Care and Retirement, and the Silver Quality Standard award for Aged Care and Retirement by *Reader's Digest* Magazine.

### **Employable Me**

Anglicare Southern Queensland featured on one of the ABC's most watched shows *Employable Me*. The show followed Sinead, a young girl with Down Syndrome, on her quest to gain employment in aged care. The show featured Sinead at Symes Grove and resulted in Sinead being offered employment with us. Sinead's story achieved significant coverage and positive brand association for Anglicare.

### **Communications & Media**

Our proactive media strategy resulted in an increased television and radio presence for Anglicare Southern Queensland resulting in total audience reach of 3.14m. Our youth homelessness services and the Good Grub Club were featured on the Channel 9 *Today Show*, SBS, ABC, NITV, the *Courier Mail* and the *Southern Star*. #OLDMATE Queensland featured on ABC, 4BC, the *Courier Mail*, the *Southern Star* and Triple M, while Anglicare also featured as an advocate in news segments on housing affordability (*Brisbane Times* and *WIN News*), jobs availability (ABC and 4BC), older workers (7 News), the Aged care Royal Commission regional hearings (*WIN News*) and Harmony Day (10 News).

The Marketing and Communications team also successfully managed two major contentious issues, including an ABC 7.30 *Report* segment on a complaint from a former aged care respite client at Hervey Bay, and community protests over the Lota House retirement village development, which was covered by the *Courier Mail*, *Wynnum Herald* and 9 News.

### **Fundraising & Events**

We would like to thank 2,200 generous donors who gave \$1,550,419 to Anglicare this year. All donations whether large or small, made a difference and helped us to support others with love, hope, care and humility. Thank you to every individual, family, school, parish, community group or business for your donations.

### **Play & Grow**

This year was an exciting year for fundraising with the opening of the Amanda Flynn Play and Grow Centre, which is providing our Women's Homelessness Service at Toowong with a safe and secure children's playgroup and training space, where mothers can supervise children while attending educational programs. The project also included the full refurbishment of all accommodation, which are now modern, and provide a beautiful

private space for women to interact with their families. We would like to thank the individuals and businesses who donated \$499,558 to help us complete the project.

### **Community Outreach**

During the year, we had over 80 third-party events hosted to help fundraise for Anglicare including A Night in the Cathedral, Heart Teas, Bunnings BBQ's, Free Dress Days, Bake Stalls and many more. The community raised an amazing \$248k to support Anglicare services. Anglicare's annual Easter Appeal, Tax Appeal and Christmas appeal helped raise over \$108k.

A number of donors left \$505k in gifts in their wills to Anglicare, leaving a lasting legacy for us to continue our good work.

Our donors and supporters are a highly valued part of the Anglicare community and play an important role in helping us continue delivering our services to those in need.

### ***Research, Social Policy & Advocacy***

Anglicare engaged in a diverse range of advocacy activities in 2019, reflecting the broad scope of our work and our resolve to seek *social justice for vulnerable people through advocacy and social policy change*.

At the policy level, we provided a number of submissions to the state and federal governments on topics including aged and palliative care, mental health and child protection; as well as driving the launch of the national Home Stretch campaign in Queensland. Home Stretch is seeking the option of extended state care to be made available to all young people in out-of-home care until at least the age of 21 years – providing these young people with the option for the same level of support most other young Queenslanders have in their transition to adulthood. The Queensland campaign launch was held in November at Griffith University, South Bank, and drew nearly 100 local supporters from the community sector and academia, as well as concerned young people, adults and the media. Simultaneous regional launches took place in Cairns, Mt Isa and Rockhampton.

In 2019, we also marked a decade of partnership with Anglicare Australia on the annual Rental Affordability Snapshot. The Snapshot research highlights the ongoing challenges faced by people on low incomes when searching for a home they can afford to rent through the private market. This year, we focused particularly on the challenges faced by young people in obtaining a place to live, finding that for a young adult on Newstart or Youth Allowance, there was not one single property in Brisbane (including a room in a share house) that was affordable.

The theme of housing affordability underpinned another major advocacy project in 2019, called 'Supporting Successful Tenancies'. In collaboration with QShelter, the Tenancy Skills Institute, Tenants Queensland, Compass Housing, the National Affordable Housing Consortium (NAHC) – and with the support of Redlands City Council – we designed a workshop for private sector property managers to help increase understanding about the

multiple challenges faced by some of their tenants, and to provide resources for handling difficult situations. Similar workshops are planned for other areas in coming months.

'Supporting Successful Tenancies' was also supported by a group of Social Science students from The University of Queensland, who prepared a significant original research paper related to the project. They were one of three university groups working with us this year on Anglicare advocacy projects, in a partnership that enables us to extend the reach and impact of our advocacy. A second group interviewed Anglicare staff for our Reconciling Histories website, which aims to document the stories and activities of Anglicare's Reconciliation journey; while a third student group developed a community profile of Fortitude Valley that informs inner city social justice activity.

Further information about all of our projects can be found on the Anglicare advocacy website at [anglicaresq.org.au/advocacy](http://anglicaresq.org.au/advocacy)

# Parishes & Other Mission Agencies Commission

This report reviews the work of the Parishes and Other Mission Agencies Commission (PMC) for the year 2019.

## Commission Membership & PMC Staff

Membership of The Commission for the year 2019 was:

**Chair:** The Most Rev'd Dr Phillip Aspinall (*until Jun 2019*)  
Mrs Cathy Grant (*from Jun 2019*)

**Members:** The Rt Rev'd Jeremy Greaves  
The Rt Rev'd John Roundhill  
The Rt Rev'd Cameron Venables  
The Ven Olaf Anderson  
The Ven Kevin Bourke (*from Apr 2019*)  
The Ven Mark Carlyon  
The Ven Keith Dean-Jones  
The Ven Michael Faragher  
The Ven Denise Ferguson (*until May 2019*)  
The Ven Valerie Hoare (*until Jun 2019*)  
The Ven Geoff Hoyte (*from Jun 2019*)  
The Ven Allan Paulsen (*from Aug 2019*)  
The Ven Laurel Raymond (*from Apr 2019*)  
Mrs Stephanie Cotroneo, *Southern Region (from Apr 2019)*  
Mr Neil Crisp, *Northern Region*  
Dr Stephen Harrison, *Executive Director, PMC*  
Mrs Jalane Lennon, *Southern Region (from Aug 2019)*  
Dr John Murray, *Northern Region*  
Dr Trish Rathie, *Western Region (from Aug 2019)*  
Dr Chris Raymont, *Western Region (until Aug 2019)*  
Mrs Sue Taylor, *Southern Region (until Aug 2019)*  
Ms Sandy Vigar, *Western Region*

The Commission met formally five times during 2019.

## PMC Staff

<b>Executive Director:</b>	Dr Stephen Harrison
<b>Manager, Chaplaincy Services:</b>	Mrs Sally Isles ( <i>until Dec 2019</i> )
<b>Hospital Ministry Coordinator:</b>	The Rev'd Canon Cheryl Selvage
<b>Prison Ministry Coordinator:</b>	Mrs Sally Isles ( <i>until Dec 2019</i> )
<b>anglican focus Editor/</b>	
<b>Resource Church Specialist:</b>	Ms Michelle McDonald ( <i>from Aug 2019</i> )
<b>Administrator:</b>	Ms Belinda Macarthur
<b>Administration Assistant:</b>	Mrs Joanne Rose
<b>Project Consultant:</b>	The Rev'd Adam Lowe
<b>Researcher:</b>	Mr Matthew Skelton ( <i>until Dec 2019</i> )

## Parish Growth Framework

The Parish Growth Framework, and its implementation, was a key focus for the Commission in 2019. 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- to long-term strategic initiatives.

### Leadership Pillar

#### 1. Wellbeing Framework

The Wellbeing Development Group met throughout 2019 with a focus on discovery and consulting with key stakeholders to understand the current landscape of clergy wellbeing. The key outcome for this group is to develop a holistic approach to clergy wellbeing and related support mechanisms. Significant progress was made on this and a working approach has been developed. A survey to evaluate the wellbeing of clergy in the pre-'retirement' stage through to, and including, the active 'retirement' stage (all clergy over 65) was developed in consultation with clergy in that ministry phase. The survey was distributed in late May and had a very positive return rate of 40%. Initial results of the survey were available in December, for action in 2020.

#### 2. Professional Supervision Pilot

Eight senior clergy and eight junior clergy were invited to participate in a Professional Supervision Pilot in the first half of 2019. The purpose of the pilot was to explore how professional supervision might be implemented in our Diocese. This work on professional supervision arises from Recommendation 16.45 of the Royal Commission into Institutional Responses to Child Sexual Abuse, while also connecting with the strategic block relating to clergy wellbeing.

A number of experienced supervisors were selected to provide supervision during the pilot and supervisees-attended orientation in May. Supervision began for most people in



June, with the target being eight monthly sessions. Supervision finished for all supervisees by January 2020.

Work in 2020 will focus on evaluating the supervisee experience through surveys and a group debrief, before making recommendation to the PMC.

## ***Strategy Pillar***

### **1. Parish Diagnostics**

In August 2019, each parish once again received a local level dashboard profiling attendance trends and other data spanning the past six years. The information included a suggested process for the leadership of the parish to engage in the data, as well as a link to the recently published 'Mission Planning Guidebook'.

Work continues on refining the distribution and use of data by parishes and senior leaders to help enable more strategic decision making.

### **2. Resource Churches**

A proposal for the establishment of a Resource Churches Pilot Project was approved by the PMC at its April meeting. The proposal outlined the function of a Resource Church, proposed criteria for selecting Resource Churches, as well as a timeline for key activities in the pilot. Considerable consultation with local, national and international links helped to shape the proposal.

A recommended approach for implementation, including budget estimates, was detailed by the Executive Director. This strategy included a request for increased funding for the project. The PMC endorsed the implementation proposal, seeking consideration from Diocesan Council for the feasibility of funding. Diocesan Council approved the proposal and associated funding, and this was subsequently approved in the 2019 Synod budget.

Information about the Resource Churches Pilot Project and an expression of interest process (including a self-assessment tool) for parishes was released in early September. The closing date for expressions of interest was mid-October and eight applications were received. A number of parishes that were not the ideal size, but had experienced growth over three years, were invited to participate.

PMC staff consulted with the Bishops in reviewing applications based on the published criteria. The following churches were selected to be in the starting group of Resource Churches:

#### **Northern Region**

St John's Cathedral (The Very Rev'd Dr Peter Catt)

The Parish of Caboolture (The Rev'd Avriel Green)

### **Southern Region**

The Parish of Kangaroo Point (The Rev'd Canon Gary Harch)  
The Parish of Robina (The Rev'd Stewart Perry)  
The Parish of Springfield (The Rev'd Charlie Lacey)  
The Parish of Waterloo Bay (The Rev'd Scott Gunthorpe)

### **Western Region**

The Parish of Ipswich (The Rev'd Stephen McMahon)  
The Parish of St Bart's Toowoomba (The Rev'd Adam Lowe)

Some specialist staff were appointed in late 2019 to work with the Resource Churches. Further appointments will be made in 2020 once further evaluation of the needs of the Resource Churches involved has occurred.

## ***Resources Pillar***

### **1. Parish Health Tools & Parish Toolkit**

One of the common factors for church growth according to research is, “a clear vision and purpose”; with this in mind, a ‘Mission Planning Guidebook’ with a suite of corresponding resources, was produced in June and launched at Synod 2019. These resources are available on the PMC website [www.faithfulandeffective.com](http://www.faithfulandeffective.com).

The Executive Director delivered training on using the Mission Planning tools in Brisbane, Toowoomba, the Gold Coast and Gympie as part of the Parish Council Training Days. A session was also delivered to clergy and laity at the Western Region Ministry Conference in August. The purpose of these sessions was to introduce parish leaders to mission planning and the resources that have been developed.

The PMC website ([www.faithfulandeffective.com](http://www.faithfulandeffective.com)) was developed and launched at Synod in 2019. It is the key repository for the Parish Toolkit and Parish Health Tools. There are already considerable resources listed on the site, and further resources responding to specific parish needs will be identified and added over time.

Working with the regional Bishops, 11 parishes were approached to be part of a Parish Health Tools Pilot. The pilot will evaluate the usefulness of National Church Life Survey (NCLS) data for determining strategic action in parishes. The parishes surveyed their congregations towards the end of 2019 and received the survey results in early 2020. The parishes will also receive a Community Social Profile for their area. The Bishops and Executive Director will work with the parishes throughout 2020 to consider what action might be taken to promote health.

## Parish Support & Development

The PMC resourced and supported clergy, parishes and other mission agencies through the following initiatives in 2019:

### Training & Events

PMC staff developed or supported a number of events throughout 2019, as outlined in the table below. The retreats support clergy wellbeing. The Liturgical Assistant training days were developed at the request of parishes. The Fundraising training day sought to fulfil an urgent identified need of parishes.

Table 1: Event Attendance 2019

<i>Retreats</i>	<i>No. of attendees</i>
Ron Bundy ( <i>Jun</i> )	<b>21</b>
Ian Howarth ( <i>Jun</i> )	<b>15</b>
Susanna Pain ( <i>Oct</i> )	<b>23</b>
<b>TOTAL</b>	<b>59</b> <i>(42 in 2018)</i>
<i>Liturgical Assistant Training Days</i>	<i>No. of attendees</i>
Indooroopilly ( <i>Mar</i> )	<b>62</b>
Toowoomba ( <i>Jun</i> )	<b>36</b>
Childers ( <i>Jul</i> )	<b>32</b>
<b>TOTAL</b>	<b>130</b>
<i>Other Events Supported By PMC</i>	<i>No. of attendees</i>
Roman-Catholic Clergy Day ( <i>Aug</i> )	<b>49</b>
Fundraising, Philanthropy, Grant Writing, Social Enterprise & Community Engagement Workshop ( <i>Sept</i> )	<b>30</b>

The PMC website and YouTube channel have a growing number of recordings of training events, making training material accessible to a wider audience. A 'Question and Answer Forum' for Liturgical Assistants has recently been added to the website.

### Research

Throughout 2019, theological student Matthew Skelton conducted research for the PMC. Research topics included formation for mission and ministry, church growth, church amalgamations, mission planning, church planting, chaplaincy funding in Australia, organisational culture and ministerial reviews.

## **Grants**

The PMC provided financial assistance to three parishes in 2019:

- The Lakes
- Springfield
- Freshwater

The PMC also contributed financially to the 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**

The PMC approved a range of parish related goals in December 2018, for implementation in 2019. Some of the goals focus on celebrating and participating in National Reconciliation Week (NRW) by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians.

The goals include:

- Encouraging parishes to celebrate NRW through their Sunday liturgies.
- Providing & promoting resources for parishes to use for NRW Sunday worship.
- Organising an NRW workshop for parishes.
- Asking Aboriginal & Torres Strait Islander peoples to share their reconciliation experiences or stories on video for parishes to use in worship during NRW.

In partnership with other parts of the church, each goal was accomplished.

## **Policy**

### ***Property & Mission Planning***

An evaluation process for mission planning in relation to property development was approved by the PMC in the first half of the year and was developed into an easy-to-understand format. The document includes a flowchart of the process and checklist of key criteria used to evaluate mission planning in relation to property development. The document was provided to parishes in the October GM’s Monthly Memorandum and is also available on the PMC site, [www.faithfulandeffective.com](http://www.faithfulandeffective.com), under ‘mission planning’.

### ***Church Planting***

In June, the PMC adopted principles for church planting in the Anglican Church Southern Queensland and a model for the funding of future church plants.

## ***anglican focus***

In July, in discussion with the Finance and Diocesan Services Commission, it was agreed that *anglican focus* (formerly *FOCUS Magazine*) would come under the auspices of the PMC and that the *anglican focus* Editor, Michelle McDonald, would join the PMC staff team, working as Editor of *anglican focus* (three days a week) and on the Resource Churches Pilot Project as a Communications and Community Engagement Specialist (two days a week).

The *anglican focus* news site is being embraced across the ACSQ's Regions and Commissions, with 200 individual contributors and approximately 15 organisational contributors (e.g. school marketing/communications staff). Over 480 contributions have been published since the news site launched in October 2018.

### ***Content Development***

A number of new menu and sub-menu items were added in the second half of 2019 (Events, Jobs and Announcements), enabling parishes and other ACSQ ministries to advertise key events and vacancies. These new items are currently among the most popular sections of the site, helping to drive traffic, and have also enabled 'Wednesday Weekly' to shift from a PDF format to an eDM (electronic direct mail) format. An additional sub-menu item, 'Homilies & Addresses', was added under the 'Spirituality' menu in early October 2019.

### ***ARPA Award***

In September 2019, *anglican focus* received the Gold Award for Best Website at the Australasian Religious Press Association (ARPA) Awards in Christchurch, New Zealand. Judges described the site as "a standout for how diocesan news can be presented in an accessible and professional way." ARPA judges commented favourably on aesthetics, navigation, breadth of news and feature content, and advertising use, as well as complimenting 'Sunday Devotions' and the monthly Out & About albums.

## **Church Closures**

The PMC approved the closure of three churches in 2019:

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

*Dr Stephen Harrison,*  
*Executive Director,*  
*PMC*

## **Chaplaincy**

Chaplaincy services continue to be well-received in Queensland's hospitals, prisons and police stations. Three strategic areas for chaplaincy development were identified in 2019 for immediate and future development. These were governance, engagement, and training and development.

### ***Governance***

Ensuring strong and appropriate governance of chaplaincy is of the highest importance to the PMC. This includes robust credentialing processes, an up-to-date database of all staff and volunteers and induction processes for all pastoral carers. All necessary elements must be in place to ensure the safety and wellbeing of the staff and volunteers working in the chaplaincy space, as well as those who receive chaplaincy services.

In 2019, the Background Check Matrix for all pastoral care roles in prison, hospital and police chaplaincy was reviewed in line with the ACSQ Qualification and Credential Policy to ensure clarity on the screening requirements for new paid and voluntary chaplains, pastoral care coordinators and pastoral care workers.

The qualifications and credentials of all people currently undertaking pastoral care in hospitals and prisons were reviewed in context of these requirements. A centralised database to record relevant and current information about paid and voluntary pastoral care workers was established.

### ***Engagement***

Work needs to be done to articulate the long-term vision for chaplaincy in the Diocese and how this aligns with broader Diocesan visions and goals. A strategic plan for chaplaincy is in the process of being created. In order to strengthen the relationship between chaplains and other parts of the church, meaningful methods of communication need to be developed. This would include greater connectivity between chaplains, while also building awareness across our Diocese of chaplaincy activities.

Significant work was undertaken in 2019 by Ian Eckersley, Director of Public Affairs and Communications, and Sally Isles, Manager, Chaplaincy Services, to assist the Archbishop to present at the Parliamentary Enquiry into Voluntary Assisted Dying. Part of the focus for this was to encourage the Government to consider greater funding for palliative care and spiritual care through paid chaplains. The Chair of the Hearings acknowledged the Archbishop's remarks and invited him to provide a funding submission.

### ***Training & Development***

A holistic training framework for chaplains is needed. This would cover a range of areas, including pastoral care skills and theological learning. Annual retreats are also an essential part of chaplaincy development. Some elements of this framework are already in place.

## ***Police Chaplaincy***

The Rev'd Rod Wood retired in late February 2019. He has been a valued Police Chaplain in Brisbane for many years.

## ***Prison Chaplaincy***

The passion and commitment of the 13 Anglican volunteer prison chaplains who attend correctional centres one day a week and conduct Sunday Services on a six-weekly roster (sometimes five times on that day) are inspiring.

Regular bi-monthly training days for Anglican prison chaplains were run throughout 2019. In addition, the chaplains attended the State Chaplaincy Board in-service, followed by an Anglican in-service in March.

## ***Tertiary Chaplaincy***

The PMC continued to provide funding to the Ecumenical Tertiary Chaplaincy Committee in 2019. The Rev'd Fang Ling Quedsted is the Coordinating Chaplain for the Queensland University of Technology (QUT) Gardens Point and Kelvin Grove.

The contribution of the Manager, Chaplaincy Services to the Queensland Corrective Services' State Chaplaincy Board continued. Work undertaken in 2019 included participation in a State Chaplaincy Board of Queensland Strategic Planning Day; rewriting of policies; developing and facilitating two presentations for the annual Prison Chaplaincy Coordinators Training Day on managing conflict in a Christian context; developing a team effectiveness survey for chaplaincy teams in correctional centres together with a proposed communications plan; and, attendance at monthly State Chaplaincy Board meetings.

As Deputy Chair of the State Chaplaincy Board, Sally Isles was heavily involved in revising the framework of chaplaincy service delivery and its policies and processes to ensure the State Chaplaincy Board was in the best possible position when its funding contract with Queensland Correctional Services ceased at the end of June 2019. e Campuses. The QUT Chaplaincy provides ecumenical and multi-faith guidance and support to its students and staff to foster spirituality.

In mid-2019, David Hale was licensed as a non-stipendiary lay volunteer to work in the Multi-Faith Chaplaincy at the University of Queensland.

*Dr Stephen Harrison,  
Executive Director,  
PMC*

## Chaplaincy – Hospitals: Overall

I recently had the privilege of attending a meeting with staff from at least 150 health sites from throughout the state, led by some of our top health thought leaders, regarding the Coronavirus. What struck me was when we made it to the Q&A at the end and a relatively simple question was asked of all those brilliant minds assembled on the stage, they all simply shrugged their shoulders in unison admitting, “We simply don’t know.” However, they concluded with, “We will always act firstly with compassion.”

Compassion lies at the heart of so much of what we do in the hospital system. I often tell patients when they are singing the praises of our service and others in the hospital, “Well, after all, you and your care is the very reason we choose to be here each day!” And come the patients do. In preparing a submission in response to the Parliamentary Enquiry into Voluntary Assisted Dying, we did a little research of our own.

Every day, in our largest hospitals in Brisbane, nearly 90% of all inpatients indicate that they are willing to be in contact with a Pastoral Carer. To help us reach these hundreds of patients we need a small army of Pastoral Care Coordinators, on-call clergy, and many more volunteers. In fact, another quick check indicated that in any month, some 800 to 1000 hours of service are given in one hospital alone and that may equate to a similar number of patient visits. That’s just one hospital and there are some 20 public and 30 private hospitals in the Brisbane City with some 700 public and 624 private hospitals throughout Queensland.

So much continues to advance in our hospitals including the need for more trained and well-equipped Pastoral Carers, especially with discussions on matters such as Voluntary Assisted Dying and Individualised Genome Medicine. Not to mention the aging population and therefore the increasing numbers of patients reaching the End of Life stage. Training continues to be a concern for us in finding both suitable training and qualified trainers, as well as supervisors. The Multi-Faith Health Care Council is working right now with Queensland Health to complete a joint document encompassing this and much more. We are pleased to see our Diocese offering support for those wishing to train.

During this year we began moving our Regional Coordinators team meetings to regional centres and we had our first Regional Coordinators Retreat in Maleny, thanks to the efforts of Sally Isles, our Chaplaincy Coordinator. This allowed the group to discuss common issues and build team relationships with a few less time pressures. Many thanks go to Sally for her work in the role of Chaplaincy Coordinator. At our final meeting for the year, we farewelled Sally (who decided to leave this position), thanked her sincerely for her work with us, and wished her all the best in her newly-chosen position.

We are very pleased that the PMC has decided to continue the position of Chaplaincy Services Manager. To that end, we welcome Andrea Colledge to the role and hope we can continue all the good work that has begun since the role was created. During the year, we also farewelled Ann Shepperson after so many years of service to Hospital Chaplaincy. We were able to gather together a number of people who began work with Ann, as well as the new faces to enjoy a wonderful time of reminiscing and reflection.



Thank you, Ann, for assisting with the shaping of this ministry in our Diocese. We hope we will continue to benefit from your knowledge and wisdom for time to come.

We thank everyone who has, in any way, supported us and our ministry. Please continue to do so; whether through prayer, encouragement, financial assistance, donations of holding crosses, hand-made cards for patients, knitted comfort shawls, teddy bears, organ playing at services, and all the many other donations that are kindly received.

Matthew 25:35–36 NIV

<sup>35</sup> For 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, <sup>36</sup> I needed clothes and you clothed me, I was sick and you looked after me, I was in prison and you came to visit me.'

*The Rev'd Canon Cheryl Selvage,  
Hospital Ministry Coordinator*

## **Chaplaincy – Hospitals: Brisbane Region**

The Royal Brisbane and Women's Hospital (RBWH) Chaplaincy Department began keeping basic statistics last year and even we were surprised to discover that on average, each month we collectively make about 740 visits to the bedside, respond to approximately 20 calls to people who are dying and receive 30 to 40 phone referrals from medical, nursing and allied health staff! Compassionate care at its best!

The new STARS (Surgical, Treatment and Rehabilitation Services) Hospital, built on the former Royal Children's Hospital site, will open later this year and we will be visiting patients there as part of our Chaplaincy Service based at the RBWH. It will be wonderful to have the existing rehab unit (currently at Windsor) in the new facility, as well as the Geriatric Evaluation and Management ward so we can provide continuity of spiritual care. As chaplains, we were consulted about the design and needs of a small, but attractive, multi-faith space, which will provide a quiet area for prayer and reflection.

At The Prince Charles Hospital and St Vincent's Hospital Northside, Judy Burt started the year as Coordinator for the chaplaincy department. During this time, she made sure all team members attained their mandatory training in March, and also helped supervise the four Clinical Pastoral Education (CPE) students, three of who were ordinands. Judy attended Deanery meetings and was made welcome.

Accreditation for the hospital came around, and one of the things they really appreciated was the Palliative Care Remembrance service, organised by The Rev'd David Nix, who took over the Coordinator position in October. As part of Pastoral Care Week, we had a recommissioning service for our volunteer team, and the hospital provided a light lunch, in appreciation of the time they put in. There is a great team at The Prince Charles Hospital, all supportive of each other, regardless of their denomination. Holy Spirit Hospital, on the same campus, was sold and is now St Vincent's Hospital Northside. We

had a couple of choirs before Christmas, which were well received. The Rev'd David Nix also managed to get the TV system working, so that patients can view services from their bed. It does need promotion, though, to let people know it's up and running. Always something that can be improved!

The Sacramental Ministry Roster worked well for the Royal Brisbane and Women's Hospital and The Prince Charles Hospital, with many thanks to clergy who offer their services. The Rev'd Tom Sullivan continues to provide coverage over Easter and Christmas. In February this year, Judy Burt and Carol O'Ryan will host a thank you afternoon tea for all our Anglican clergy in the northern Deaneries who are on our emergency call-out roster. We are very grateful for their faithful commitment and support of this essential service.

The emergency call-out roster has been a little harder to fill in the Southern Region of Brisbane, but of course we also want to sincerely thank everyone who has participated in this vital ministry. It usually only works out to one or two calls-outs within a week, but can make a lifetime of difference for the persons receiving the ministry.

Definitely, the greatest news for Pastoral Care at the Princess Alexandra Hospital was the launch of 'Writing in Charts', during Pastoral Care Week. Pastoral Carers may now share significant information with the rest of a patient's multidisciplinary team. This has already added a great deal to patient-centred care. This has been years in the planning and training and we again thank all who have supported us.

All hospitals continue to value our ministry and the opportunity for us to become a greater part of these communities is always there. We continue to maintain that hospitals are an amazing mission field and we are privileged to minister there.

*Mrs Carol O'Ryan, Ms Judy Burt & the Rev'd Canon Cheryl Selvage,  
Pastoral Care Coordinators (Brisbane Region)*

## **Chaplaincy – Hospitals: Northern Region**

In September 2019, I commenced in my position as Pastoral Care Coordinator for the Northern Region. Before this I was a volunteer chaplain at Caboolture Hospital for two years. I have also been in parish ministry for 26 years, working with my husband.

Over the last six months staff relationships have grown and are still developing. I have been in touch by email with the chaplains in my region and have introduced myself. I am planning over the next six months to visit all the chaplains which will take an amount of planning. The numbers of volunteer chaplains have reduced in the Northern Region. We have 14 volunteer chaplains at present and we are always in need of more.

Our Christmas services were a big part of the beginning of December. These included:

- Carol singing by the chaplains around the wards of the hospital.
- A Christmas service for staff and families.
- A 'Blue Christmas' service.
- A 'Christmas Tree Lane' competition, whereby the chaplains participated and decorated a tree with all the symbols of Christmas explained.

I have been working in nine different areas of the hospital, including:

- Short Stay
- Acute
- Surgical Decision
- Medical Assessment and Planning Unit (MAPAU)
- ICU
- PICU (Paediatric ICU)
- Mental Health

Relationships have been developing in these areas. Staff know that a chaplain will be there twice a week and some staff members know that the chaplain is there for them also if needed.

Long term patients in mental health look forward to seeing you in the wards.

The Sunshine Coast University Hospital is a modern and evolving health service. I have had the privilege of being invited to be part of a post-bereavement working party, which was very inspiring. Exploring questions such as, 'What happens when a loved one dies in hospital?' and 'What support structures exist for the family, both from the hospital and in the community?', are never easy when people are grieving. The hospital chaplain's relationship with staff social workers is growing, which assist enormously when people have lost a loved one.

When a chaplain visits a patient at the Sunshine Coast University Hospital, we do not know the patient's name or religion (if any), so the visiting is done 'cold'. I find this to be quite liberating because both the patient and the chaplain are on levelled ground. It is an opportunity for the patient to tell their story and for the chaplain to listen.

Our multi-faith room has been furnished with prayers, from each of the different faiths, put into picture frames. This is a reminder that we must all respect differences and welcome all to this quiet space, which has been provided.

The chaplain coordinator at The Sunshine Coast University Hospital, The Rev'd Tanya Richards (Uniting Church) and I work closely together. At the end of 2019, we began to plan the many events which are happening in 2020 at the hospital. There are 14 events planned across the 12 months, including:

- An Easter Service
- Palliative Care Week

- Pregnancy and Infant Loss (Wave of Light) Service
- Spiritual Care Week
- National Volunteer Week
- Christmas Services

An important aspect of a Coordinator's job is collaborating with other Coordinators in other Regions. I have approached Michelle Philp, who is the Anglican Coordinator for the Southern Region. She is based at the Gold Coast University Hospital. Michelle has started some great initiatives for staff wellbeing. I want to look at this for the Sunshine Coast University Hospital and our staff culture. The Rev'd Tanya and I are going to meet with Michelle to consider staff wellbeing.

A new initiative, which I have an interest in starting, relates to statistics. The Rev'd Tanya had started this from the time she commenced working at the hospital. I have begun recording how many visits I make to patients and how many meetings I attend etc. In January 2020 I visited 210 patients. This gives me an idea of what my role at the hospital looks like. I will be encouraging other chaplains to do the same for themselves.

Finally, I would just like to applaud all the Anglican Chaplains that work in the Northern Region, including at the Sunshine Coast University Hospital for the wonderful work that they do. May the Lord be with them as they listen to, and share alongside, patients, families and staff.

*Ms Mary Coates Kavanagh,  
Pastoral Care Coordinator (Northern Region)*

## **Chaplaincy – Hospitals: Southern Region**

Pastoral Care continues to shine here on the Gold Coast. Even though we are very low on volunteers, we continue to provide our ministry to all hospitals in our Region. We work at capacity and I am concerned that we did not welcome any new volunteers in 2019. I fear this will result in limited resources for hospital ministry in the Southern Region. I believe we need to consider creative ways to encourage more volunteers into hospital ministry. Our current volunteer Chaplains continue to minister to patients not only on the list, but also returning patients, referrals or through those unexpected 'God' moments.

Ministry to staff at the Gold Coast Hospital and Robina Hospital increased in 2019, particularly within the Intensive Care Ward and Emergency Department. Staff would either speak to our Chaplains on ward or seek us out. We embraced this need by offering specific ward blessing or focusing on staff wellbeing in unique ways.

In 2019, we continued the 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 heart-warming. This initiative was again nominated for a Gold Coast Health Award.

The Surfers Paradise Parish enthusiastically continues to support the initiative in providing self-care items (combs, razors, hair items) for patients in ICU. This has enabled nursing staff to provide care and love to patients, including patients at the end of life. Nursing staff have provided emotional feedback when receiving and using these items donated by the community.

Mentoring two interns from Griffith University has provided our Chaplaincy with some very interesting research. The interns conducted research on our RRR program and the service we provide to ICU. This research has led to service improvement, such as increasing education to ICU staff about our service.

During the year I was blessed to assist Gold Coast Hospital staff in the planning of, and participate in, the following events/programmes:

- Infant loss Service
- Children's Memory Day
- Staff Memorial Wall
- Always There Program (Peer Support program)
- R U OK? Day
- Harmony Day
- Immediate support and prayers for national and international events, such as the 2019 Christchurch Mosque shootings and the sudden death of a staff member
- Numerous ward blessings
- Providing RRR programs to almost 800 staff.

The opportunity to further raise awareness of our service and to engage with the senior leadership team has resulted in several positive outcomes, including an increase in professional and respectful interactions from clinicians for the service we provide to their patients, families and staff.

I thank God for the chance to work with an amazing team of Anglicans. We provide love, support and compassion to those who are unwell, lost or are presented with some of life's most stressful moments. Our days can present challenges, but also many 'God' moments.

*The Rev'd Michelle Philp,  
Pastoral Care Coordinator (Southern Region)*

## Chaplaincy — Hospitals: Western Region

### *Pastoral Care Education & Nurture*

Throughout the year, a number of activities are held to educate and nurture pastoral carers. In 2019, this included a retreat day facilitated by Lynne Cain centred around the Holy Land and the life of Jesus.

Our regular education and nurture days featured a variety of speakers throughout 2019. In March, Vivienne Heckels spent time with us exploring how we can express our faith through art in ways that bless God, ourselves, and others. Nick Tyler shared his experience in the field of music as a spiritual expression and therapy. The day concluded with a mindfulness and movement session led by Elaine Bartlett. In August, Brother Damien Price talked about working with those on the fringe, the marginalised, and the outcast. On the same day we also had a short information session from Heather Roberts, the clinical nurse at the hospital who processes refugees into Toowoomba. In November, we benefited from three talks on self-care topics including music for therapy, vicarious trauma, holistic self care and spiritual health.

I have started some informal and mutual mentoring with a number of pastoral carers on my team. The focus is on supporting and encouraging one another.

In April, I travelled to Warwick to meet with the local pastoral carers. We discussed results of a strengths workshop day and explored some goals they were proposing as a group.

### *Key Events*

Throughout 2019, key events were held through the region that are important for those working in the hospital. These include the Organ Donation Remembrance Service, which I helped to plan and coordinate. I was invited to speak at the National Day of Thanks ceremony held at the Seventh Day Adventist Church in Toowoomba. The focus was on honouring chaplains from all different areas in the community, and also council and political leaders. A breakfast for medical and allied health workers was run by and held at St Bart's Anglican Church, Toowoomba in June. The guest speaker was George Savvides, former CEO of Medibank Private. George spoke about the effectiveness of compassionate leadership working within the health industry. In May, we handed out packets of seeds on behalf of the Hospital Foundation and prayer cards from the Pastoral Care Service for International Nurses Day. Two Easter services were held at the hospital and a number of morning worship services were held at the Baillie Henderson Connelly Unit for staff throughout the year, along with a Christmas carols service in December. Some patients dressed up as shepherds and angels and we sang carols to tell the story of Jesus' birth.

Our team was called upon to support the staff at Oakey hospital following the sudden death of a long-term staff member. The Catholic chaplain and I led a memorial service on the grounds of the hospital.

During pastoral care week, we held a craft and bake stall with the funds being donated toward refurbishing the family meeting room at the critical care ward. In October, The

Revered Pauline Harley from The Parish of Toowoomba West led the Christian church service for those who have been affected by early pregnancy loss. Some of our pastoral care team participated in the service. In June, a service to remember babies lost due to miscarriage was held at the Garden of Remembrance. A 'Rock of Remembrance' service for the wider community was held at the cemetery in October.

In December, we held our ward carol singing night. All our team split into two groups to sing carols in each ward at the hospital. We also gathered at the North Toowoomba Campus and spent a couple of hours carolling on the wards.

Each year we hold a commissioning for pastoral carers on World Day of the Sick. Numbers were down this year and the diminishing number of pastoral carers is an ongoing concern.

Our leadership team met for a planning day at the start of 2019 to evaluate the programs and processes we have in place.

*Mrs Jodie O'Shannassy,  
Pastoral Care Coordinator (Western Region)*

# Missions

## Anglican Board of Mission

*Working for Love, Hope and Justice*

### ***ABM – A Very Brief History***

We all have a story to tell. ABM – The Anglican Board of Mission - Australia – with its focus on 'Working for Love, Hope and Justice', has its own story to tell and it is an inspiring one: people being called by God, the Church sending people out in the Name of Christ, missionaries learning new languages and cultural dynamics, as well as many supporting the work of mission in many and various ways, just to name a few aspects.

In 1850, the Australasian Board of Mission was established by the Bishops of the Church of England in Australia, and the Bishop of New Zealand. Bishop Selwyn of New Zealand needed a boat, so that he could proclaim the gospel to the people of the Melanesian Islands. Thus, a vessel was purchased for £1,500 and came into service in 1855. Sadly, during a gale, on 18 June 1860, that ship was wrecked. As a result, another vessel was acquired three years later and was named *Southern Cross Number Two*. The current vessel in use in Melanesia was built in Australia in 1962 and is known as the *Southern Cross No 9*. It has been refurbished once.

In 1872, ABM was constituted as a board by Canon at General Synod. ABM was mandated to help Australian Anglicans and the wider community respond to the invitation for all to be a part of God's hope for the world.

By 1894, the name was changed to the Australian Board of Missions and in 1995, ABM become known as Anglican Board of Mission - Australia.

In ABM's early days, the focus of ministry was to our First Nation people. ABM still reaches out to our First Nation people in this changing age. In 1891, it was agreed that ABM would minister in New Guinea – a partnership that has continued for 129 years and, will continue into the future. In the 20th Century, ABM has ministered in China, Japan, India, Indonesia and parts of Africa, and supports the Diocese of Jerusalem through the Good Friday Appeal. Each of these locations have their own stories.

ABM seeks to provide a holistic mission serving people in all aspects of life, including the physical, as well as the spiritual. ABM seeks to provide theological training, worship resources, health and education programmes, literacy courses, and establish water and sanitation systems, as well as seeking to increase the capacity for improved water quality and supply. Other areas in which ABM seeks to help are in improvement of the governance and management processes of partner churches and related organisations.



## ***The Ministry of ABM Today***

Today, ABM seeks to provide abundant life (*John 10:10*) in the places where it shares the love of Christ, and ministers in the name of Christ. Some of the ministry partnerships that ABM is involved in at present are:

- In Australia: the reconciliation program, supporting NATSIAC, and working with the Gawura School in Sydney, as well as assisting the walkabout ministries.
- The Anglican Church of Melanesia – training for MU members in counselling and financial management.
- PNG – Newton College's ministry and literacy programs.
- Church in Jerusalem and the Middle East – Ahli Arab Hospital along with facilitating hospitality.
- Church of the Philippines – working with the poor and developing farming practices.
- Church in Kenya – develop sustainable livelihood.
- Church in Myanmar – the Water and Sanitation and Hygiene (WASH) programs.
- Church in Zambia – the integrated gender program.

When a disaster occurs anywhere across the globe, ABM also provides an opportunity for people to give through its Emergency Fund. More information about all our projects can be found at [www.abmission.org](http://www.abmission.org).

## ***Resources***

ABM offers resources for group and personal study such as Advent to Epiphany study, Lenten studies, reflection articles on various topics such as climate change, human trafficking and a detailed prayer diary. The prayer diary is one of the few prayer diaries that include the United Nations days that are set aside for various aspects of global life. (During Synod, the UN focus for the weekend and included in the ABM prayer diary are those who are addressing the issue of drug abuse and illicit trafficking worldwide.)

These resources and more are available for download free of charge from our website. Some of the studies are available to purchase for a small charge, while the three devotional apps are also available to download free of charge.

Please visit the website for more information: [www.abmission.org](http://www.abmission.org).

## ***Diocesan Committee Guidelines***

One of the aims of the National Board of ABM is for each diocese or regional committee to have guidelines that will provide a solid basis for future ministry. This project has been on the agenda for a few years and, late last year, the document was finalised. The Archbishop has given his consent and ABM has ratified the document. The committee looks forward to basing its ministry on these guidelines. Please note the guidelines include the seven marks of mission as agreed by the Diocese of Brisbane. Nationally, ABM still base their ministry on the five marks of mission.

## ***2019 Archbishop's November Appeal***

At the time of writing, the Archbishop's November Appeal has raised in excess of \$22k for the Newton Theological College in PNG. The local committee takes this opportunity to thank everyone who donated to this project. Life is very basic at Newton, but we also give thanks for Bishop Jeffrey Driver, the Acting Principal, and the staff, and those who support the College.

The Diocesan Committee is very aware that there are many organisations that need our help within the Diocese and nationally. We acknowledge the various disasters within our own nation and region at this time. So, we thank you most sincerely for your generosity.

## ***Vale – Archbishop Bevan Meredith***

The committee gives thanks to God for the earthly life and ministry of the Rt Rev'd Bevan Meredith. Bishop Bevan was ordained Deacon in Brisbane in 1961 and was a Curate at St Thomas' Toowong. He was priested in Brisbane in 1962 for PNG. He served at Managalas from 1963-67; and was consecrated Bishop in 1967. Following independence in PNG, Bishop Bevan became the Bishop of the New Guinea Islands. Later, he was appointed Archbishop of PNG from 1990-95.

Bishop Bevan remained active and was involved with ABM activities until his death. He attended the ABM Auxiliary meetings and luncheons, making a positive contribution. He was a faithful servant of the Lord and we give thanks for his faith, witness and ministry.

Other missionaries who have entered their eternal glory and have served our Lord faithfully are mentioned in the ABM Auxiliary Report.

## ***Stamps***

In November, the Archbishop presented the Rev'd Canon Arthur Fellows with a Certificate of Appreciation for his dedicated and long-serving ministry in collecting and classifying used stamps and then selling them to raise money for the ABM. This ministry of Father Arthur's spanned several decades. Considerable sums of money have been raised to assist the mission of the Church. The CEO of ABM, the Rev'd John Deane was also present and spoke of Father Arthur's commitment to ABM and the mission of the Church.

The Committee give thanks to God for Mrs Margaret and Mr Brough Warren for taking on this ministry. The Committee is seeking to work closer with the schools in the Diocese, both in collecting used stamps and being relevant to the youth of our Diocese.

## ***The Brisbane ABM Auxiliary***

The Diocese is blessed to have had Mrs Lynette Keyes to lead the Auxiliary over many years. Lyn is a faithful servant and on behalf of the Diocese we thank her for her ministry and assure her of our prayers as she continues this ministry.

## ***The Current Committee***

The current Brisbane Committee consists of the following members:

- The Rev'd Jan Crombie
- The Rev'd Patrick Doulin
- The Rev'd Jasmine Dow (ABM Staff)
- Mr Christopher Gehrman
- Mrs Sarah Govers
- Mrs Lynette Keyes
- The Rev'd Rebecca King
- The Rev'd Claye Middleton
- Ms Marilyn Oulds
- The Rev'd Eron Perry
- The Rev'd Bronwyn Pagram
- The Rev'd Bill Ray (Chair)
- The Rev'd Andrew Schmidt
- The Rev'd Julia Van den Bos
- Mrs Sarah Windred

Last Synod, the Diocese honoured the former chair of the Brisbane Committee, the Rev'd Ken Spreadborough, who was chair for eight years and a member of the committee for 12 years. Ken's knowledge of ABM is great, and we are pleased he is happy to be a valuable resource person.

The committee also thanks Dr Stephen Harrison for his ministry while on the committee; as well as being Treasurer. We are pleased that he is prepared to provide assistance when needed.

## ***Thank You***

The committee thanks the Archbishop for his support and the confidence he places in the committee. We also thank the Rev'd John Deane, the staff of ABM and – in particular, Meagan Schwarz, the Committee Support Officer – for all their support.

Thank you to all parishes and deaneries who have invited us to speak and offered us hospitality. It was a pleasure to be with and hear something of your story in sharing the Gospel as well. A big thank you to all parishes and parishioners for all your support both financially and with prayers. If you would like an ABM speaker, either for Sunday services or other ministry activities, please contact, the Rev'd Julia Van den Bos, [jvandenbos@stjohnscathedral.com.au](mailto:jvandenbos@stjohnscathedral.com.au).

Many parishes have used our resources and we trust they have been helpful, insightful and challenging. Your feedback is always welcome.

***The Rev'd Bill Ray,  
Chair***

# ABM Auxiliary, Diocese of Brisbane

## ***History***

The ABM Auxiliary is an Australia-wide organisation, that has been working for the last 110 years to support the Anglican Board of Mission - Australia, through prayer, fundraising, and awareness-raising in parishes in most dioceses.

## ***Branches***

Brisbane Diocese has two branches: Brisbane and Maryborough. Every year, our members support the National Auxiliary Project. In 2019, this was Newton Theological College in Papua New Guinea. Parish guilds can be affiliated with the Auxiliary.

### ***Maryborough Branch***

This branch has an ongoing sewing and craft program. During the year they held a Mothers' Day Stall, a Christmas Stall, and other events. In 2019, they raised over \$5k, which went towards Newton College, Al Ahli Hospital in Gaza, and the Literacy, Language and Numeracy Project in Vanuatu.

### ***Brisbane Branch***

This branch meets monthly at St John's, Hendra. During 2019, the branch held two missionary lunches, much enjoyed by former ABM missionaries and supporters.

Members also supported the ABM's Synod stall in June, baking biscuits for sale and working on the stall to inform Synod representatives about the work of ABM. During 2019, over \$1k has been sent towards the Newton College Appeal.

## ***National Auxiliary Council***

Every year, the President represents our diocesan branches at the National Auxiliary Council meeting in Sydney. The September 2019 meeting was addressed by three representatives of the Episcopal Church in the Philippines: two provincial bishops and the National Development Officer, who spoke of the work ABM is supporting in the Philippines.

## ***In Memoriam***

The Brisbane branch was saddened in 2019 to lose three long-serving, faithful members of the Auxiliary, all of whom had given a lifetime of service to the wider Anglican church.

In October, we farewelled the Very Rev'd Arthur Grimshaw, former Dean of Brisbane.

In November, Sister Helen Barrett, a former ABM missionary nurse in the Solomon Islands of 40 years, ended her earthly life of 98 years.

In December, the Rt Rev'd Bevan Meredith, former Archbishop of Papua New Guinea was farewelled at a Requiem Eucharist in St John's Cathedral. We will miss Bishop Bevan's anecdotes from his many years in PNG, as well as his ongoing pastoral care of former missionaries.

To God be the glory for the lives of these three servants. Their contributions to the Auxiliary over many years was substantial and they will be sorely missed.

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 and outer regional Australia.

## **Our Method**

Recruiting, sending and supporting field staff for a minimum four-year term. They enjoy considerable prayer support, intentional pastoral support and financial support.

## **Our Partnerships**

BCA works in partnership with Anglican dioceses and diocesan Bishops. We presently work in 19 of the 23 dioceses.

## **Our History**

Last year, BCA celebrated its Centenary. The last 100 years have seen 1k plus workers sent out. They have pioneered Christian mission and ministry among pioneer settlers, Indigenous communities, in remote regions, mining towns, rural towns and villages, on islands, and increasingly today in remote urban centres that are remote from the gospel.

## **Our Diverse Ministries**

Our field staff are serving as church planters, church pastors, diocesan evangelists, school and community chaplains, RI/SRE coordinators, children's, youth and family workers, and Indigenous ministry workers. Some are specialist ministry practitioners in parishes while also supporting ministry across their diocese.

## **Our New Ministries & Appointments**

- Jindabyne NSW church plant,
- Walgett NSW Anglican Church,
- Lightning Ridge NSW Anglican Community Church,
- Roxby Downs SA Christian Community Church.

## ***Our QLD/NNSW Region***

### **North West Queensland**

Rev'd Capt Rod and Mrs Christene Oldfield retired after many years service in remote places with BCA. We are presently seeking a ministry family to lead the vibrant Anglican Christian community in Cloncurry. Mainly Music is connecting with many unchurched families. There are exciting mission and ministry opportunities to take up here and in nearby 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 Barcaldine, 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 connecting with unchurched families and children and serves the local community with a large op shop that functions as an important community hub.

### **Lightning Ridge, North West NSW**

Rev'd Kurt and Mrs Rebecca Langmead lead the Anglican Community Church in the Ridge, and serve an Indigenous congregation in Goodooga and a small Anglican community in Cumborah. They arrived in January 2020, and have a heart for people and places that are often overlooked.

### **Walgett, North West NSW**

Rev'd George and Carmel Ferguson arrived in January 2020 following George's two-year Aboriginal Ministry Traineeship at St Peter's South Tamworth. George grew up in the area and has previously worked in mental health, which has prepared him well for a town where there is one suicide every two weeks.

### **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.

## ***Regional Officer***

In 2019, I was privileged to help many churches celebrate BCA's Centenary and to tell the amazing story of our history. Opportunities included:

- a Centenary presentation at the Armidale and DCQ Synods,
- two mission presentations (mixed and youth) at the Downs Easter Convention (Warwick),
- planned and led our annual Bush & Bible Day in Brisbane (speakers: Bishop Greg Anderson NT, BCA Field Staff – Reeves, and BCA National Director – Mark Short),
- planning and leading our second BCA event in the Brisbane CBD (speakers Rev'd Dr Andrew Prince BST and David Rogers-Smith BCA),
- visited BCA Field Staff in Moranbah, Longreach and Woolgoolga,
- presenting the ministry of BCA at both Queensland Theological College and Brisbane School of Theology,
- sharing about the challenges and opportunities for ministry in the bush and BCA's work there with AFES students at JCU, Townsville,
- preaching the Bible and presenting the work of BCA at services, breakfasts and dinners across the five dioceses of the region,

- visiting our field staff and offering ministry in Darwin, Katherine (NT) and Kununurra (WA), which was a joy.

Thank you to: my wife, Julie, a wonderful wife, best friend, and ministry partner; my office manager, Craig Buchanan, for his skilful and dedicated administrative work and support; to my regional committee for their support, help and prayers, and to all our faithful supporters who pray and give so that the gospel can survive and thrive across Australia, for the good of remote and outer regional Australia and for the glory of God!

*The Rev'd David Rogers-Smith,  
Regional Officer QLD/NNSW*



# CMS Queensland with Northern NSW

We praise God for the support and prayers for CMS by many Anglican churches and supporters in 2019. The Church Missionary Society (CMS) is a fellowship of Christian people and churches committed to seeing '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 2019, the prayers and generosity of many Anglican parishes and parishioners enabled the CMS Queensland with Northern NSW (CMS-QNNSW) branch to support 15 missionaries. Another couple completed their training and preparation and were accepted as missionaries in Nov 2019. 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 2019***

CMS-QNNSW missionaries served in the following locations and ministries during 2019:

### **South Asia**

- Medical superintendent of a local hospital, supporting the staff in providing compassionate care to treat and prevent disability.
- Principal of a 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 planting a new church 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.

## ***New Missionaries & Missionaries in Training***

### **New Missionaries**

A married couple completed training at St Andrew's Hall and support raising with churches and supporters in the New England area of NSW. They have since left for Uganda, commencing language learning in preparation for teaching in a Bible college in the Diocese of North Kigezi.

A married couple also completed further preparation for ministry and were approved as CMS missionaries preparing for ministry in the Middle East.

## ***Short-Term Workers***

### **South Asia**

Developing PE programs and student support at an international school and building relationships with the students.

## ***Conferences***

During 2019, 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. We also commenced a new Journey in Mission program focussed on mentoring and equipping Christians who are considering future long-term missionary service.

*The Rev'd Mark Fairhurst,  
General Secretary*

# All Other Reports

## Anglican Cursillo Movement

Whenever 31 December comes around, we all experience hope and expectation of what the following year will bring. The new year this year, is 2020, not just any year but a new decade for our Anglican faith, parishes, Diocese in general, and our Cursillo movement.

Before I go on to outline the past and the future, let me reflect on the sad loss of our recent Diocesan Lay Director, Margaret Siebenhausen Jnr, who unexpectedly passed away after a short illness in November 2019. Many of you knew Margaret and respected her passion and hard work for her parish and Cursillo. May you rest in peace, Margaret.

Which leads me to introduce myself, Alan Gray, as the new Lay Director for Cursillo for our wonderful Anglican Church Southern Queensland Diocese. You see, Margaret and myself both believed in the power of Cursillo as a tool for parish growth. The difference between us was I love using statistics to prove it.

But we aren't the only ones who love Cursillo involvement. Endorsed by this Diocese in 1985, this lay movement has seen close to 3,800 people from this Diocese attend the Cursillo short course, an informal spiritual retreat over a three-day weekend, and subsequent fourth day involvement over that time.

You are probably sitting next to a Cursillista right now.

Worldwide, this short course format, with follow-up fourth day involvement, is practised in over 50 nations on five continents. It is estimated there are more than 2m men and women who have participated.

### **So how does Cursillo help to grow parishes?**

The three-day short course is about building your relationship with God, regardless of where your relationship is now. Building faith helps people grow in confidence to share our Lord's message. Confidence to take on ministries within, or outside of, the parish. Confidence to step up and take on tasks within parishes to help them grow. In many of our 132 ACSQ parishes, there are Cursillistas with the love of Christ serving in many ways. Cursillo is all about filling our hearts with the joy of the Lord.

## **Cursillo Activity in 2019**

There were lots:

- Separate men's and women's Cursillo three-day Weekends (M79 and W79) were held at Queensland Conference and Camping Centres, with 18 new Cursillistas expressing joy at the experience.
- 6 x Ultreyas (one day inter-parish group meetings) held all over our Diocese from Fraser Coast to Goondiwindi.
- The Grand Ultreya, held once a year for as a platform for all to get together.

## **Cursillo Activity in 2020**

- Our Cursillos this year are scheduled for August, focusing on the Northern Region.
- Bill Lawrence (Bundaberg) and Marilyn Greensill (Hervey Bay) are our Cursillo leaders.
- Our Pilgrimage in May, *Unchained – Journeying with Christ*, had to be postponed owing to the risk attached to the Covid-19 virus. Such a shame as the event was close to sold out six weeks before the event.
- Ultreyas have been conducted at the Fraser Coast and Warwick with great success.
- Five more Ultreyas, plus the Grand Ultreya, are still to come in 2020.

Cursillo is a tool of Christian joy that means so much to so many. As Cursillo Diocesan Lay Director over the next three years, the focus is to expose more people to the joy.

Blessings,

*Mr Alan Gray,  
Diocesan Lay Director*

# Anglican Men's Society

## **Finance**

We have an annual income of over \$72k. Eighty percent of this is spent in south east Queensland – mostly on parishes with an AMS branch; 20% is spent on mission projects in South Sudan, Tanzania, Solomon Islands and Vanuatu.

- Balance 31 Dec 2018 – **\$29,611.84**
- Balance 31 Dec 2019 – **\$33,313.85**

## **Management**

AMS Qld has five directors:

<b>Chairman:</b>	Jim Smith, St James, Toowoomba
<b>General Manager:</b>	Andy Brodersen, St Paul's, Ipswich
<b>Director:</b>	Howard Kingston, Christ Church, Bundaberg
<b>Director:</b>	Shane Inglis, St Peters, Southport
<b>Director:</b>	Trevor Andrews, Church of the Risen Christ, Deception Bay

The five directors meet twice a year, at:

- AMS three-day annual AGM conference in May
- Provincial council meeting at end of November

## **Membership**

For many years – over 60 – we have had four “old” branches: Toowoomba, Ipswich, Bundaberg and Sherwood. In 2017-19 an additional six branches from Southport, Inala, Laidley, Gayndah, Deception Bay and Dalby were formed which gives us a total of 10 branches, with more to come.

## **Annual Conference**

Every year, we have an AGM/South East Qld conference over three days, usually the last weekend in May. In 2019, the conference was held in Bundaberg with four Bishops and a Dean in attendance. In 2018, the conference was held in Southport with three Bishops and a Dean in attendance. Each conference had a total attendance of 60.

All operational decisions are made at the annual conference. The venue changes each year, and in 2020 the venue is Gayndah dates: 29, 30 and 31 May. In 2021, the conference will be held in Dalby.

The management strongly encourage attendance, and to this end, AMS Qld pays mileage, accommodation for one night, as well as food and drinks Friday night. At the

2020 conference we are expecting a total of 30 delegates from Honiara and Vanuatu. We support parish priests and rectors to join us, and to this end, AMS Qld pays for the locum.

### ***Master Plan for 2021 & Onwards***

Andy Brodersen, through his 44 years as a member of Lions Club International, has for many years, supported the *Ipswich 100* charity bike ride. Riders pay \$90 each to ride in the 100-mile event, \$80 in the 100 km, and lower figures for the 50km and 25km rides.

Total net income = minimum \$60k per year, over the past 20 years.

AMS Qld are planning to run a similar *Northside 100 Ride* in 2021. Projected income from that area is \$100k plus, per year.

To successfully organise such an annual event three problems must be overcome:

- Knowledge of how to organise the charity ride.
- Being able to finance initial high costs of \$20-\$30k.
- Finding 60 volunteers for the day to act as marshals, first aid, transport of broken-down bicycles etc.

Through *Ipswich 100* and the Lions Club of Moggill Mt Crosby, we have the knowledge, and allocating \$20-\$30k is not a problem.

At the moment, we only have promises of 10-15 volunteers. The project will not happen unless we are able to start new AMS branches in North Lakes, Petrie, Redcliffe, Caboolture and other northside parishes.

For the record, the charity ride must take place on a Sunday morning. Qld police will not allow any other day or time.

Over a ten-year period, this charity ride will bring an income of \$1m; enough money to help all parishes supporting the ride. The main beneficiary will be The Youth Ministry.

We will be seeking support from the Archbishop, the Rt Rev'd Jeremy Greaves and northside parishes.

Thank you for taking the time to read this report and please do not hesitate to ask any questions pertaining to the above master plan.

***Mr Andy Brodersen,***  
***General Manager***

# Anglican Mothers Union Australia

Anglican Mothers Union Australia (AMUA) Brisbane Diocese is a part of the Worldwide Mothers' Union with over 4m members in 84 countries. We are a missionary organisation within the Anglican Church, which is open to women and men who are baptised in the name of the Holy Trinity, and who adhere to our aim and objects.

**Aim & Purpose:** To demonstrate the Christian faith in action by the transformation of communities worldwide through the nurture of family in its many forms.

**Vision:** Our vision is of a world where God's love is shown through loving, respectful and flourishing relationships.

The AMUA Brisbane Diocese is managed by its executive committee and council, and the diocesan president chairs both meetings. The executive committee consists of president, four vice presidents, ten deanery presidents, six department heads, secretary, treasurer and chaplain, who meet six times a year. The council consists of the executive committee, and president and secretary of each branch, and meets four times a year.

## *Relationship with the Diocese & Wider Church*

The AMUA Brisbane Diocese has 52 branches, and a total membership of 981 financial members. Within these branches, members showing Christian care for families are involved in projects and activities within their parish, within their community, and within the Diocese, as well as nationally and globally.

### **Retiring Collections**

AMUA facilitate retiring collections in the parishes on two occasions each year. This year, the retiring collection held on Mothering Sunday/Mothers' Day for the Overseas Project 'Peace and Reconciliation in Africa' received \$14,250. The funds from this project helped support an inspirational workshop of healing and reconciliation, which took place when 170 South Sudanese Bishop wives and MU leaders from different tribes, and different languages, met in Uganda.

The workshop was designed to help deal with personal trauma experiences through the many years of war, as well as provide training to enable the participants to present the program to others. The annual retiring collection in August for Anglicare SQ chaplaincy received \$12,200 and was presented to Rev'd Canon Linda McWilliam on Lady Day.

### **Donations for other Diocesan Outreach Projects**

Through voluntary contributions from branches, donations were received for: the family holiday – \$960; fresh start baskets – \$470; women's shelter – \$1.5k; kids at risk – \$3k; Northern Outreach Fund – \$9,700, and Overseas Fund – \$3,800.

Through our 2019 Emergency Relief Fund, \$10k was directed to the Archbishop's Emergency Appeal to assist south west Queensland affected by prolonged drought, water crisis and bushfire.

### **Clinical Pastoral Education Bursaries (\$1,200 each)**

The recipients for 2019 were Quinn Humphries, Juliana Bate and Elizabeth McConnell who at our February Council gave a short sketch of their spiritual journey. The bursaries provide financial assistance to Quinn, Juliana and Elizabeth to complete the compulsory clinical pastoral education component of their ministry.

### **AMUA Stoles (\$120 each) and AMUA Kits (\$20 each)**

Six students who were ordained Deacon on 7 December were presented with a red and white stole at their Valedictory service by vice presidents Lyn Reading and Diana Stonier.

Six Deacons who were priested on 7 December were presented with an AMUA kit. It is hoped that these gifts will promote an interest in the presence and work of AMUA.

### **Lady Day**

The Annunciation to the Blessed Virgin Mary is celebrated each year by the Mothers Union as a major festival. The 2019 Thanksgiving Service was held at St John's Cathedral on 3 April, with over 200 Mothers Union members throughout the Diocese attending. The Most Rev'd Dr Phillip Aspinall was celebrant, and an inspiring address was given by the Rt Rev'd Jeremy Greaves. We were also pleased to have our patron, Mrs Kaye de Jersey, in attendance. Lady Day was also celebrated at Childers in the Burnett Deanery and Drayton in the Toowoomba Deanery.

## ***Activities during the Financial Year***

### **Important Diocesan Events**

Brisbane Diocese hosted MULOA 2 (Mothers Union Listening, Observing, Acting), at St John's College on 21-24 January, with 43 leaders from the South Pacific attending. Our facilitators were Rev'd Bronwyn Pagram from Brisbane, Tagolyn Kabekabe from the Solomon Islands and the Rev'd Canon Libbie Crossman, the trustee for zone C. Diocesan president Beverley Perry and vice president Margaret Coombs represented the Brisbane Diocese. Then in June, in Kigali, Rwanda, the MULOA process was finalised and the global framework was produced to guide our Mothers Union work for the next five years.

The AMUA Diocesan Council met four times during the year with two Brisbane meetings and two country meetings held at St Mark's Warwick and Trinity Anglican Robina. All meetings were well attended with interesting guest speakers. In Warwick, Rev'd Canon Libbie Crossman spoke on the progress of MULOA worldwide. In Robina, Tameika Joy from Anglicare Homelessness Centre (with a PowerPoint presentation) spoke on the Play and Grow Program, which AMUA has financially supported over several years.

Amanda Flynn Play and Grow Centre was opened officially by His Grace, the Most Rev'd Dr Phillip Aspinall, on 19 September. This was attended by members, who over several years, had contributed \$30k for playground equipment. AMUA support for this centre will continue, with contributions being directed to learning and development resources for children and lifestyle education programs for young mothers.

AGM in 2019 was held at St Oswald's, Banyo, with 102 members attending. We were pleased to have as chairperson, the Rt Rev'd Jeremy Greaves. Our guest speaker was



the Dean, Dr Peter Catt, who gave a challenging and thought-provoking address, showing how AMUA members can work with the Diocese on social issues within communities.

### **The Overseas & Outreach Department**

In July, both Aspley/Albany Creek and Bundaberg Branches were able to host Deanery overseas and outreach days with Christine Brain – the Australian overseas and northern outreach coordinator – as guest speaker. Both were very successful days with Christine sharing information and a PowerPoint presentation. Both branches finished with a soup luncheon, with donations going to the Overseas Fund and the Northern Outreach Fund.

### **16 Days of Activism against Gender-based Violence**

Mothers Union Worldwide is very much part of supporting this campaign which begins on 25 November, which is the International Day of the Elimination of Violence against Women and Girls – and ends on 10 December, the International Day for Human Rights. Over the past few years, Brisbane Diocese has become more aware of this global campaign with several branches holding prayer services and uniting with other churches and organisations in their community to pray and raise awareness. The month of May has also been recognised in branches as Domestic Violence Prevention Month.

### **Branch Events**

As well as supporting the above events, each AMUA Branch organises a program which members follow, creating much love, care and support in their parish and community. This year's theme 'Listen, Observe, act in step with God', which ties in with MULOA 'Mothers Union Listening, Observing, Acting' had members seeking new ways of ministry, and looking for interesting ways of promoting AMUA to those in church and community.

### **Financial Position**

Anglican Mothers Union, AMUA Brisbane Diocese, recorded subscriptions of \$33,735 and donations of \$55,181 as part of revenues totalling \$122,135. However, our extensive activities and donations resulted in an overall surplus for AMUA of \$4,972. AMUA, as at 31 Dec 2019, has total assets of \$206,515, all held in cash or equivalent with no liabilities.

### **Publication Department**

AMUA has a small bookshop situated in a room at St Barnabas Sunnybank. Total gross profit from trading for 2019 was \$4,265, with total expenses of \$6,739, leaving a deficit of \$2,327. The publication department as at 31 Dec 2019 has total assets of \$56,148, all held in cash and inventories with no liabilities.

### **Risk Management**

There are some AMUA branches who are involved in children's ministry within their parish. These ministries include Sunday School, Mainly Music, Messy Church, Kids' Club etc. Included in the AMUA Brisbane Diocesan Policies & Procedures and AMUA Handbook are guidelines for 'Safe Practices in our Churches'. Mother's Union members who have any contact and ministry to children have been instructed to comply.

*Mrs Beverley Perry,  
AMUA Diocesan President*

# Angligrreen

In 2019, Angligrreen continued to focus on reducing the environmental footprint of the Anglican Church Southern Queensland. It also strengthened its interaction with the wider Anglican Communion, QCEN, and other ecumenical contacts, QARRCC & ARRCC (interfaith group), and secular bodies and groups.

One of the highlights was the training provided by the Queensland Government through the Climate Reality Project. Two members, the Rev'd Peter Moore and the Rev'd Deb Bird, qualified and became climate reality leaders.

We continued to work with the Diocese to develop a genuine response to 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 2019 Angligrreen Committee elected at the AGM, (2 Mar) was:

- The Rev'd Peter Moore (Chair appointed by the Archbishop)
- Dr Jayne Murdoch (Secretary)
- Gloria Wiskar (Treasurer)
- John Wrench (committee member)
- Judy Seymour (committee member)
- and Jeni Nix (committee member)

The committee was not commissioned in 2019, but there was a celebration of the ministry of Angligreen by the Archbishop at Evensong in the Cathedral in the Season of Creation.

Angligreen has continued to work closely 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) including the Qld ARRCC group.

During 2019, the Diocese made considerable progress in fulfilling its undertakings made in adopting the *General Synod Protection of the Environment Canon 2007*. The diocesan report to General Synod, required by the Canon, will detail much of the progress made across the Diocese.

Angligreen continues to encourage the reduction of environmental footprint in all aspects of our life together. Our corporate body, each commission, each school, each parish, each institution and each member of the church has an environmental footprint and we are called to review that impact on the planet and work to reduce it. Angligreen works with others within the Diocese and the wider community to provide encouragement, information and resources for this purpose. Some of the other reports to Synod, especially those from a few of our schools reflect this. QCEN met with the diocesan executive during the year to hear how the Diocese was moving on environmental issues, to encourage and to share the QCEN experience. It was well received.

The place of Angligreen in the Diocese has been reviewed, and we expect a new Angligreen Charter will be in place before Synod 2020 meets. Angligreen – often in conjunction with SRC, Diocesan Justice Unit, the Cathedral and QARRCC – endorsed, promoted and encouraged participation in a range of activities drawing attention to the impact we all have on the environment and how we can reduce that impact.

The Angligreen newsletter enables us to distribute news and useful tips and information for all friends of Angligreen and this is supplemented by the Angligreen Facebook page. Subscriptions are open to everyone, but Angligreen membership is limited to members of the Anglican Church Southern Queensland.

Angligreen activities in 2019 included:

- *Stop Adani* campaign to stop new steaming coal mines to protect the environment.
- Promoting *Living the Change* to encourage people to adopt changes in their own lives to reduce their impact on the planet.
- Student strike participation as a *People of Faith* Identified group (15 Mar).
- *Climate Election Campaign* to get Federal Election candidates to state their policy and views on Climate Change.
- Co-hosted with the SRC, *Love your Neighbour: Faith & Climate Change* talk with Dr Mike Pope, meteorologist, theologian & writer at SFC (5 Apr).
- Co-hosted with the SRC, *Climate Justice & Christian Non-violent Direct-Action* workshop with Dr Mike Pope at SFC (6 Apr).

- *Ryan Electorate Forum on Climate* at St Andrews Anglican Church, Indooroopilly (15 Apr).
- *Brisbane Electorate Forum on Climate* at St Andrews Uniting Church, Ann Street, CBD (17 Apr).
- The Rev'd Peter Moore attended *A Just and Ecological Peace: The Ethical Imperative of our Time*, University of Divinity, Melbourne (23-24 Apr). (<http://www.earththatpeace.org.au/earthpeace-conference-program/>)
- Rev'd Moore co-ordinated a meeting of faith leaders with Department of Environment & Science officials (30 Apr).
- Climate Reality Leadership Corp training (5-7 Jun) at Brisbane Convention Centre <http://statements.qld.gov.au/Statement/2018/11/27/al-gore-to-conduct-climate-leadership-training-in-brisbane>
- Co-hosted with SRC's *Faith & Climate Justice Breakfast* for people at Climate Reality Leadership training (7 Jun).
- Rev'd Moore spoke at MU Lunch @ St Mark's Anglican Church, Casino on *Climate Reality* – public meeting (22 Jul). Offering taken for Angligreen.
- Rev'd Moore met Bishop Keith Joseph, Bishop of NQ re Angligreen and QCEN and how we can work together.
- Rev'd Moore attended Ministry School, Diocese of Grafton (5-7 Aug) and offered support on environmental issues while doing a six-month locum (Jun-Nov 2019) at Casino Parish within the Diocese.
- Angligreen Eco Expo Stall, Brisbane Showgrounds (13-15 Sep 2019). This was the only faith presence at the Expo. We thank the Cathedral for their support. Jeni Nix worked hard organising and co-ordinating the stall. Thank you, Jeni.
- Co-sponsored with the Cathedral, the film *2040* and discussion at St John's Cathedral (18 Sep).
- Co-sponsored *Climate Justice Prayer Event* at Wesley House prior to participating with other Faith groups in the Global Climate Strike Brisbane march with the ARRCC banner (20 Sep).
- Co-hosted with QCEN film *Albatross* at St Francis College (20 Sep).
- Rev'd Moore spoke at a public meeting on *Climate Reality* hosted by Ballina Anglican Parish, Diocese of Grafton (21 Sep).
- Rev'd Moore spoke at a public meeting on *Climate Reality* hosted by St James Anglican Parish, Kingscliff, Diocese of Grafton (5 Oct).
- Rev'd Moore preached at Grafton Cathedral and spoke in Dean's Forum after the *Climate Reality* service. This was live streamed on Facebook. (6 Oct).
- Co-sponsored *Non-violent Direct-Action Training*, St Andrew's Anglican Parish, Indooroopilly (2 Nov).
- ARRCC National Conference, Charles Sturt University, ACT (8-10 Nov).
- Rev'd Moore spoke at a public meeting on *Climate Reality* at Murwillumbah Anglican Parish, Diocese of Grafton (20 Nov). Offering taken for Angligreen.
- Angligreen End of Year Gathering, Downfall Creek Bushland Centre. It was a short walk and gathering as the weather was wet.

Angligreen does not have a budget allocation, relying on donations and individual supporters to cover expenses. Angligreen has a current bank balance of \$6,010.77. 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 2020 to be a busy and exciting year. It is expected that environmental issues will play an important part in the 2020 local government and state elections. The Diocese is continuing to develop its response to the obligations under the *Environment Canon*, and opportunities are strengthening to work with other faith groups to coordinate programs, share resources and speak on environmental issues from a faith perspective. Rev'd Moore has been invited through the Climate Reality Project to participate in *1<sup>st</sup> National Conference 2020 "Environmental Crisis and Our Obligations to Act: Teachings from Islam and Abrahamic Faith Traditions"* 14 Mar 2020, 8am-5.30pm, Centre for Interfaith and Cultural Dialogue, Griffith University. Rev'd Moore is presenting a session *A Christian view of Creation and the Human Responsibilities*.

The bushfires and then flooding have demonstrated the consequences of not acting on Climate Change earlier, even though CSIRO predicted such in the 1980s. The Anglican Church of Australia has also been slow in acting despite the *2007 Protection of the Environment Canon*, and our Diocese has taken 10 years to take serious action, even though our Diocese adopted it in 2009. We are concerned that there has been such destruction of country, wildlife and property, as well as loss of life. This has, however, brought Climate Change into the public domain. The Essential Poll published in the Guardian 25 Feb 2020 reported 'a majority of Australian voters support net zero (emissions) either strongly or somewhat (75%, up four points in a month), and 68% of Coalition voters in the sample hold that positive view. Last month, the proportion of supportive Coalition voters was 56%.'

We are also encouraged by the action the Diocese has taken in the past year and look forward to working with the Justice Unit, SRC, DC and the Diocesan Executive to continue to reduce our impact on the planet.

We pray we can all work together in fulfilling the fourth mark of mission of the Diocese, "to strive to safeguard the integrity of creation and sustain and renew the life of the Earth".

*The Rev'd Peter Moore,  
Chair*

# Bush Ministry Fund

It's hard to capture the impact of ongoing drought with words. Photos of dusty paddocks and dying stock help to tell the story, as do the lined faces of primary producers... most of whom have done everything right in managing their land. But when the rains don't come, and the dams and tanks slowly empty... it grinds people down. How to pay the bills, repay the bank loans, pay the school fees, buy the fuel...?

Grants made through the Archbishop's Drought Appeal made a difference to many. Dispersed through local businesses and community centres – they certainly made a difference. Not only did they help pay some bills, they reminded many in the west that they were supported by Anglicans in the city and on the coast.

The Bush Ministry Fund is another significant way that people partner with communities in the bush, because it is through the BMF grant subsidies that clergy like Rev'd Steffan Van Munster, Rev'd Rick Gummow, Rev'd Terry Frewin and Rev'd Daniel Sitaram can share life and ministry with rural communities experiencing drought. BMF subsidies also help to support the itinerant ministries of clergy like Rev'd Geoff Reeder and Rev'd Di Murphy who have driven out regularly from the coast for years to bring encouragement and prayer.

When communities are struggling with drought, debt, and in some places, significant fires, towards the end of the year – Christian faith and ministry gives people hope. When churches are open for worship, people gather for prayer and teaching, and when a priest visits people in their home there is an opportunity to share the burden of the challenges being faced.

I'm very thankful to God for those parishes, schools, and individuals who partner with communities in the bush through the Bush Ministry Fund. Through visits, phone calls, fundraising, prayer, and many acts of generosity you have, in God's grace, made a world of difference.

People often assume that the BMF and BCA are the same organisation, so I think it's worth noting that the Bush Ministry Fund (BMF) is quite different to the Bush Church Aid Society (BCA). BCA is a national organisation based in Sydney which supports ministry in many places across Australia. However, it supports no rural ministry or parishes in this Diocese. 'Though it has more than \$15m in financial reserves, BCA has significant annual costs (staff, advertising, and rent) so that only 28% of donations received are dispersed to support rural ministry (*BCA – 2015 Annual Report*).

In contrast, the BMF only supports rural ministry in parishes of this Diocese and it gives 98% of all money donated to support rural ministry. This is possible because the Diocese provides administrative and financial support without charge, and it is such a blessing to have this support.

In 2019, the BMF helped resource and enable ministry in eight parishes:

- **Completed:** The Maranoa-Warrego Anglican Mission Area (\$21k) – thankful to God for the four-year ministry of the Rev'd Steffan Van Munster as priest and police chaplain. Please pray for Steffan and Eliane, as they settle into a new chapter of life and ministry based in Switzerland.
- **Continuing:** 4x4 Vehicle Lease (\$10k) – thankful to God that ministry in the Maranoa-Warrego Anglican Mission Area is supported by a reliable and appropriate vehicle.
- **Continuing:** The Maranoa-Warrego Anglican Mission Area (\$40k) – thankful to God for the ministry of the Rev'd Rick Gummow, and his wife Tracey, as they serve the communities and congregations of the co-operating parishes of Cunnamulla, Charleville, and Mitchell. After an action-packed 12 months as Deacon, Rick was ordained priest at St John's Cathedral on 7 December 2019.
- **Continuing:** The Leichhardt-Chinchilla Anglican Mission Area (\$40k) – thankful to God for the ministry of the Rev'd Terry Frewin, and his wife Karen, as they serve the communities and congregations of the co-operating parishes of Leichhardt and Chinchilla.
- **Continuing:** Quilpie Parish & Diamantina Shire (\$10k) – 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.
- **Completed:** Dalby Parish (\$5k) – thankful to God for the fruitful ministry of Annabelle Harth, part-time Children & Family Minister. Annabelle moved away from Dalby in May 2019.
- **New:** Stanthorpe Parish (\$10k) – subsidy of clergy stipend due to drought related loss of income.

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 call Helen Briffa at the Western Region Office on (07) 4639 1875, or send an email to [hbriffa@anglicanchurchsq.org.au](mailto:hbriffa@anglicanchurchsq.org.au)

*The Rt Rev'd Cam Venables*

# Diocesan Director of Ordinands & Vocations

The second half of 2019 brought about significant change in the office of the Director of Ordinands and Vocations. The retirement of the Rev'd John Milburn concluded a long period of stability in this area of diocesan life. The many clergy formed and ordained during John's tenure would, I'm sure, join me in acknowledging the great contribution he made to the life and leadership of this Diocese.

The Diocese was glad to welcome the Ven Olaf Anderson into the role, in an interim capacity, for the second half of 2019. Olaf generously and ably negotiated discernment events, such as the Vocational Discernment Conference & Seekers' Day, as well as the many administrative and reporting tasks which are necessary in the DDO role. Significant work was done in the refreshing of the 'God Calling' document and the process of collecting information from enquirers. Our thanks go to Olaf for this ministry.

From 1 February 2020, I took over in the role, which was renamed the Diocesan Director of Ordinands & Vocations, to reflect the additional responsibilities which I will undertake in the area of stimulating and encouraging vocations in our Diocese. I will also be responsible for working across diocesan commissions in the area of young adult ministry, so that a high level of synergy and cohesiveness becomes possible between activities undertaken by different commissions. In this task, I look forward to working closely with staff from the Anglican Schools Office and St Francis College, as well as Anglicare in many of their outreach activities.

## *Seekers' Day & Reflection Group*

A successful Seekers' Day in 2019 brought 12 people into the Reflection process at the start of 2020. As always, the process challenges and prods the enquirers into deeper thinking about themselves, their faith and their vocation. I am humbled by the diversity of culture and life experiences brought by the group; and feel strongly that their shared journey will be an encouragement to them, wherever their vocation may lie.

## *Examining Chaplains*

The Diocese is served by over a dozen experienced and qualified examining chaplains. They come from all over our Diocese and represent lay and clerical experience. While some long-term examining chaplains chose to retire this year, we have been able to welcome new faces to the task, and I look forward to getting to know them better as the year progresses. Their input is critical to the task of discernment, and an important project this year is to ensure that the guidelines and criteria found in 'God Calling' and the structure of reports and Vocational Discernment Conference strategies align.



In the last 12 months or so, a number of examining chaplains have stepped down from the role. We give thanks for the committed service of the following clergy and lay people:

- The Rev'd Frances Andrews
- The Rev'd Raymond Clifton
- Mrs Dianne Coffey
- Mr David Green
- The Rev'd Canon Dr Murray Harvey
- The Rev'd Kevin Lewis
- The Rev'd Allan Shephard

In recent months we have welcomed the Rev'd Michael Stalley, the Rev'd Susan Crothers-Robertson, Dr Neil Crisp, Dr Helen Lancaster, the Rev'd Dr Cathy Laufer and Ms Kirsten Mullen to the examining chaplains team, and look forward to working with them in this important ministry.

### ***Graduate Clergy Program***

As an educator and a lover of learning, I am particularly looking forward to refreshing the Graduate Clergy program to reflect and complement the latest changes and initiatives in the Formation program at St Francis College. I am already excited to have established a healthy and creative relationship with the St Francis College staff and expect to spend a significant portion of my time at the Milton campus. Development of a diocesan strategy for leadership will also influence the development of this program, and work is underway with the Rev'd Dr Peter Catt and Ms Jen Basham to integrate elements of collaborative leadership, creativity and innovation into the program.

### ***Vocations Task Group***

The new element to the DDOV role is the inclusion of oversight of the Vocations Task Group. This group was formed some years ago, and I am now able to offer practical support to see more of their innovative ideas come to fruition. In 2020, Vocations Month will see a development of the promotional, storytelling and prayer resources which were so useful in 2019. Raising up and encouraging new vocations to lay, and ordained ministries, is vital to the health of our church, and we can all play our part in doing so.

### ***Conclusion***

I also wish to record my heartfelt thanks to Mrs Lynette Lamb for her service to the Diocese, particularly in the grace-filled manner in which she has supported me in learning the processes of the DDOV office. Please keep the work of discernment and formation in your prayers daily. God calls each and every one of us to ministry in some way; and those who answer the call to ordained ministry commit much to live out that vocation. It is not possible without a prayerful church upholding all clergy to God's great mercy.

*The Rev'd Canon Sarah Plowman,  
Diocesan Director of Ordinands & Vocations*

# 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 create 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 2019.

## ***Membership***

In 2019, the committee comprised the following:

- The Chairperson, the Rt Rev'd Doug Stevens
- The Rev'ds Helen Paget, Bruce Boase and Deborah Bird
- Ms Jane Markotsis and Mr David Hale

We farewelled two members during the year: Rev'd Stephen Hooper who had served the committee for three years, and Rev'd Geoff Hoyte who had served the committee for many years – and, for a time, as chairperson. Geoff's departure takes away much corporate memory and wisdom, and the committee is the poorer for his absence.

Our numbers are greatly diminished now compared to a decade ago when the committee consisted of 12 people.

## ***Activities/Events***

Throughout 2019, 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.

During the year, some members of the committee participated in the activities of the Faith Communities Council of Queensland held 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 2019, it

was hosted by the Brisbane Anglican Diocese at the parish centre of St Columb's Clayfield. Presentations on the theme of the Gospel for liturgical year A were made by Prof Bob Derenbacker from Trinity College in Melbourne, and Dr Michael Trainor from Adelaide. Fellowship and discussion were had in the context of an excellent lunch.

In 2019, the annual Joint Ecumenical Committees' Dinner was hosted by the Catholic Church at the Southern Cross Sports Club in Upper Mount Gravatt. Several presenters from the participating churches facilitated discussion on the theme of ministry in a multi-cultural community.

Finally, in November, representatives of the three member dioceses of the Tri-Diocesan Covenant gathered for an annual reconciliation service and fellowship afterwards.

During the year, we discussed ways of rejuvenating the committee with new membership and additional activities. We noted that younger people have a greater interest in inter-faith fellowship and dialogue as an ecumenical expression, rather than in more traditional inter-church relationships. We resolved to encourage further ecumenical workshop-weekends for young adults of our partner churches and to encourage participation in ecumenics courses by formation students.

We noted too, that most of our limited activity is now directed towards supporting and facilitating the ecumenical activity of other groups. We decided that a key role of our group may be to act as an ecumenical information exchange.

All in all, 2019 was a quiet year, and regular meetings were limited in scope because of a lack of quorum at times. We are seeking in 2020 to have new members invited to take membership in the group.

*The Rt Rev'd Doug Stevens,  
Chair*

## GFS – An Anglican Ministry

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 now from 2017 up to the present. She represented GFS Australia, as its senior delegate to the GFS World Council, held in Pennsylvania in 2005, and 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 2019 were:

- **Vice chairmen** – Di Bell & Jen Tutin,
- **Vice chairman** (by chairman's appointment) – Dianne Bocquee,
- **Treasurer** – 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,
- **Elected members of the board** – Marj Wellings & Suzanne Claire,
- **Chairman's appointment to the board** – Rev'd Canon Cheryl Selvage.

GFS Brisbane makes two types of grants available to parishes and agencies within the Diocese each year. 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 2019, 12 grants of \$500 were approved. The second grant is our 'one off' grant of up to \$1.5k for parishes to hold a one off (special event). We approved ten grants in 2019, asking for various amounts, but totalling \$12,940 for the year. Examples of one-off events were: a Big Night Out, Holiday Camps and Community Outreach Christmas Events. GFS Brisbane also supports AYCF by providing grants of \$2k for each of their Ichthus camps.

GFS Brisbane gives two bursaries, of \$5k each, to students attending St Francis College, who have been recommended to us by the Principal, the Rt Rev'd Jonathan Holland. In 2019, the two students who received these bursaries were Juliana Bate and Ann Edwards. 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 2019 that was Hummingbird House, the hospice for children.

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 and an Emergency Fund. The World Travel Fund is there to help leaders from developing countries attend the GFS World Council, which is being held in South Africa in July 2020, and the World President's Fund is to help the GFS World President travel to different GFS countries during her term of office.

We have also been supporting GFS training in PNG financially, and have leaders travelling to PNG annually to conduct training sessions. 2019 saw the last instalment of a ten-year commitment of \$10k each year, so now we have to review how this funding has helped and whether we continue to financially support this PNG training.

GFS Brisbane meets on a bi-monthly basis and our meetings are held at St Francis College. We hold two 'outreach' events each year for past and present members of GFS. In 2019, the first of these was held in May where we visited QPAC for a very interesting behind-the-scenes tour, 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 James, Anglican Church, Kelvin Grove. Our chaplain, the Rev'd Kaye Pitman OAM, presided over the service. Participants enjoyed fellowship after the service by going for lunch at the Newmarket Hotel.

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 ongoing project during since 2017. 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 meets in the Darnell room in the Cathedral precinct and has 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 2019.

*Mrs Lesley Briggs,  
GFS Chairman, Brisbane*

# Mission to Seafarers Brisbane Inc

## Committee Members

<b>President</b>	Capt Ross Nicholls
<b>Vice President</b>	Vacant
<b>Secretary</b>	Ms Lisa Davis
<b>Treasurer</b>	Mr Rick Domann
<b>Member</b>	Mr Rob Clark
<b>Member</b>	Mrs Wendy Firmin
<b>Member</b>	Capt Kasper Kuiper
<b>Member</b>	Mrs Marianne Ross
<b>Member</b>	Mr Tony Fry
<b>Member</b>	Mr James Condon
<b>Member</b>	Vacant

## Honorary Chaplains

The Rev'd Ian McGilvray

The Rev'd Stephen Briggs (Priest in Charge, St Oswald's, Banyo, RAN Chaplain)

*Chaplain Emeritus:* The Rev'd William Pearson, RFD MNSC RANR Ret

## Honorary Life Members

Mrs Marcia Scholes

Mr Bruce Balnaves

Capt David Ellis

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.

## ***2019 Annual General Meeting of the Mission to Seafarers Brisbane Inc***

### **Held at the:**

Mission to Seafarers,  
2 Seafarers Street  
Port of Brisbane

**On:** Saturday 14 March 2020 at 1pm

## **Agenda**

1. Introduction and welcome by the Chairman
2. Opening prayer
3. Apologies
4. Presentation of the President's Report by Capt Ross Nicholls
5. Presentation of the Financial Statements and Audit Report for 2019 by Mr Rick Domann
6. The appointment of an auditor for the next year
7. The election of office bearers and committee members for the next year
8. Notice of Motion:
  - a. "That the incoming committee be given power to pass the minutes of The Annual General Meeting of the 16 March 2019"
  - b. Appointment of Life Members – Mr David Thomas
9. Any other business of which prior notice has been given.
  - a. Presentation of Certificates of Appreciation
10. Closing prayer

## ***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 Report**

The past year has again been a year full of activity across a range of our services and one of consolidation for certain aspects at our Seafarers Centre. We have continued to hold several special events that endeavour to reward our staff and recognise the significant contributions of our key stakeholders and the many supporters that enable us to sustain our services to our key customer – our seafarers. The many "comment cards" that adorn our walls as you enter and walk around our centre are written by our seafarers and attest to the fact that we are doing things well.

It can't be highlighted enough that without the commitment, dedication and compassion for our seafarers that is exhibited by our committee, centre supervisors and volunteers, our service would not exist in its current form. One of our challenges for the future is to constantly understand the changing need of our seafarers and to adapt our services to



meet these needs. While it's fair to say that a seafarers needs are generally the basic services that any human being would desire, their enhanced isolation, the true multicultural working environment they spend up to nine months working in, the real environmental threats of the weather, modern day piracy and potential criminalisation or hospitalisation following an incident, and unscrupulous ship owner behaviour, all clearly justify the additional assistance, love, care and understanding to help them manage the void they find themselves working in. Very few of us fully appreciate the life they are leading away from the love of their families and friends all of which underpins the supportive role we continue to play in a seafarer's life domestically and globally.

We are continuously blessed to be supported by our current group of stakeholders, supporters and followers. Without their support, whether it be financial or "in kind" our role in a seafarer's life would be significantly diminished.

We have many supporters, from a broad section of the Anglican community through to local community groups who behind the scenes tirelessly knit, make gifts, gather essentials and deliver these to our Seafarers Centre all year round, providing our seafarers with items that make their lives more bearable and homely. Our supervisors have noticeably boosted the connections with our local community and broader community groups that exist across Brisbane. Interaction has increased, and the level of information sharing, the supply of "in kind" goods and services and centre-hosted social events have all contributed significantly towards the development of both organisational and personal relationships. These activities benefit our seafarers, our staff and our followers. We hope to continue strengthening these relationships and growing our connections with the community through ongoing social events and activities of interest.

In conjunction with these connections with other community minded organisations, local maritime industry leaders from Port of Brisbane, Maritime Safety Queensland, Brisbane Marine Pilots, Svitzer, AMSA and Shipping Australia have continuously provided support and made themselves available to assist us in our endeavours. These leaders are all too aware of the local and global challenges faced by the shipping industry and the subsequent issues it creates for our seafarers.

Our Memorandums of Understanding with the Port of Brisbane and Brisbane Marine Pilots continue to yield benefits to each organisation, and we encourage other likeminded industry participants to consider the long-term complimentary benefits of such agreements. While not diminishing the value of any member of this group of stakeholders and supporters, I must continue to 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.

I would also like to recognise the transition that has occurred over the past two years through the engagement of our supervisors. Their commitment to their role and passion for our work and their band of volunteers working specifically for our seafarers has helped us transition our centre into a more welcoming, relaxing and open environment for a seafarer to briefly escape the pressures of their work space and engage in a range of activities that are not normally available to them. Whether it be music, art, coffee shop, a

game of pool, shopping or just hanging on to some wi-fi; they now have it available to them 12 hours per day, every day of the year. A part of this transition has been to develop a small band of volunteers who regularly engage with seafarers and passengers from the cruise ships berthing at the grain terminal. These efforts have greatly enhanced the port stay for cruise ship crews who have very limited access to our services given their trade, and it has helped to highlight the great work Mission to Seafarers does for those passengers who would normally be bussed straight past our doors.

Our seafarer numbers continue to remain around the levels of the previous 12 months, although slightly higher.

The following statistics highlight the activity of the Seafarers Centre for the past year:

- Number of ships calling Port of Brisbane – 2,850
- Number of seafarers visiting the centre – 15,500
- Number of bus trips for seafarers – 7,800
- Number of kilometres driven – 82k
- Number of supervisors – 2
- Number of volunteers – 54
- Minimum number of volunteer hours – 8,700
- Number of ship visits – 426
- Value of donations, goods and “in kind” – *in excess of \$50k*

## **Key Events of 2019**

Each year, certain planned events enable us to thank our staff, stakeholders and supporters as best we can, while hopefully engaging with other organisations and people who can assist us in our endeavours.

The events of 2019 were no different.

## **Australian Council Conference**

Our Seafarers Centre hosted the bi-annual Australian Council conference and Regional Directors Meeting in August 2019. The conference was attended by 43 local (Aus/NZ) delegates and the nine regional directors from all stations around the globe, including the Secretary General of Mission to Seafarers globally, the Rev'd Canon Andrew Wright, and key staff from London HQ and of Apostleship of the Sea. The conference was themed One Body with Many Members (*Corinthians 12:12-27*) and was held at the Brisbane Airport Conference Centre which provided excellent facilities enabling all delegates to optimise their attendance and minimise the logistics for this event.

In conjunction with the conference, two memorable events were held to recognise and reward our stakeholders and sponsors for their significant contribution to our ongoing success. A Sponsors Welcome Cocktail reception was held at the rooftop lounge atop the IBIS Hotel at the airport, and a memorable conference dinner was held on the banks of the Brisbane River at the newly commissioned multi-user facility at HMAS Moreton. This evening was further enhanced with an inspiring presentation from the CEO of Mercy

Ships, Mr Alan Burrell, and the magnificent catering and organising from the McGuire's group who are significant supporters and volunteers at Mission to Seafarers Brisbane.

There are key “takeaways” from every conference and, while many of them can go unnoticed, I am pleased to advise that one global initiative which we implemented instantly was to recognise the increase of women in shipping which is consistent with the IMO theme of 2019 – Empowering Women in the Maritime Community. Shortly after the conference we installed a well-stocked clothing rack, a make-up table and free female hygiene products inside the female washroom to ensure we responded appropriately given our role in the port. We have also inducted our volunteers to ensure we ask all female seafarers if they are OK. We are very proud of this simple achievement and have to say that the response from our female seafarers has been overwhelmingly positive.

### ***Sea Sunday & Regular Services***

Sea Sunday, the first Sunday in July, is an international 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 as a faith-based service.

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. In conjunction with these visitations, we hold a Sea Sunday service at our centre, and invitations are open to all staff, stakeholders, supporters and followers.

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 McGilvray 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”. Rev'd Ian McGilvray holds a regular Sunday Service at the Seafarers Centre. During the past year, 17 services were held at our centre. They are a much welcomed and cherished component of our chaplains' activities and we encourage seafarers (past and present), along with parishes far and wide, to consider the option of holding Sunday service at our centre to assist in building stronger relationships with the Mission to Seafarers.

### ***Brisbane OPEN HOUSE***

Brisbane Open House continues to be an annual event for our centre. Following our inaugural Open House in 2018, we have recognised the benefit of inviting the public to our centre and bringing their attention to the “invisible” people who operate ships on a 24/7 basis all year and weather round. While we seem to be regularly challenged by the weather over this weekend, it hasn't dampened the enthusiasm of many souls who venture out to learn more about their city port. It's a pleasure to see that each year we have encouraged some of these souls to assist us as volunteers at the centre and we hope that their experience with us has heightened their awareness of the modern seafarer's life.

## ***Our People***

Our people – supervisors, volunteers and management committee – continue to underpin the services we provide. We are truly thankful for their unselfishness. Opening our centre all year round, 12 hours per day, requires significant resources to respond to the human needs of an industry which doesn't stop.

We require staffing levels that give us the ability to manage the centre throughout the year; opening and staffing the centre shop each day, along with providing transport to/from the centre and our local shops. In addition to these basic services, we also provide for a high level of pastoral care and general wellbeing assistance and, more often than it is liked, respond to seafarer emergencies which are sadly inevitable. During the past 12 months, we have responded to 13 cases of critical care need for a seafarer. We have a wonderful track record in being able to meet these requirements and our people should be proud and accept the recognition they deserve in providing this level of service. That said, the demand for our services is great; and given the predominant need for staff to meet these requirements, the demand for volunteers is challenging and relentless.

It's often said that we don't celebrate our successes often enough. With a centre that is predominantly staffed by volunteers, there is never an ideal time to celebrate. However, just prior to Christmas our centre supervisors organise a Christmas Party for all our volunteers (past and present) as a demonstration of appreciation for everything they have done and continue to do. This year has been no exception, and the colourfulness of the event surpasses the last each year.

## ***Ship Visiting***

Our long-term ships visitors of Peter Jones, Rev'd Ian McGilvray 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 426 ships which has been a significant increase over the past 12 months. Considering we have around 2,800 ships visiting the port during the year, it still only represents 15% of the ships calling Brisbane.

While these three experienced ships visitors continue to actively engage onboard with our seafarers who can't attend the centre, we are still significantly behind our goal of attending around 60% of the ships that visit our port. Efforts to secure a Ship Visiting Coordinator have so far failed to generate an outcome, and further efforts during 2020 are required to enable us to meet the need of those seafarers who are unable to get ashore due to their work commitments which includes, more often than not, sleep.

## ***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 committee wanted to retain the bequest as a separate amount for the ongoing benefit to the mission and seafarers, and this has been achieved during 2019.

During 2019, the bequest was enlivened twice with the successful completion of CPE (Clinical Pastoral Education) training for Mr Gary Tognola, who is training to become an ordained Anglican Priest. Gary has been a wonderful beneficiary of this bursary and has continued to volunteer at the centre, being recognised as a significant contributor to both the centre's operations and the health and wellbeing of our seafarers and staff.

In addition to supporting Gary, the Bursary Committee supported a component of the training for Lannah, the Port of Brisbane's first female marine cadet. Lannah completed a Mental Health First Aid Course to complement her practical training for her role on Port of Brisbane marine vessels. Hopefully this training will assist Lannah and her fellow marine team members in the port, and allow us to build an ongoing relationship with her.

The committee overwhelmingly acknowledge that the bursary must be purposefully used to support the health, wellbeing and/or training of new seafarers, with new opportunities being investigated and the search for new opportunities and candidates continuing.

### ***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, 365 days a year. Both supervisors and members of committee are regularly engaging with parishes, related and non-related community groups, and maritime organisations along with other like-minded charities to maintain a regular presence and visibility in the community.

We continue to maintain an active Facebook page, our website, a bi-monthly e-newsletter and register for events such as Brisbane Open House and national Volunteer Days to keep our flag flying.

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 530 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 MOUs with key organisations,
- Expanding the skills and experience of committee members to broaden the skills base and the network.

We are always willing to respond to community group requests for speakers.

## **Financial Matters**

Our financial health is of paramount importance in being able to continue to operate in Brisbane. Other less fortunate or small regional seafarer centres struggle to meet their financial obligations each year, and we are mindful of our position.

Our current regular 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, telecommunications companies optimise their profits – access to communication networks aboard ships have reduced in cost, while access for a seafarer is still limited, and there is a slow but noticeable transition towards the use of a debit or credit card. These trends will continue to drive our need to diversify traditional income streams and monitor costs closely, while other sources of income and “one off” community grants will become more critical to continue funding our work.

Our investment fund and donations are critical to the future funding of the Seafarers Centre’s operations, however they cannot be relied upon as regular means of income and therefore longer term strategies and opportunities are constantly being considered.

Our financial results for 2019 show Mission to Seafarers Brisbane has delivered an operating surplus for the year. While this surplus is pleasing and reassuring, that we can continue with our work, we must be mindful that without the appropriate distributions from our investment fund, this surplus will be significantly eroded with a potential for an operating loss. Continued prudence in managing our expenditure, along with assessing opportunities to improve our sources of income, will allow us to maintain and hopefully extend our operations and services to meet the demands of the modern seafarer.

### **Mission to Seafarers Brisbane Inc Points of Contact:**

**Phone:** Seafarers Centre – 07 3895 1181

**Email:** [tfa@mtsbrisbane.org.au](mailto:tfa@mtsbrisbane.org.au)

**Website:** Visit us at [www.mtsbrisbane.org.au](http://www.mtsbrisbane.org.au)

**Facebook:** Like us at MISSION TO SEAFARERS BRISBANE

**E-newsletter:** Please send your email address to [tfa@mtsbrisbane.org.au](mailto:tfa@mtsbrisbane.org.au) be added to the mail-out list for this quarterly newsletter

*President* – Ross Nicholls – [presmtsbrisbane@gmail.com](mailto:presmtsbrisbane@gmail.com)

*Treasurer* – Rick Domann – [treasmtsbrisbane@gmail.com](mailto:treasmtsbrisbane@gmail.com)

*Secretary* – Lisa Davis – [secmtsbrisbane@gmail.com](mailto:secmtsbrisbane@gmail.com)

*Supervisors* – Jacqueline Nielsen-Dale [opsupmtsbrisbane@gmail.com](mailto:opsupmtsbrisbane@gmail.com)

Heather Turner [volsupmtsbrisbane@gmail.com](mailto:volsupmtsbrisbane@gmail.com)

### **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. Each year we are reminded that our mission is of more relevance, and serving a greater need now than it was in the 1890s 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 in providing a range of support services to the seafarers manning these ships. To meet these seafarer service demands we are collaborating with our international stations and continually seeking ways to adapt our services to address the current trends in the global shipping industry. 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 services possible.

In closing, we pray that our valuable and vital ministry to seafarers visiting the Port of Brisbane will continue with the kind and heartfelt levels of support that we are currently blessed with.

***Capt Ross Nicholls,***  
***President***

# St John's College, within The University of Queensland

**Acting Warden: Mr Glen Cronan BBus (USQ), DipT (QUT) (Aug 2018 – Jul 2019)**

**Acting Warden: Dr Jane Williamson B.Econ BA (UQ) MA (Griffith)  
PhD (UQ) (Jul – Oct 2019)**

**Warden-elect: Ms Rose Alwyn BA (Adel), MBA (Adel), GAICD (from Oct 2019)**

Changes in leadership can present challenges and uncertainty in any organisation; however, St John's College was most fortunate to have amongst its community, willing and competent people to take on the key responsibilities of the Head of College.

The college extends its gratitude to Mr Glen Cronan who performed the role of Acting Warden for nearly 12 months, before returning to his position as Vice Warden. Glen's stewardship, during an especially difficult period for the college, was valued and appreciated. In July 2019, Dr Jane Williamson took on the reins as Acting Warden, which facilitated a well-deserved break for Glen, and enabled him to return to his role as Vice Warden. A former Principal of the Women's College within the University of Sydney, Dr Williamson provided experience and continuity in leadership before the new Warden commenced. The College Council, staff and students express their sincere thanks to both Glen and Jane for their effort and commitment, which enabled the college and its resident students to continue to thrive.

Ms Rose Alwyn was appointed as the fourteenth Warden and first woman and lay Head of College in October. A graduate of the University of Adelaide, her professional expertise is developed from wide experience in management, leadership and governance roles in the South Australian not-for-profit sector. Ms Alwyn is an experienced college head with over 25 years' experience inspiring and working with young people in an educative capacity and in leadership roles. She joins us from St Mark's College in Adelaide, where she was the Master for 12 years and the Dean for five. Earlier in her career, Rose worked within the human services sector, as well as being involved in public policy advisory committees in the education, employment and homelessness sectors. She has also held board directorships in the not-for-profit sector specialising in strategy, business planning and social justice initiatives. She is the immediate past president of the peak industry body, University Colleges Australia. Rose holds a Bachelor of Arts and a Master's in Business Administration from the University of Adelaide. She is also a graduate member of the Australian Institute of Company Directors. Rose is committed to developing future leaders within the students in her care, extending to alumni across Australia and abroad. She will foster a dedication to the deep connection between the college and the Anglican church, while applying her sector-acknowledged depth of experience and professionalism to the management of the college.

The official commissioning and installation of Ms Alwyn took place on 2 November 2019 with a Eucharist for All Souls presided over by the Most Rev'd Dr Phillip Aspinall, Archbishop of Brisbane and President of the College. Those in attendance included current students, College Council members, Foundation Board members, honorary fellows of the college and Student Club executive members.



The college maintained full occupancy throughout the year and strong levels of demand for 2020. The capacity at St John's for 2019 was 308, 292 of whom are undergraduate and 15 of whom are postgraduate students. 85% of students are enrolled at the University of Queensland, the remaining at QUT and Griffith Universities.

Key services and events during the year included the Commemoration of Founders and Benefactors in September, officiated by the Rt Rev'd John Roundhill and the college's chaplain, the Rev'd Dr Ceri Wynne. During the year, Rev'd Ceri ran daily prayer services and Evensong services with the choir every three weeks. Other key services included Matriculation service, Ash Wednesday, Holy Week, Valedictory and Carol services.

In September, the portrait of the 12th Warden, the Rev'd Dr James Rigney was unveiled at a ceremony in the Dining Hall. Dr Rigney's widow Anna Davey, and daughter Cressida Rigney, were in attendance and we are grateful to the artist, Mrs Kerry Holland, former St John's College council member, and a fellow of the college, for her work.

In the second semester, the college held the Academic and Professional Dinner, welcoming the Hon Justice Sarah Derrington as the guest speaker. Also attending this event were members of the St John's community, leading professionals and friends of the college. It proved to be a wonderful showcase of the college's talent with the Chair of Council, Mr John Peden, and the Chair of the St John's College Foundation, Mr Peter Sullivan, presenting certificates to over 80 scholarship and bursary recipients. The acting Warden, Dr Jane Williamson, congratulated and awarded prizes to 18 students for academic excellence. Justice Derrington provided an inspiring address, which reminded us all of the benefits of college life and how to make the most of those opportunities.

Academic standards remained a focus for the college. The college's overall grade point average for students enrolled in award degree programs closed the year at just over 5.5, with several students achieving a perfect GPA. The college is appreciative of the efforts of the senior tutor, the Rev'd Dr Ceri Wynne, for her work in leading and coordinating the tutorial program in the college and to those tutors who provide the tutorials that augment the university tutorial program.

The college acknowledges the work of the St John's College Foundation Board, led by Mr Peter Sullivan, and is grateful for the generosity of foundation members whose gifts provide scholarships to students. These scholarships recognise and support a diverse range of criteria such as academic excellence, sporting and cultural achievement and financial hardship. The cost of a quality education is increasing, and when speaking to prospective students and their family members, it is evident that for many, there is significant financial strain, yet a desire to reside at St John's College. At a time when students have to work part time to support themselves while they study, the value of scholarships cannot be overstated. The college's vision is for scholarship support to keep St John's accessible to the best students, regardless of their financial circumstances.

The Student Club executive worked enthusiastically as a team under the presidency of Julien Sennane. Together, they ensured that social, sporting and cultural events were well organised, and the spirit and comradery of the college remained cohesive and strong. The end of the year culminated in the Johnians winning both the weighted men's and

women's shields in sport; and sharing equal first place with Emmanuel College for the cultural cup.

The Valedictory Dinner was a happy and memorable occasion, celebrating the third years and acknowledging their contribution to the college, before all students began the all-important SWOT vac and examination period.

Following the conclusion of the academic year of 2019, the new warden introduced a program whereby all student leaders (2020 Executive Committee and Residential Advisors) undertook a program of training and induction. The four-day program focused on team building and shared values, and the groups were separated to cater for their role responsibilities. The training for the Residential Advisors (RAs) focused on their pastoral care roles and included two half-day workshops – one on Recognising and Responding to Disclosures of Sexual Assault, conducted by two UQ staff from the Respectful Relations Unit and the Counselling Service, and Mental Health First Aid conducted by Nicole Hughes from Mental Health First Aid Australia. The Recognise and Respond workshop was new to our students, and only one other college within UQ has implemented this training course at this level. RAs also received Basic First Aid training (including CPR), and detailed information about the increased responsibilities and expectations as well as self-care and understanding the issues facing first year students in their transition from school to university and to college.

The Student Executive and O Week teams took part in a session on high performing teams, conducted by Martine Harkin from Leading Teams Brisbane. The feedback was very positive, and the students are looking forward to subsequent sessions. The week culminated in the Student Executive presenting their pitch for Orientation Week. Much of their time examined previous O Weeks through a SWOT analysis of all their events, underpinned by a model of retain, rework and remove, justifying their activities.

At the end of the year, the college began significant upgrades to student accommodation in Goodbury and Annexe-Halse buildings, ready for 2020 student arrivals; and further refurbishments are planned for the future.

The college is especially grateful this year for the way in which everyone stepped up to ensure a successful year. To those staff past and continuing, the college acknowledges your efforts and support. The Chair and members of council who have availed themselves for advice and counsel have been most important in keeping the college stable and progressive during this year.

As the new warden, I am looking forward to working with all staff and students for what promises to be an exciting and busy year ahead.

*Ms Rose Alwyn,*  
*Warden*

# Surfer's Paradise Anglican Crisis Care Inc

Surfers Paradise Anglican Crisis Care Inc (SPACC) is an incorporated entity under the Associations Incorporations Act 1981. It has operated for the past 38 years from St John's Anglican Church, 36 Hamilton Avenue, Surfers Paradise.

SPACC is committed to helping the poor, the disadvantaged and homeless. We offer those in greatest need "a hand up" to empower them to help themselves out of homelessness and/or crisis.

Our Management Committee (board) now comprises the following members:

<b>President</b>	Mr Clive Haddow
<b>Treasurer</b>	Mr Chris Bevans
<b>Secretary</b>	Mrs Jan Kealton AM
<b>Committee Member</b>	Rev'd Don Parker – Rector of Anglican Parish of Southport
<b>Committee Member</b>	Mr Raj Anand
<b>Committee Member &amp; Welfare Supervisor</b>	Mrs Diann Eadeh

Clive Haddow has spent over 40 years in the financial services industry. His roles have been varied:

- CEO of two leading business associations (Chamber of Commerce)
- Westpac State Manager for Queensland
- Mortgage Choice Queensland State manager
- NSW AMP Corporate Superannuation (Sydney)
- UK Manager (London) for NPI (owned by AMP)

He has worked in the not-for-profit area over the last 12 years with much success. He was a board member of Camp Quality, Various Business Associations and NFPs, Special Olympics and a remunerated board member of Bridging Capital. Clive is a keen sportsman with success in a variety of sports.

Chris Bevans is currently a private banker with Westpac Private Bank, where he personally looks after a small group of high net worth and influential families on the Gold Coast. With over 13 years in the banking industry, and over 10 years in private wealth and investment markets, Chris brings with him a strong knowledge in financial matters and general business acumen.

Jan Kealton has a background in business, having been a director in an events business which she co-owned with her husband. When her son developed schizophrenia in 1994, she began learning about the profound impact of mental health issues on those we love, as well as the enormous impact on their families. Jan worked as an advocate for mental

health for many years, in both a professional and a voluntary capacity, and brings these experiences to the board.

There have been some key strategic changes to SPACC over the past year. This includes new management and an experienced and professional board that is committed to ensuring that SPACC carries out the purpose for which it was formed.

Under SPACC's constitution (rule 18) the Rector of the Parish of Surfers Paradise is automatically a member of SPACC and is exempt from paying a membership fee.

From September 2015 until May 2019, SPACC's Chief Operating Officer (Jon Brook) was a priest employed by the Anglican Parish of Surfers Paradise/Diocese and seconded to SPACC, who reimbursed the parish for his salary and other entitlements. From October 2016 to May 2019, SPACC's President (Judy Bennett) was a member of the Parish Council of the Anglican Parish of Surfers Paradise.

We have close, longstanding relationships with Anglican schools, in particular All Saints Anglican School, The Southport School, St Hilda's School, Coomera Anglican College, and Somerset College. The students from the Anglican schools learn important life lessons while volunteering at SPACC, including the mutual benefit of community service and interaction. Students also learn, through first-hand experience, the relevant and important role that the Anglican Church through SPACC has in helping the marginalized and disadvantaged.

SPACC's presence in and work from St John's Anglican Church promotes the Anglican Church. It has 38 years of visibility in this role.

SPACC seeks to embody the philosophies of love, tolerance and charity in the work we do each day.

We welcome the involvement of Anglican Parishes at SPACC. Many of our volunteers are parishioners at Anglican churches. Representatives from SPACC are regular speakers at Anglican Church services and the Rector of the Anglican Parish of Southport (Rev'd Don Parker) has recently joined the SPACC board. SPACC was founded by parishioners of the Anglican Parish of Surfers Paradise and we seek a strong relationship with that parish.

Last financial year SPACC's activities included the following:

- Assisted over 6k families and individuals in crisis
- Served over 23k meals
- Supplied shower and laundry facilities to over 2,500 people
- Provided 150 Christmas hampers to families in crisis
- Provided 3k lunches to Surfers Paradise Primary School kids with no lunch
- Free dental program
- Free optometrist
- Clinical psychologist service
- Community welfare nurse

- Hairdresser
- Justice of the Peace
- Centrelink access
- Job Provider Network

SPACC's revenue for the 2019 financial year was \$646,221, primarily from fund raising/donations and government grants. SPACC does not receive any funding/revenue from the Diocese. We rely on Government grants, donations from Anglican churches and schools, and from the community. For every dollar we receive, 70c goes directly to those in crisis, which is significantly more than other not-for-profit organisations.

SPACC is happy to announce that the loan signed off by a prior board who had difficulties controlling the cost of the renovations of St John's Church was cancelled by the Diocese. The board are to be commended for recognising that the loan was not in accordance with the SPACC constitution and, without drastic action, SPACC would not have been able to continue operating.

The new board has done an extensive review of the expenses of the organisation. After reducing expenses (e.g. wages by approximately \$150k as one example) we have been able to pay for all outgoings, other than those funded by government grants, from donations and fundraising. Although expenses have been dramatically reduced, this has not led to a reduction in our services. Improved practices and greater use of volunteers have enabled us to maintain and improve our services. We currently have 57 active volunteers, seven volunteer board members, one full-time staff member, two part-time and two casual paid staff members. All volunteers and staff have completed the Safe Ministry Check and have current Blue Cards and all board members have Blue Cards.

Looking to the future, we are seeing a large increase in the numbers of people requiring emergency assistance, and we believe that these numbers will continue to grow. Lack of affordable housing, family breakdown and increasing mental health challenges all add to the pressure of feeding, clothing and caring for the families and children who present to us daily seeking our aid.

The primary risk facing SPACC is that, for the first time in our history, we currently have only a one-year, non-exclusive license to use St John's Anglican Church. After 38 years of providing crisis management services for the disadvantaged, this is our major concern. We look forward to the Diocese facilitating certainty of tenure for SPACC, so it can continue its mission without this significant distraction. The lack of certainty over the use of St John's Anglican Church presents a barrier to long term planning and fundraising.

It is important to acknowledge that, without the assistance of our volunteer work force and the dedication shown by staff, we would not be able to continue with our mission. It is a credit to them all that they continue to provide as much assistance as they can to alleviate the hardship experienced by our clients in a kind and caring manner.

*Mrs Dianne Kozik,  
Centre Manager*

# Service Personnel Anglican Help Society

## **The objects of the Society are:**

- 1.1 To provide recreation accommodation and support for:
  - a. members and former members of the Australian Defence Force and their dependants;
  - b. members and former members of other Defence Forces and their dependants at the absolute discretion of the Board;
- 1.2 To support Australian Defence Force Anglican chaplains in their ministry.
- 1.3 In carrying out the objects set out in Rule [1.1], 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.
- 1.4 To aid in the establishment and support of associations, institutions, funds, trusts and conveniences calculated to benefit persons or groups mentioned in Rule [1.1] above or otherwise to further the objects of the society.
- 1.5 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.
- 1.6 To donate moneys 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:**

- 2.1 *Chairman: The Rev'd Don Parker.* Rev'd Don Parker, Rector of St Peter's, Southport 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 of SPAHS in May 2018, from the Rev'd Jim Cosgrove.

## 2.2 Other members:

- a. *Secretary*: David Philips OAM (Lt Col, Rtd.)
- b. *Treasurer*: Damien Moffrey, Business Strategist, Managed Right
- c. Col Chris Austin (ARES), Director, Chatham Inquiries and Investigations
- d. Mr Hal Morris, CEO, Gold Coast Waterways Authority
- e. The Rt Rev'd Len Eacott OAM, Bishop to the ADF (Rtd)
- f. Chap Rev'd Jim Cosgrove (ARES)

## Relationship with the Diocese and Wider Church

- 3.1 From its inception, SPAHS has been proud to display its Anglican identity. Founded by an WWI Anglican Chaplain it has always functioned as a financially autonomous entity. Although SPAHS operates with the Diocese of Brisbane, its ministry is to all service men and women (active or retired) living throughout Australia. In 2019, a position of a chaplain to the St George's Holiday Apartments was trialed on a one-day per week basis. This is currently under evaluation.
- 3.2 St George's has historically enjoyed close relationships with Robina and Palm Beach Anglican parishes. Avenues are being explored to enhance SPAHS' relationship with other parishes and diocesan entities.

## Activities during the financial year

- 4.1 *Significant activities during the year (Jan-Dec 2019)*: A new management team was employed and settled in in 2019. Chris and Wendy Ward are providing invaluable service in this regard. Financially speaking, SPAHS has benefitted from a sound investment portfolio and a positive operating environment in the 2019 financial year.
- 4.2. Accounts for 2018 (last audited accounts) are attached.

## Risk Management

- 5.1 In Dec 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. A sound relationship with the Diocesan WH&S Advisor is continuing.
- 5.2. No significant risks have been identified in this process.
- 5.3 An Executive Officer has recently been employed by SPAHS Management Committee to ensure all governance matters are professionally managed.

## **Future Direction**

Having completed two strategic planning events in 2019, the Management Committee is now of a view that the 'consolidation phase' (i.e. the three-year period following the rebuild and re-establishment of the Holiday Apartment operations) is drawing to a close. In our next phase, we will be considering future ways to expand upon our objectives.

In closing, thanks must be accorded to the hard working SPAHS Management Committee, including those members now retired, who have given so much. The current committee is very mindful that it has a vision and tradition to cherish and manage into the future. In its stewardship of this wonderful resource each individual is mindful that... "one plants, another waters, but God gives the growth."

*The Rev'd Don Parker,  
Chairman*



# Social Responsibilities Committee

## *Our Shared Mission*

What does it mean to be a missional church? How do we be *missionaries* to a world of such dramatic change, big challenges and increasing complexity? In our age how do we, as Rowan Williams puts it, seek

*‘... to transform the human world by communicating to it in word and act a truthfulness that exposes the deepest human fears and evasions and makes possible the kind of human existence that can pass beyond these fears to a new liberty.’*

Rowan Williams, *On Christian Theology* - Malden, Mass.: Blackwell, 2000

In guiding our efforts, the Anglican Church of Southern Queensland, along with the Anglican Communion, bears its Marks of Mission.

The role of the Social Responsibilities Committee (SRC), is to provide advice to church leadership, and to work with and enable the church in our collective efforts towards two marks of our mission. Those highlighted:

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

In contemplating the injustice that still pervades our society, and how we might ‘do justice’, or how we might respond to our growing ecological crises and truly ‘care for creation’, the task in front of us can seem enormous.

## *SRC Priorities*

To this end, for 2019, the SRC discerned two clear priorities it focused on:

1. *Internal transformation:* Helping our church to better navigate the complexity and conflict of our times, through developing adaptive leadership and collaborative maturity. This included creating opportunities for anyone to engage in workshops, skills and formation. A highlight too was supporting the church in its experiment to hold ‘Open Space Dialogue’ within Synod for the first time in 2019, and seeing the wonderful dialogue, connections and ideas that flowed from this.
2. *Earth centred external advocacy:* Working alongside Angligreen and other groups outside the Diocese, the key issue for 2019 was ecological and climate justice. With dangerous floods in the north of Queensland, fires in central and southern

Queensland, much of our Diocese in drought, endemic issues with our management of water, and the growing urgency to take action to combat global warming, the need for Australians to undergo an 'ecological conversion' has never been greater. To this end, we hosted and participated in a series of events, such as, initiating nationwide vigils for Earth Overshoot Day, a breakfast seminar during the inaugural Queensland Climate Week and, alongside the Queensland Synod of the Uniting Church, hosted a prayer event and gathering prior to the Student Strike for Climate Change. Ecological and climate justice will remain the priority into 2020 and beyond.

Yet even with a simplified agenda, change in both respects, has felt slow and difficult at times. And certainly, in our daily conversations, many people across our church express a similar sense of being overwhelmed – are we doing the right thing? It still feels so much is left to be done!

A great inflection point for the SRC in the recent times has been the increasing clarity that our task here is to be *faithful* not “*successful*”. A related learning is contained in the quote attributed to Mother Teresa: *'Never worry about numbers. Help one person at a time and always start with the person nearest you.'* We have everything we need already within our Church to enact God's calling.

### **Can we support each other more?**

We know that there are wonderful acts of mission – doing justice and caring for creation – right across our Diocese. We welcome connecting and hearing what you are doing in your school or parish, or indeed any part of our church.

We would also be keen to know how we might support you, or work together in our shared mission?

The SRC membership for 2020 is below, and any member would welcome a conversation:

- The Very Rev'd Dr Peter Catt, Chair & Dean of St John's Cathedral
- Rev'd Rodney Wolff, Priest in Charge, Parish of Fortitude Valley
- Eve James, Library Manager, Roscoe Library, St Francis College
- Rev'd Bronwyn Pagram, Parish Priest, Goodna Anglican
- Rev'd Peter Moore, Chair of Angligrreen
- Dr Ruth Kerr, Anglican Parishioner and member of Diocesan Council
- Rev'd Ray Clifton, Spiritual & Pastoral Care Manager, Anglicare

Or you can get in touch with the small Justice Unit within the Diocese that supports our work: [contact@doingjustice.org.au](mailto:contact@doingjustice.org.au)

## ***Other Ongoing Projects***

The SRC also continues to engage in other issues of relevance and concern to the church, such as our response to the historic Statement from the Heart, Australia's treatment of people seeking asylum, gambling and its social impacts.

The SRC is also a member of the Queensland Community Alliance, in which it participates alongside the Logan, Mt Gravatt and Stafford parishes. The QCA is comprised of dozens of organisations spanning civil society, faith groups and unions, organising for shared issues and the common good. In 2019, it conducted a listening campaign of over 2k stories and identified two broad themes for action:

1. Safe and connected communities,
2. Real jobs and climate action.

Amongst other successes, it also secured funding for a collaborative project to tackle social isolation in Mt Gravatt.

For 2020, our diocesan theme is "Being Together: Practising Peacemaking." We welcome and invite collaboration on any of our current priorities, or indeed any justice issues confronting your parishes and communities, and how we be "peacemakers together" for this year and beyond.

***Ms Jennifer Basham,  
Secretariat***

# Finance & Diocesan Services Commission

The purpose of the Finance & Diocesan Services Commission (FDSC), 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 second 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. This included detail of the target deliverables in Horizon 1, but only high-level indicators of what would be delivered in Horizon 2. Horizon 1 covered the period July 2018 to December 2019 and Horizon 2 January 2020 to June 2021.

As at 31 December 2019 the majority of the agreed deliverables within each of the five key strategic initiatives from Horizon 1 (see below) have been delivered.

1. Delivery of agreed client service
2. Digitally enabling of people and processes
3. Embedding an effective governance and compliance system
4. Delivery of a whole-ACSQ investment strategy, including property
5. Successful workforce engagement

## **The key highlights achieved include:**

- Migration to the new ICT platform for the diocesan offices in Brisbane City, Milton and Toowoomba. This was the first step to being able to digitally connect the diocese.
- Successful implementation of a new finance system following the separation from the Anglicare IT environment
- Introducing more effective property decision making processes through timely and targeted papers to the Commissions and Diocesan Council.

- Successful completion (including financial outcomes) from the first residential property development project undertaken by the property team formed under FDSC
- Further maturing the Parish Safety Management System with improvements being seen across the parish network
- Successful completed a year outside of the National Insurance Program, the feedback has been positive across the diocese and premium renewals were well below the average market increase.
- Development and implementation of General Administrative Retention and Disposal Schedule for the records and archives of Anglican Church Southern Queensland. The role of archives and records management in the diocese has been advanced significantly.

Further details of these are included in the body of the report.

In August 2019, a review and preliminary plan for Horizon 2 was presented to the FDSC for discussion. This included background information for the consideration of the Commission, with the purpose of:

- reminding the Commission of what had been agreed in relation to '*What Success would Look Like*'
- providing some background information in relation to some of the current challenges facing the diocese
- summarising some of the initiatives currently under way within the diocese
- providing context for a further conversation in relation to agreeing the focus of FDSC moving into Horizon 2.

In relation to Horizon 2, the following key initiatives were included in the Horizon 2 FDSC strategic plan:

1. Digital enabling of people and processes (stage 2)
2. Ensuring sustainability of diocesan investment strategy – including enhanced returns from property
3. Clergy capability building (in collaboration with MEC and PMC)
4. Diocesan services for long term sustainability

Each of these initiatives is building on the solid base achieved in Horizon 1.

A key outcome from Stage 1 of 'Digital enabling of people and processes' was to deliver an ICT platform that is cost effective, delivers greater flexibility and provides options to extend connectivity to parishes. With the platform now in place, stage 2 will focus on leveraging the platform through user education, improving information management practices and commencing connecting with Parishes.

A key part of the second initiative will be the development of a Parish Property Strategy within the context of the agreed Diocesan Risk Appetite.

'Clergy capability building' is the descriptor for the projects currently underway including the St Francis Learner Journey, Episcopate Leadership, Clergy Leadership Framework and Clergy Wellbeing and Support.

The fourth initiative, 'Diocesan services for long term sustainability' reflects the need for the diocese to be run as efficiently as possible. Parts of FDSC and the General Manager's Office play a shared services role, and, in these instances, ensuring the services are provided in a market competitive cost-effective way is very important.

For all other services/activities a review will be undertaken to ensure they are being performed as efficiently as possible and/or are value adding to the agreed mission of the Church. Objectively reviewing all activities in this light will assist in moving the budget back towards surplus.

This Horizon 2 strategy was approved by Diocesan Council in December 2019.

## Membership

### **President**

The Most Rev'd Dr Phillip Aspinall – *BSc, Grad Dip RE, BD (Hons), PhD, MBA*

The following table summarises the membership of the Finance and Diocesan Services Commission:

<b>Member</b>	<b>FDSC</b>
Mr Douglas Porter <i>BA (Hons), Hon DEcon, FAIM, GAICD</i>	Chair ( <i>resigned effective 31 December 2019</i> )
Mr Bruce Wilson AM <i>BE(Hons1), MEngSc, FIEAust, GAICD</i>	Deputy Chair ( <i>appointed Chair effective 1 January 2020</i> )
Mr John Davies <i>BA, LLB, LLM, Barrister-at-Law</i>	Member
Dr Ruth Kerr OAM <i>PhD, BLeg Studies, BA, GradDipLibSomc</i>	Member
Ms Sandra Long (ED FDSC) <i>BCom, CA, GAICD</i>	Member
The Rev'd Stewart Perry <i>BCom, CPA, BTh</i>	Member
Emeritus Professor Christine Ryan <i>BCom, DipEd, MFinMgt, PhD, FCPA, CA</i>	Member
The Rev'd Peter Shayler-Webb <i>BSc, B Arch, Dip Min</i>	Member
The Rev'd Canon Gary Smith <i>BCom, BTh, AAUQ, FCPA, CA</i>	Member
Mr Greg Windsor <i>MIEAust, MAICD, FAIP</i>	Member

Ms Desiree Houston-Jones – <i>Masters Urban &amp; Regional Planning, BSc (Env), GradDipEd</i>	Member <i>(retired effective 25 July 2019)</i>
The Rev'd Dan Talbot <i>BBus, Grad Dip Th, MA (Theol)</i>	Member <i>(retired effective 25 July 2019)</i>
Mr Anthony Weder <i>ASA, B Econ, CFTP (Snr), GDipAppFin (Sec Inst)</i>	Member <i>(retired effective 25 July 2019)</i>
Ms Kerry Brinkley <i>Fellow – AICD, Harvard University Alumni</i>	Member <i>(appointed 28 March 2019)</i>
Mr Julian Pearce <i>BA, BEcon (Hons), MA(Econ), SF Fin GAICD</i>	Member <i>(appointed 25 July 2019)</i>
Mr John Kotzur <i>BCom, FCA</i>	Member <i>(appointed 25 July 2019)</i>
The Rt Rev'd John Roundhill – <i>BTh Oxon (Oxford), MA Cantab (Cambridge) in Natural Sciences</i>	Member <i>(appointed 19 December 2019)</i>

The Commission has established four sub-committees:

- Diocesan Investment Advisory Standing Committee
- Credit Control Committee
- Records and Archives Committee
- Board of Management of the Diocesan Insurance Fund

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*

Since the establishment of FDSC Property Group two years ago, there has been a focus on three key areas:

- (i) more responsive and cooperative working relationships with the parishes
- (ii) better processes and governance; and
- (iii) better use of property from a direct mission related basis and for income generation purposes.

During 2019, the property group worked with a large number of parishes on a wide range of issues and projects including capital projects such as church hall construction, refurbishments and enhancements of various buildings, acquisition and disposal of properties, management of heritage related issues, commercial leases, and future planning of parish precincts. The Commission was satisfied with the timeliness and the

level of information provided by management to make key decisions that enabled the projects to progress in a timely manner.

The Parishes & Other Mission Agencies Commission (PMC) in consultation with the FDSC released a process for evaluating mission plans in relation to property development. This is a valuable tool in ensuring there is a clear linkage between a property development proposal and the ACSQ's mission.

Across the diocese, some of the major parish-based capital works projects during 2019 included:

- Gold Coast South Parish – new multi-purpose centre at St Paul's Palm Beach under construction
- Coorparoo Parish – new multi-purpose hall completed
- Robina-Mermaid Beach Parish – church precinct revitalisation project completed
- Acquisition of new rectories in the following parishes: Mt Gravatt, Warwick, Dalby, Holland Park, Aspley-Albany Creek
- South Brisbane Parish – apartment development project including a new rectory completed and all sales settled
- Submission of development applications for two early childhood education centres

During 2020, the property group is carrying out further analysis of the property portfolio to inform one of the FDSC strategic initiatives mentioned above, and delivery of a whole ACSQ investment strategy, including property. As part of this, there is also a plan to undertake property assessments to more accurately understand the ACSQ's property holdings as well as the implementation of an information system to manage and analyse the information more fully.

Components of the investment strategy will be linked to strategic alignment of the properties to the mission of ACSQ; strategic prioritisation of capital projects that enhance the delivery of the church's mission and/or income generation; strategic asset review utilising the enhanced information and analysis as described above.

## ***Organisational Development***

During 2019, the Human Resources and Work Health and Safety functions were combined into one unit, the Organisational Development Unit. This integration of functions enables a more focussed approach to supporting parishes in a more efficient and strategic manner. The team continues to 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 parishes to build and sustain a positive safety culture. The support provides safety management training (covering a three-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.

<b>Region</b>	<b>Site Audits (support visits) Undertaken for 2019</b>	<b>Safety Management Training (three-year renewal program)</b>
<i>Northern</i>	78% Completed of 49 Parishes – 90% Compliance	88% Completion
<i>Southern</i>	71% Completed of 49 Parishes – 91% Compliance	86% Completion
<i>Western</i>	75% Completed of 36 Parishes – 89% Compliance	89% Completion

### **Parishes Regulation Canon**

The Commission approved and recommended changes to the following regulations:

1. *Regulation VI Travelling Facilities – Parishes Regulation Canon*  
Increase of 2.2% to the fixed cost and increase of 2.2% to operating cost components.
2. *Regulation VII Remuneration for Occasional Duty – Parishes Regulation Canon*  
Approved for business reimbursement and occasional duties under Regulation VII as 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 2020 as follows:
  - a) The minimum rate of stipend for assistant clergy and stipendiary lay ministers shall be increased from \$59,611 per annum to \$60,803 per annum.
  - b) The minimum rate of stipend for parish priests and associate priests shall be increased from \$67,062 per annum to \$68,403 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 2020.

## **Zone Allowances**

The Commission approved a CPI increase to zone allowances for 2019 as follows:

Zone 1 – \$338.27

Zone 2 – \$819.21

Zone 3 – \$1,022.66

## **Digital Innovation**

2019 saw significant changes in the digital innovation space.

Following the successful transition of FOCUS magazine to the web only format, *anglican focus*, the ongoing resourcing of this function was moved to the Parishes & Other Mission Agencies Commission (PMC). The Parish Liaison and Records and Archives functions within FDSC joined the Digital Innovation team bringing greater focus on utilising technology in these key areas. These changes reflect our objective of empowering staff and placing resources where they can be most effective.

A major change affecting all diocesan operations staff at Ann Street, Milton and Toowoomba was the transition to the new ICT environment from what was the Shared Services environment. The project proved to be considerably more challenging and took longer to complete than anticipated, thus delaying the delivery of the first stage of our strategic goal to digitally enable people and processes. Now that the platform is in place, attention is shifting to educating staff and utilising the platform to digitally connect with parishes.

2019 has seen continued collaboration with parishes and the PMC to provide training days across each region for parish councils, parish administrators and parish treasurers. More of these days are scheduled for 2020. Options to leverage the new technology platform to provide more opportunity for education and training for parishes are being explored.

The Records and Archives Centre provides essential support to various areas of the diocese through the rich collection of records held. Examples include information requests from the Office of Professional Standards, the General Manager's Office, and the Legal Team and historical research requests from parishes who are celebrating anniversaries for the Parish or a Church. The centre also provides record keeping guidance through the development of documents such as the recently developed General Administrative Retention and Disposal (GARD) Schedule for the diocese and the current development of a specific Schedule for Parishes. A key focus for 2020 is exploration of alternatives and feasibility of establishing a digital archive.

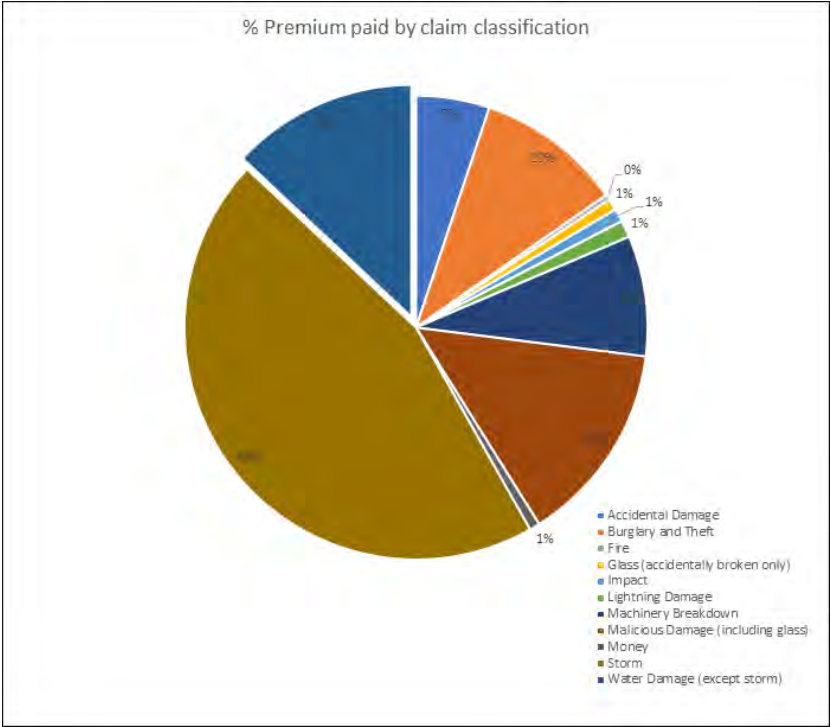
## **Insurance**

During 2019, the insurance team consolidated the revamped insurance program with the new brokers, Marsh. (The insurance broking firm JLT was bought out by Marsh during

2019. While the name has changed, Marsh's new management has retained the same core team from JLT).

As part of the new arrangements, a ceiling on increases in ISR (Industrial Special Risk) coverage was negotiated over the first two years of the agreement subject to certain conditions being met. This has had the important effect of reducing rises in premiums in the October 2019 renewal period relative to what was experienced in the broader market.

Property claim payments by the Fund in 2019 have increased to \$429,254 for the year, with water damage and storms being the major contributors to these payments as can be seen in the below graph. The Fund reserve balance at year end was \$2,072,899.



Sickness and Accident benefits of \$78,702 were paid, a decrease over the prior year, although an amount greater than the contributions received for the year. The surplus in the Reserve Account now stands at \$327,834 at year end.

In the Maternity Leave Scheme, no claim was recorded for the year and there was, accordingly, little change in reserves with the year-end balance standing at \$56,432.

# Anglican Financial Services (ANFIN)/ Treasury & Investment Management

## *ANFIN 2019 Financial Performance Summary*

- A 1% increase in the operational surplus over the prior year to \$5.26m (before loan impairments).
- Distributable surplus of 2019 profits (after loan impairment cost of \$423k) due to the diocese of \$4.85m. \$4.55m was paid during 2019, with an additional \$0.28m expected to be paid in early 2020.
- Increase of 22% in deposits at year end to \$272m, driven largely by aged care deposit inflows and advance funding received in Anglicare.

ANFIN is a trading name of ACSQ and is overseen by the FDSC. The focus of ANFIN and the broader 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 recorded a net profit of \$5.26m in 2019 (before impairments), in line with last year's net surplus of \$5.21m. The result exceeded the 2019 Synod budgeted surplus by \$671k, an outcome driven by higher than budgeted deposits and lower operational expenses.

The average value of assets over the course of the year was marginally higher than in 2018, and the net interest margin across the portfolio remained steady at 2.16%. The loan book reduced by \$5.2m to \$126m as higher principal repayments from schools offset new loans. Additional cash surpluses of \$10m in the asset portfolio were invested into the existing investment manager strategy to support investment returns in a lower interest rate environment.

An increase in the bad debt provision of \$423k was necessary to reflect a write down in a loan to the Surfers Paradise Anglican Crisis Care Centre. As per prior years, the majority of the net profit from ANFIN is distributed to the Mission Alive Fund to ensure diocesan operations, our mission activities, and abuse claim costs are adequately funded.

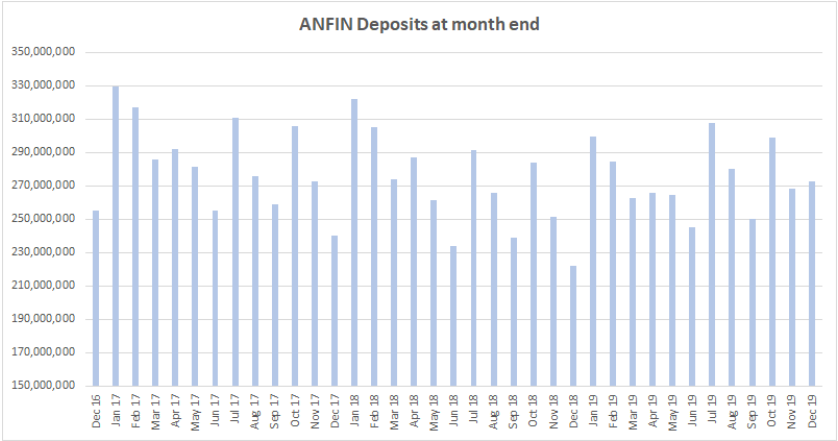
The investment strategy did not change significantly from prior years, with the majority of the surplus funds invested between the Schroders Real Return +5% Fund, the ipac (AMP) Income Generator Fund, and the Perpetual Diversified Real Return Fund. The Diocese retained its Australian shares mandate with Wilsons Advisory. Income from investments in the Going for Growth and See Estate funds was in line with prior years, with strong returns in equity markets supporting growth in the valuation of the investments.

Despite the strong growth in revenue from ANFIN and other investments over the past five years, the diocese continues to face the challenge of ensuring its operating expenses are maintained within a sustainable funding envelope, and that we can meet the significant pipeline of abuse claim payments. The 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, whilst being mindful that new revenue measures must be undertaken in conjunction with appropriate measures to reduce expenditure.

In exploring new revenue measures, FDSC are cognisant of the cumulative capital at risk across all diocesan enterprises. The expectation is that 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.

**Client Investments & Lending**

Funds on deposit with ANFIN at year end increased by \$50.7m to \$272m. This increase was largely the result of increased capital income receipts from Anglicare’s Village Taigum project, in addition to an increase in accommodation deposits received from aged care facilities.



In respect of its short-term liquidity management, ANFIN maintains a conservative investment policy, by matching the shorter dated liabilities with investments into regulated authorised deposit-taking institutions. This enables ANFIN 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. ANFIN has recourse to a bank facility of \$10m to help meet other contingencies.

The majority of the \$126.4m in ANFIN's loan book continues to rest with diocesan-owned schools, whose ongoing financial performance is monitored by both the Anglican Schools Commission and FDSC, to ensure that school's financial profile is aligned to the financial sustainability guidelines set down by the ASC.

## **Compliance**

ANFIN is compliant with Banking Exemption No 1 issued by Australian Prudential Regulatory Authority (APRA) on 14 December 2017.

ANFIN maintains compliance with the *Anti-Money Laundering and Counter-Terrorism Financing Act 2006*.

## **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 2019, the Going for Growth Fund had a balance of \$19.0m.

The total investment income earned during 2019 was \$1,032,673

The following deposits were made to the Fund during 2019:

	<b>\$</b>
Distributions from property sales	664,583
L G Strub Bequest	51,538
P W Sanderson Bequest	131,091
Other Bequests	116
Donations	7,410
ANFIN 2018 Distribution	200,000
<b>Total Deposits</b>	<b>1,054,738</b>

The distributions from property sales were from the following parishes:

Auchenflower-Milton	447,511
Beaudesert	30,638
Bundaberg	49,814
Drayton	17,410
Hervey Bay	27,444
South Brisbane (ex Beaconsfield St Development)	91,766
<b>Total Property Sales Distributions</b>	<b>664,583</b>

The following distributions were made from the Fund

	<b>\$</b>
Distributions to Mission Alive Fund	710,000
Support for Springfield parish rectory loan interest (2016-2019)	54,769
Travel contribution to Faltonia's Circle	
Brisbane Anglican Women Network	7,010
<b>Total Distributions</b>	<b>771,779</b>

As at 31 December 2019 the Fund had a balance of \$20.3m.

Some of the key missional initiatives in Parish Services and Ministry Education that were funded in part by the Going for Growth Fund included:

<b>Description</b>	<b>Commission</b>	<b>Net Cost</b>
RE & Children's Ministry	MEC	\$159,175
Faith Formation	MEC	\$147,601
Hospital Chaplaincy	PMC	\$333,959
Tertiary Chaplaincy	PMC	\$39,531
Murri indigenous ministry support	PMC	\$37,912
<b>Total</b>		<b>\$718,178</b>

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.

## **Finance**

During the year, the finance team was involved with a number of parish council and parish treasurer training days. Training in Xero accounting packages and GST refresher training were well received.

Five parishes moved to Xero accounting system during 2019, with three more parishes due to convert to Xero in early 2020. After these implementation, 79 parishes are now on the Xero platform.

Progress continued to be made with moving finance systems independent of Anglicare. Diocesan payroll was moved to the cloud during the year. The Diocesan accounting system moved to Microsoft Dynamics 365 Business Central at the end of 2019. This new accounting system will provide improved efficiencies in processing and reporting in 2020.

### ***External Audit & Budgets***

The 31 December 2019 year-end audit for the Diocese was completed with an unqualified audit opinion provided by Ernst & Young.

The 30 June 2019 year-end audit for Anglicare Southern Queensland was completed with an unqualified audit opinion provided by Ernst & Young.

The 2020 Diocesan budget was completed and approved by Diocesan Council in May 2019 with the Diocesan refresh budget completed and approved by Diocesan Council in November 2019.

*Mr Bruce Wilson,  
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 2019**

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## Directory

### Members of the Diocesan Council

#### President

The Most Reverend Dr P Aspinall BSc GDip RE BD (Hons) PhD MBA

#### Assistant Bishops

The Right Reverend C Venables BA (Hons) BTh (Western Region)

The Right Reverend J Greaves KSJ BTh (Northern Region)

The Right Reverend J Roundhill MA (Hons) BTh (Hons) (Southern Region)

#### Chancellor

The Honourable Justice D Mullins AO LLM (Adv) LLB (Hons) BCom

#### Members

Dr G Dashwood OAM ASM TSSF MBBS MHL MBioeth BSpPath (Hons) LTCL AMusA ACertCM  
DipMH

Mrs J Dyke BA (Hons) Qld MEd QUT

The Reverend Canon G Harch BSurv BA

The Reverend G Hoyte BTh MA (Stud Rel)

Dr R Kerr OAM BA GDipLibSc PhD BLegSt

The Reverend A Lowe BBehSc BPsych (Hons) BTh MOrgPsych MA Theol&Rein MAPS

The Reverend G Moses BA LLB (Hons) BTh (Hons)

Mr D O'Connor DipTchg BEdSt(Qld) LLB (QUT) LLM (Qld) FAIM MAICD

Mr D Sneesby FCA FFin BBusAcc&Comp GDipAppFin&Inv

The Reverend J Worrall BTh GradDipMin MMin (Resigned 30 November 2019)

#### Auditors

Ernst & Young

#### 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 Statements of the Corporation for the year ended 31 December 2019.

The Corporation is not a reporting entity and as such prepares special purpose financial statements which are not required to comply fully with all Australian Accounting Standards and Australian Accounting Interpretations. The extent to which the Financial Statements do not comply with all Australian Accounting Standards is summarised in Note 1 of the Financial Statements.

The Financial Statements do 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 2019 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 Statements include the results of Anglican Financial Services (ANFIN) 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**

The Corporation has an intention to move to increased compliance with Australian Accounting Standards. As a result, there has been a change in the valuation methodology for land and building. As at 31 December 2018 the impact of this change has been reflected with the 2018 Statement of Financial Performance and Statement of Financial Position having been restated.

## **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.

	<b>2019</b>	<b>Restated</b>
	<b>\$'000</b>	<b>2018</b>
		<b>\$'000</b>
Income	125,682	137,735
Expenditure	133,886	126,112
<b>Operating Surplus/(Deficit) for Year</b>	<b>(8,204)</b>	<b>11,623</b>
<b>Other Comprehensive Income/(Expenditure)</b>	<b>21,179</b>	<b>(150,325)</b>
<b>Total Comprehensive Surplus/(Deficit)</b>	<b>12,975</b>	<b>(138,702)</b>

The Corporation incurred a deficit for the year of (\$8.2m) (2018: Surplus \$11.6m).

The key item impacting the result for the year is abuse claim costs. In 2018 a receivable of \$10.3 million was recognised for claims to be funded from the business segment where the claim arose. During 2019 the amount of this receivable was reviewed and revised based on discussions with individual business segments. As a result, the receivable was reduced by \$3.1 million as at 31 December 2019. The financial impact of abuse claims for 2019 was \$9.9m.

Other Comprehensive Income for the year totalled \$21.1m (2018 restated: Other Comprehensive Expenditure of \$150m).

Key items impacting the results are:

- With a change in valuation methodology for land and buildings, 2018 values have been restated with a decrement in land and building valuation of \$142.7m. Refer Note 1(r) for further explanation
- Revaluation of land and building assets in 2019 resulted in an increase of \$15.9 million
- Unrealised gains on the market linked investments resulted in an increase of \$5.1 million compared to a decrease of \$4.7 million in the previous year

For the year, Total Comprehensive Surplus was \$13m (2018 Restated Deficit: \$139m).

### GOING CONCERN

Due to the effect of the aggregation of the ANFIN assets and liabilities, the Financial Statements show an imbalance between 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 \$85.3m (2018: \$41.8m).

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 internal depositors in ANFIN, as well as allowing for more systematic planning for longer-term investment and for meeting 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 34:

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 2019 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: 2020

26 March 2020.



Mr David Sneesby  
Chairman Diocesan Audit and Risk Committee

Date: 2020

26 March

## Statement of Comprehensive Income For the Year Ended 31 December 2019

	<b>Notes</b>	<b>2019</b>	<b>Restated*</b>
		<b>\$</b>	<b>2018</b>
		<b>\$</b>	<b>\$</b>
Interest Income	2(a)	7,457,309	8,477,663
Dividends & Managed Funds Distributions	2(c)	4,735,316	4,406,905
Business Operations Income	3(a)	8,135,958	9,240,943
Australian Government Funding for Schools		92,612,528	88,037,501
Donations, Fundraising, Levies & Contributions	3(b)	5,600,705	5,640,998
Other Income	3(c)	7,139,854	21,931,403
<b>Total Revenue</b>		<b>125,681,670</b>	<b>137,735,413</b>
Employee Expenses	4(a)	12,318,526	11,847,700
Business Operating Expenses	4(b)	25,924,568	21,213,361
Distribution of Australian Government Funding to Schools		90,693,211	86,544,951
Interest Expense	2(b)	4,141,167	4,856,396
Other Expenses	4(d)	251,691	1,414,554
Depreciation	4(e)	556,933	235,049
<b>Total Expenses</b>		<b>133,886,096</b>	<b>126,112,011</b>
<b>Surplus/(Deficit) for the Year</b>		<b>(8,204,426)</b>	<b>11,623,402</b>
<b>Other Comprehensive Income/(Expenditure)</b>			
<b>Items that will not be reclassified subsequently to profit or loss:</b>			
Revaluation of Property*		15,897,667	(142,767,690)
Reversal of revaluation on assets disposed and transferred to held for sale		(1,337,167)	(3,664,999)
Gain/(Loss) on recognition/derecognition of Parish Property		3,173,650	1,388,200
Trust Funds drawn down during the year		(1,668,804)	(565,810)
		<b>16,065,346</b>	<b>(145,610,299)</b>
<b>Items that may be reclassified subsequently to profit or loss:</b>			
Net fair value gain/(loss) on Financial Assets during the year		5,357,736	(4,620,765)
Reclassification adjustments relating to Financial Assets disposed of in the year		(243,189)	(94,397)
		<b>5,114,547</b>	<b>(4,715,162)</b>
<b>Total Other Comprehensive Income/(Expenditure)</b>		<b>21,179,893</b>	<b>(150,325,461)</b>
<b>Total Comprehensive Surplus for the Year</b>		<b>12,975,467</b>	<b>(138,702,059)</b>

\* See Note 1(r) for details for restatement for change of accounting policy

This statement is to be read in conjunction with the notes to the financial statements set out on page 315 to 339.

**Statement of Financial Position**  
**As at 31 December 2019**

	Notes	2019	Restated*
		\$	2018
		\$	\$
<b>Current Assets</b>			
Cash and Cash Equivalents	5	87,505,139	42,288,652
Receivables	6	31,761,828	35,390,833
Assets Held for Sale	8	4,746,548	4,368,026
<b>Total Current Assets</b>		<b>124,013,515</b>	<b>82,047,511</b>
<b>Non-Current Assets</b>			
Receivables	6	102,959,199	116,903,777
Investments	7	101,229,398	84,770,510
Property, Plant and Equipment	9(a)	575,400,872	565,619,204
Right-of-Use Assets	9(b)	1,793,791	-
<b>Total Non-Current Assets</b>		<b>781,383,260</b>	<b>767,293,491</b>
<b>Total Assets</b>		<b>905,396,776</b>	<b>849,341,002</b>
<b>Current Liabilities</b>			
Trade and Other Payables	10	4,759,799	5,467,234
Interest Bearing Liabilities	11	239,400,590	198,323,982
Employee Entitlements	12	1,127,364	1,033,481
Provisions	13	14,795,165	13,251,517
<b>Total Current Liabilities</b>		<b>260,082,918</b>	<b>218,076,214</b>
<b>Non-Current Liabilities</b>			
Interest Bearing Liabilities	11	31,488,600	30,397,941
Employee Entitlements	12	193,453	169,409
Provisions	13	-	41,099
<b>Total Non-Current Liabilities</b>		<b>31,682,053</b>	<b>30,608,449</b>
<b>Total Liabilities</b>		<b>291,764,970</b>	<b>248,684,663</b>
<b>Net Assets</b>		<b>613,631,805</b>	<b>600,656,339</b>
<b>Accumulated Funds</b>			
Retained Earnings		(6,351,942)	4,431,969
Asset Revaluation Reserve		366,707,162	349,069,745
Insurance Reserves	14(a)	2,461,837	2,532,859
Other Reserves	14(b)	250,814,748	244,621,766
		<b>613,631,805</b>	<b>600,656,339</b>

\* See Note 1(r) for details for restatement for change of accounting policy

This statement is to be read in conjunction with the notes to the financial statements set out on page 315 to 339.



**Statement of Changes in Equity  
For the Year Ended 31 December 2019**

	Retained Earnings - Diocese	Retained Earnings - ANFIN	Retained Earnings - Total	Parish Property Reserve	Other Reserves and Special Accounts	Reserves and Special Accounts (Note 14 (b))	Insurance Reserves (Note 14(a))	Asset Revaluation Reserve - Equities	Asset Revaluation Reserve - Property	Asset Revaluation Reserve - Total	TOTAL RESERVES
<b>Opening Balance (1/1/18)</b>	<b>(1,194,388)</b>	<b>12,741,261</b>	<b>11,546,873</b>	<b>234,856,030</b>	<b>45,192,962</b>	<b>280,048,992</b>	<b>(16,633,081)</b>	<b>2,050,309</b>	<b>462,345,305</b>	<b>464,395,614</b>	<b>739,358,398</b>
Profit/(loss) for the year	4,012,758	650,922	<b>4,663,680</b>	-	(427,634)	<b>(427,634)</b>	<b>7,387,356</b>	-	-	-	<b>11,623,402</b>
Transfer from Asset Revaluation Reserve	-	-	-	-	1,062,192	<b>1,062,192</b>	-	-	(1,062,192)	<b>(1,062,192)</b>	-
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	(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)	-	<b>(11,778,584)</b>	-	-	-	<b>11,778,584</b>	-	-	-	-
<b>Other Comprehensive Income:</b>											
Reversal of revaluation on assets disposed and transferred to held for sale	-	-	-	-	-	-	-	-	(3,664,999)	<b>(3,664,999)</b>	<b>(3,664,999)</b>
Gain on recognition/derecognition of Parish Property	-	-	-	2,000,212	(612,012)	<b>1,388,200</b>	-	-	-	-	<b>1,388,200</b>
Reverse initial recognition on sale	-	-	-	-	-	-	-	-	-	-	-
Trust Funds drawn down during the year	-	-	-	-	(565,810)	<b>(565,810)</b>	-	-	-	-	<b>(565,810)</b>
Net fair value loss on financial assets during the year	-	-	-	-	-	-	-	(4,620,765)	-	<b>(4,620,765)</b>	<b>(4,620,765)</b>
Reclassification adjustments relating to financial assets disposed of in the year	-	-	-	-	-	-	-	(94,397)	-	<b>(94,397)</b>	<b>(94,397)</b>
	-	-	-	-	-	-	-	-	-	-	-
<b>Closing Balance (31/12/18) as reported</b>	<b>2,039,786</b>	<b>2,392,183</b>	<b>4,431,969</b>	<b>235,430,549</b>	<b>46,075,391</b>	<b>281,505,940</b>	<b>2,532,859</b>	<b>(2,664,853)</b>	<b>457,618,114</b>	<b>454,953,261</b>	<b>743,424,029</b>
Restatement of land and buildings to fair value (Note 1(r))	-	-	-	(36,884,174)	-	<b>(36,884,174)</b>	-	-	(105,883,516)	<b>(105,883,516)</b>	<b>(142,767,690)</b>
<b>Closing Balance (31/12/18) Restated</b>	<b>2,039,786</b>	<b>2,392,183</b>	<b>4,431,969</b>	<b>198,546,375</b>	<b>46,075,391</b>	<b>244,621,766</b>	<b>2,532,859</b>	<b>(2,664,853)</b>	<b>351,734,598</b>	<b>349,069,745</b>	<b>600,656,339</b>
<b>Opening Balance (1/1/19) Restated</b>	<b>2,039,786</b>	<b>2,392,183</b>	<b>4,431,969</b>	<b>198,546,375</b>	<b>46,075,391</b>	<b>244,621,766</b>	<b>2,532,859</b>	<b>(2,664,853)</b>	<b>351,734,598</b>	<b>349,069,745</b>	<b>600,656,339</b>
Profit/(loss) for the year	(10,471,751)	(312,160)	<b>(10,783,911)</b>	-	2,650,506	<b>2,650,506</b>	<b>(71,022)</b>	-	-	-	<b>(8,204,427)</b>
Transfer from Asset Revaluation Reserve	-	-	-	-	3,106,641	<b>3,106,641</b>	-	-	(3,106,641)	<b>(3,106,641)</b>	-
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	(3,026,019)	3,026,019	-	-	-	-	-	-
<b>Other Comprehensive Income</b>											
Revaluation of Land and Building	-	-	-	(1,069,011)	-	<b>(1,069,011)</b>	-	-	16,966,678	<b>16,966,678</b>	<b>15,897,667</b>
Reversal of revaluation on assets disposed and transferred to held for sale	-	-	-	-	-	-	-	-	(1,337,167)	<b>(1,337,167)</b>	<b>(1,337,167)</b>
Gain on recognition/derecognition of Parish Property	-	-	-	3,173,650	-	<b>3,173,650</b>	-	-	-	-	<b>3,173,650</b>
Trust Funds drawn down during the year	-	-	-	-	(1,668,804)	<b>(1,668,804)</b>	-	-	-	-	<b>(1,668,804)</b>
Net fair value gain on financial assets during the year	-	-	-	-	-	-	-	5,357,736	-	<b>5,357,736</b>	<b>5,357,736</b>
Reclassification adjustments relating to financial assets disposed of in the year	-	-	-	-	-	-	-	(243,189)	-	<b>(243,189)</b>	<b>(243,189)</b>
	-	-	-	-	-	-	-	-	-	-	-
<b>Closing Balance (31/12/19)</b>	<b>(8,431,965)</b>	<b>2,080,023</b>	<b>(6,351,942)</b>	<b>197,624,996</b>	<b>53,189,753</b>	<b>250,814,748</b>	<b>2,461,837</b>	<b>2,449,694</b>	<b>364,257,468</b>	<b>366,707,162</b>	<b>613,631,805</b>

\* See Note 1(r) for details for restatement for change of accounting policy  
This statement is to be read in conjunction with the notes to the financial statements set out on page 315 to 339.

## Statement of Cash Flows

### For the Year Ended 31 December 2019

	2019	Restated*
	\$	2018
	\$	\$
<b>Cash Flows from Operating Activities</b>		
Cash Receipts from Operations	123,721,273	123,923,813
Interest Received	7,380,371	8,704,647
Dividends and Franking Credits Received	4,190,925	3,990,492
Cash Paid to Suppliers and Employees	(134,648,119)	(135,325,707)
Interest Paid	(4,598,912)	(4,822,528)
Interest bearing liabilities deposited with the Corporation	57,211,931	18,662,618
Interest bearing liabilities repaid by the Corporation	(16,628,695)	(28,982,353)
Loans and advances granted by the Corporation	(20,702,041)	(14,344,728)
Loans and advances repayments received by the Corporation	31,814,206	19,145,067
<b>Net Cash Flows provided by/(used in) Operating Activities</b>	<b>47,740,939</b>	<b>(9,048,679)</b>
	15	
<b>Cash Flows from Investing Activities</b>		
Proceeds from Sale of Property, Plant and Equipment	12,749,591	2,013,090
Proceeds from Disposals of Investments	2,343,185	1,395,673
Purchase of Investments	(12,302,464)	(16,685,405)
Purchase of Property, Plant and Equipment	(5,314,764)	(4,363,588)
<b>Net Cash Flows used in Investing Activities</b>	<b>(2,524,452)</b>	<b>(17,640,230)</b>
<b>Net Increase/(Decrease) in Cash and Cash Equivalents</b>	<b>45,216,487</b>	<b>(26,688,909)</b>
<b>Cash and Cash Equivalents at beginning of period</b>	<b>42,288,652</b>	<b>68,977,561</b>
<b>Cash and Cash Equivalents at end of period</b>	<b>87,505,139</b>	<b>42,288,652</b>

\* See Note 1(r) for details for restatement for change of accounting policy

This statement is to be read in conjunction with the notes to the financial statements set out on page 315 to 339.

Note

## **1 Statement of Significant Accounting Policies**

The Corporation of Synod of the Diocese of Brisbane ("The Corporation"), a not-for-profit entity, has prepared special purpose financial statements, as in the opinion of the Diocesan Council, the Corporation is not a reporting entity and it is unlikely there are users of these Financial Statements who are not in a position to require the preparation of reports tailored to their information needs. Accordingly, these Financial Statements have been prepared to satisfy the Diocesan Council's reporting requirements under Australian Charities and Not-for-profits Commission Act 2012.

The Financial Statements are presented as an aggregation of main business streams of the Corporation (refer Note 1 (b) below).

### **(a) Basis of Preparation**

The Financial Statements do not comply with all the recognition and measurement requirements in Australian Accounting Standards. The significant accounting policies that are not consistent with the requirements of Australian Accounting Standards are.

AASB 3 Business Combinations  
AASB 9 Financial Instruments  
AASB 10 Consolidated Financial Statements  
AASB 116 Property Plant and Equipment  
AASB 127 Separate Financial Statements

The Financial Statements do not include all business streams of the Corporation. This is further explained in Note 1 (b) Principles of Aggregation.

Unrealised gains and losses arising from movements in the fair value of investments are recognised through Other Comprehensive Income. Realised gains and losses on disposal of investments are recognised through operating surplus/deficit.

Hedge instruments are disclosed in Note 17 Financial Risk Management, however, are not included on the face of the Financial Statements.

Buildings are not depreciated based on the length of useful lives, the nature of the assets and are carried at fair value.

Provision of abuse claims have not been adjusted for the time value of money for as timing of settlement cannot be determined reliably.

In addition to the above, the Corporation does not comply with the following accounting standards for disclosures only:

AASB 8 Segment Reporting  
AASB 12 Disclosure of Interests in Other Entities  
AASB 13 Fair Value Measurement  
AASB124 Related Party Disclosures

These Financial Statements has been prepared in accordance with the basis of accounting specified by all Australian Accounting Standards and Australian Accounting Interpretations except for those noted above.

The Financial Statements are prepared on the historical cost basis offset by any impairments, 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).

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, the Corporation takes into account the characteristics of the asset or liability if market

Note

participants would take those characteristics into account when pricing the asset or liability at measurement date.

In addition, 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 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.

The preparation of the Financial Statements 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 aggregation of the ANFIN assets and liabilities, the Financial Statements show 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 \$85.3m (2018: \$41.8m).

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 internal depositors in ANFIN, as well as allowing for more systematic planning for longer-term investment and for meeting 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 and the expected inflow of cash from operations, 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.

**(b) Principles of Aggregation**

The Corporation, as an ultimate responsible entity, has produced the Financial Statements which incorporate the assets and liabilities and the results of the following business streams:

- 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.

Business transactions and balances between the main business streams above are eliminated in the Financial Statements.

Note

These Financial Statements do not include all of the Corporation's business streams (the "excluded business streams"), being:

- Anglicare Southern Queensland
- Diocesan owned schools and childcare centres
- Diocesan parishes, except for real property assets of the parishes.

Individual financial statements are prepared separately for each of the excluded business streams.

Financial statements for Anglicare Southern Queensland for the latest year ended 30 June 2019 are provided as an appendix to these Financial Statements.

Financial statements for each Parish, School and Child Care Centre are available from each Parish and/or School.

Diocesan Council believes the presentation in these Financial Statements excluding the above business streams provides clarity on the activities not reported elsewhere.

**(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:

- 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;
- for receivables and payables which are recognised inclusive of GST; or
- 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 the aggregation for these Financial Statements.

The Corporation receives income from related parties as follows:

***Levies and Contributions***

Levies and contributions are received from Parishes, Schools and Anglicare SQ.

***Insurance Premium Recovery***

The Corporation recovers insurance premiums and self-insurance levies from Parishes, Schools, Anglicare SQ and other related entities.

Note

***Interest Revenue & Expense***

Interest revenue is received from Parishes, Schools 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***

The Corporation receives funding from the Federal Government for the Anglican School Queensland System. The Corporation reports the funding income and distribution to schools on a gross basis.

***Fees for Service***

Where applicable, Parishes and the Anglicare SQ are charged fees for administrative services provided by the Corporation.

**(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) Leases**

The Corporation assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

***Corporation as a lessee***

The Corporation applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Corporation recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

***Right-of-use assets***

The Corporation recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

If ownership of the leased asset transfers to the Corporation at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Note

*Lease liabilities*

At the commencement date of the lease, the Corporation recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option or lease renewal reasonably certain to be exercised by the Corporation and payments of penalties for terminating the lease, if the lease term reflects the Corporation exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs

In calculating the present value of lease payments, the Corporation uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset

The Corporation's lease liabilities are included in Interest-bearing loans and borrowings.

*Short-term leases and leases of low-value assets*

The Corporation applies the short-term lease recognition exemption to its short-term leases of plant and equipment (i.e. those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of plant and equipment that are considered to be low value. Lease payments on short-term leases and leases of low-value assets are recognised as expense on a straight-line basis over the lease term.

**Corporation as a lessor**

Leases in which the Corporation does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising is accounted for on a straight-line basis over the lease terms and is included in revenue in the statement of profit or loss due to its operating nature. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.

**(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 any expected credit losses ("ECL"s). The carrying amount of the receivable is deemed to reflect fair value.

An allowance for ECLs is made when there is objective evidence that the collection risk has changed since initial recognition and that the Corporation may not be able to collect the debts and they are considered to be impaired. Bad debts are written off when identified.

**(k) Financial Instruments**

Financial assets and financial liabilities are recognised in the Corporation's statement of financial position when the Corporation becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value on a trade date basis. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than financial assets and financial liabilities at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in profit or loss.

Note

### **Financial Assets**

All recognised financial assets are measured subsequently in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

#### *Debt Instruments*

Debt instruments that meet the following conditions are measured at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest income over the relevant period. Interest income is recognised in the profit or loss (see note 2(a)).

#### *Equity Instruments*

Investments in equity instruments are valued at Fair Value through Other Comprehensive Income (FVTOCI). Investments are initially measured at fair value plus transaction costs. Subsequently, they are measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive income and accumulated in the investment's revaluation reserve. A realised gain or loss on disposal of investments is recognised through the operating surplus/deficit. Dividends on these investments in equity instruments are recognised in the operating surplus/deficit in accordance with AASB 9, unless the dividends clearly represent a recovery of part of the cost of the investment.

### **Financial liabilities**

#### *Debt Instruments*

Debt instruments that meet the following conditions are measured at amortised cost:

- the financial liability is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial liability give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense over the relevant period. Interest expense is recognised in the profit or loss (see note 2(b)).

## **(I) Property, Plant and Equipment**

Land and buildings 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 the Corporation was 31 December 2019.

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 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.



Note

**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 fair value or land value as determine 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**

The Corporation recognises an allowance for ECLs for all debt instruments not held at fair value through the Statement of Comprehensive Income. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cashflows that the Corporation expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

Substantial loan receivables are held with excluded business streams of the Corporation (refer Note 6). The singular legal relationship between the Corporation and the business entities allows for a high degree of information and controls.

**(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.

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.

Note

**(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 it is probable 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 Statements 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 – Fair value*

If the Corporation believes there has been a material movement in the value of assets at the reporting date then either an independent valuation or a Corporation's valuation is obtained.

*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 — Abuse claims costs*

The provision includes assumptions about likely outcomes and estimates of average claim amounts for uninsured claims and additional redress on previously settled claims.

**(r) Change in accounting policy**

The Corporation re-assessed its accounting for property, plant and equipment with respect to measurement of the valuation of land and buildings.

In prior years, land and buildings were initially recognised at cost, except where the historical cost was not available. In these instances, the initial recognition of land was at a valuation estimate based on the Valuer General's rateable value for similar properties in the area. Where there was no historical cost for buildings, they were initially recognised at the insured value (which is replacement cost) for the building.

In subsequent years from the initial recognition of land and buildings,

- land was revalued based on an updated Valuer General's rateable value where the Valuer General determines the rateable value for that parcel of land.
- buildings were carried at the insured value at year end. These values were the insured values of the buildings based on local trends, inclusive of an independent external valuer's estimation of increases in building costs, if any.

From the start of the current year, the Corporation has decided to change its accounting policy in relation to valuing land and buildings to fair value. This change provides reliable and more relevant information about the Corporation's financial position.

The Corporation has applied the change in accounting policy for land and buildings retrospectively. Independent valuations were obtained from Marsh Valuation Services for 31 December 2018 and 31 December 2019.

## Note

The following table restates each of the affected financial statement line items as at 31 December 2018. Line items that were not affected by the change have not been included.

Statement of Financial Performance	As Reported 31 December 2018	Increase/ (Decrease)	Restated 31 December 2018
Surplus/(Deficit)	11,623,402	-	11,623,402
Other Comprehensive Income/(Expenditure)	(7,557,771)	(142,767,690)	(150,325,461)
<b>Total Comprehensive Surplus/(Deficit)</b>	<b>4,065,631</b>	<b>(142,767,690)</b>	<b>(138,702,059)</b>

Statement of Financial Position	As Reported 31 December 2018	Increase/ (Decrease)	Restated 31 December 2018
<b>(extract)</b>			
Property Plant & Equipment			
- Land	255,924,013	69,582,604	325,506,617
- Buildings	448,469,303	(212,350,294)	236,119,009
Total Land & Buildings	704,393,316	(142,767,690)	561,625,626
<b>Net Assets</b>	<b>743,424,029</b>	<b>(142,767,690)</b>	<b>600,656,339</b>
Other Reserves			
- Parish Property Recognition Reserve	235,430,549	(36,884,174)	198,546,375
Asset Revaluation Reserve	454,953,261	(105,883,516)	349,069,745
<b>Total Accumulated Funds</b>	<b>743,424,029</b>	<b>(142,767,690)</b>	<b>600,656,339</b>

**(s) Application of New and Revised Accounting Standards**

The Corporation has applied a number of amendments to Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) for the first time.

The following accounting standards previously issued by the AASB and effective prior to the current reporting period were adopted by the Corporation for the first time.

- AASB 13 Fair Value Measurement (except for disclosures)

Other than the adoption of Fair Value Measurement for land and buildings as noted in Note 1(r), the adoption has not had any material impact on the disclosures or on the amounts reported in these Financial Statements.

## Note

New and revised Standards and amendments and interpretations effective for the current reporting period that are relevant to the Corporation and applied for the first time:

<b>Standard / Interpretation and the Relevant Amending Standards</b>	<b>Effective for Annual Reporting Periods Beginning On or After</b>	<b>Initially applied in the Financial Year Ended</b>
AASB 15 Revenue from Contracts with Customers	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 2016-8 Amendments to Australian Accounting Standards – Australian Implementation Guidance for Not-for-Profit Entities	1 January 2019	31 December 2019

Their adoption has not had any material impact on the disclosures or on the amounts reported in these Financial Statements.

New standards relevant to the Corporation which have been early adopted:

<b>Standard / Interpretation and the Relevant Amending Standards</b>	<b>Effective for Annual Reporting Periods Beginning On or After</b>	<b>Early adopted in the Financial Year Ended</b>
AASB 2019-4 Amendments to Australian Accounting Standards – Disclosure in Special Purpose Financial Statements of Not-for-Profit Private Sector Entities on Compliance with Recognition and Measurement Requirements	1 July 2019	31 December 2019

**(t) 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.

<b>Standard / Interpretation and the Relevant Amending Standards</b>	<b>Effective for Annual Reporting Periods Beginning On or After</b>	<b>Expected to be initially applied in the Financial Year Ended</b>
AASB 2018-7 Amendments to Australian Accounting Standards – Definition of Material	1 January 2020	31 December 2020
AASB 2019-5 Amendments to Australian Accounting Standards – Disclosure of the Effect of New IFRS Standards Not Yet Issued in Australia	1 January 2020	31 December 2020

The potential effect of the revised Standards / Interpretations on the Corporation's Financial Statements has not yet been determined.

Note

**(u) 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.

**Notes****2 Investment Income and Expenses****(a) Interest Income****2019**

Deposits with other financial institutions

Loans and advances

**2018**

Deposits with other financial institutions

Loans and advances

**(b) Interest Expense****2019**

Client Investments

Finance Cost - Leases

**2018**

Client Investments

Finance Cost - Leases

	<b>Average Balance</b>	<b>Interest</b>
	<b>\$</b>	<b>\$</b>
	<u>95,768,362</u>	<u>2,499,904</u>
	<u>130,112,432</u>	<u>4,957,405</u>
	<u>225,880,794</u>	<u>7,457,309</u>
	<u>92,179,931</u>	<u>2,715,563</u>
	<u>140,544,252</u>	<u>5,762,100</u>
	<u>232,724,183</u>	<u>8,477,663</u>
	<u>242,021,108</u>	<u>4,055,495</u>
	n/a	<u>85,672</u>
		<u>4,141,167</u>
	<u>238,071,933</u>	<u>4,856,396</u>
	n/a	<u>-</u>
		<u>4,856,396</u>

Note

	<b>Notes</b>	<b>2019</b>	<b>2018</b>
		\$	\$
<b>3 Business Operations and Other Income</b>			
<b>(a) Business Operations Income</b>			
Insurance Premiums Received		4,425,012	4,301,702
Sundry Income		1,578,794	2,539,316
Rental income		1,040,064	1,066,044
Education and Conference Income		430,306	731,796
Service Fees		661,782	569,752
Grants Received		-	32,333
		<u>8,135,958</u>	<u>9,240,943</u>
<b>(b) Donations, Fundraising, Levies &amp; Contributions</b>			
Donations & Fundraising Income		334,205	331,391
Parish Contributions		1,358,712	1,395,156
Levies - Schools		1,615,587	1,578,396
Anglican Belonging Fee Income		2,292,201	2,336,055
		<u>5,600,705</u>	<u>5,640,998</u>
<b>(c) Other Income</b>			
Reimbursement of Uninsured Abuse Claims Costs		4,346,275	6,748,957
Reimbursement of Claims provided for Bequests	6(c)	-	10,339,263
Realised Gain/(Loss) on Sale of Property		1,094,153	52,577
Realised Gain/(Loss) on Sale of Investments		1,231,737	(474,796)
Reversal of Impairment Loss on Loans	6(b)	467,689	395,370
Other Non-Operating Income		-	5,000,000
		<u>7,139,854</u>	<u>22,064,624</u>
<b>4 Expenses</b>			
<b>(a) Employee Expenses</b>			
Salaires and Wages		11,187,850	10,648,526
Superannuation		1,017,383	995,323
Termination Benefits		113,293	203,851
		<u>12,318,526</u>	<u>11,847,701</u>

Note

	<b>Notes</b>	<b>2019</b>	<b>2018</b>
		\$	\$
<b>4 (b) Business Operating Expenses</b>			
Advertising & Marketing		33,860	150,505
Audit fees	4(c)	100,000	110,000
Loan Impairment (ANFIN)		423,939	80
Bank Charges		76,185	77,106
Computing, Software & Licenses		467,499	390,565
Grant Payments		676,804	679,122
Hospitality and Synod Expenses		166,250	142,813
Income Distribution*		1,204,299	582,397
Insurance Expense		3,816,214	3,702,084
Claims Expense		10,333,560	9,578,599
Movement in Reimbursement of Claims provided for	6(c)	3,112,352	-
Internal Audit & Accounting Expenses		79,420	-
Management Fees		191,591	163,299
Minor Equipment Purchase & Hire		76,376	100,832
Motor Vehicle Expenses		199,935	287,505
Occupancy Expenses		562,180	1,097,534
Photocopying, Printing, Postage & Stationery		162,576	232,942
Professional Development		234,442	188,449
Professional Services & Consultants		2,826,750	2,146,680
Removals & Relocation Expenses		38,528	60,544
Repairs & Maintenance		381,769	423,649
Sundry Expenses		21,904	23,389
Telephone , Fax & Internet		93,374	109,494
Training, Conference & Education Expenses		470,875	759,885
Travelling Expenses		173,886	205,887
		<u>25,924,568</u>	<u>21,213,361</u>

\* Income Distribution relates to funds drawn from Parish property and other trust reserves.

#### **(c) Auditor's Remuneration**

Audit of financial statements	<u>100,000</u>	<u>110,000</u>
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The auditor of the Corporation is Ernst & Young (2018: Deloitte Touche Tohmatsu).

#### **(d) Other Expenses**

Withdrawals of Funds Held in Trust	251,691	156,804
Impairment of Property Plant & Equipment	-	1,257,750
	<u>251,691</u>	<u>1,414,554</u>

#### **(e) Depreciation**

Depreciation of Property Plant & Equipment	9(a)	36,750	235,049
Depreciation of Right-of-use Assets		520,183	-
		<u>556,933</u>	<u>235,049</u>

The Corporation has applied AASB 16 Leases for the current reporting period (see Note 1(s)) using the modified retrospective approach option. Under this option, the cumulative effect of initially applying AASB 16 is recognised on the initial application date. Comparative figures for the previous financial year are not restated to reflect the adoption of AASB 16 but instead continue to reflect the lessee's accounting policy under the previous lease accounting standard AASB 117.

Note

	<b>Notes</b>	<b>2019</b>	<b>2018</b>
		\$	\$
<b>5 Cash and Cash Equivalents</b>			
Cash at banks and other financial intermediaries		85,291,198	41,843,651
Restricted cash		2,213,941	445,001
		<u>87,505,139</u>	<u>42,288,652</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.

**6 Receivables***Current*

Loans Receivable	6(a)	20,491,183	17,658,772
Claims Reimbursement Receivable	6(c)	7,226,911	10,339,263
Other Receivables		4,043,734	7,392,798
		<u>31,761,828</u>	<u>35,390,833</u>

*Non-Current*

Loans Receivable	6(a)	108,383,138	121,903,777
Allowance for Impaired Loans		(5,423,939)	(5,000,000)
		<u>102,959,199</u>	<u>116,903,777</u>
Total Receivables		<u>134,721,027</u>	<u>152,294,610</u>

**(a) Loans Receivable**

	<b>Current</b>	<b>Non-Current</b>	<b>Total</b>
<b>Loans Receivable 2019</b>			
Parishes and Other Anglican Entities	782,440	7,202,437	7,984,877
Schools	19,588,117	101,180,701	120,768,818
Overdrafts	120,626	-	120,626
<b>Total Loans Receivable 2019</b>	<u>20,491,183</u>	<u>108,383,138</u>	<u>128,874,321</u>
<b>Loans Receivable 2018</b>			
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
<b>Total Loans Receivable 2018</b>	<u>17,658,772</u>	<u>121,903,777</u>	<u>139,562,549</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	8,057,266	5,182,816
3 months up to 1 year	12,433,917	12,475,956
1 year to 5 years	61,509,870	52,121,774
Later than 5 years	46,873,268	69,782,003
	<u>128,874,321</u>	<u>139,562,549</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 \$122,995,707 (2018: \$128,397,707) are advanced to Diocesan agencies and parties related to the Corporation. Of these loans, \$4,581,910 (2018: \$4,012,100) has been advanced to parishes for 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 yet funded were \$29,497,359 (2018: \$44,917,031)



Note

**6 (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 was 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 of \$5m as at 2018.

In 2019, a loan of \$423,939 to an Other Anglican Entity was impaired.

**(c) Claims Reimbursement Receivable**

Agreement has been reached with the business entities to reimburse the Corporation for abuse claim costs settled from 1 January 2019. During 2019, this agreement was reviewed and revised. The Corporation considers the reimbursement of the provision as 'virtually certain' due to the agreement between the Corporation and the business entities, 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 \$7,226,911 (2018: \$10,339,263).

<b>7 Investments</b>	<b>Notes</b>	<b>2019</b>	<b>2018</b>
		<b>\$</b>	<b>\$</b>
<i>Financial Assets at Fair Value through Other Comprehensive Income</i>			
Investments in Managed Funds (a)		89,602,008	74,816,384
Externally managed share portfolio		11,627,390	9,954,126
	19	<u>101,229,398</u>	<u>84,770,510</u>

During the year, the market value of the portfolio increased by \$5,114,547 (2018: decreased by \$4,715,162) 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, \$21,086,727 (2018: \$20,512,788) is held as security for a \$10m line of credit (refer Note 11).

**8 Assets Held for Sale***Land Held for Sale*

Opening Balance		1,966,031	1,016,782
Transferred from Property, Plant and Equipment (Note 9)		3,858,086	1,763,914
Disposals		(4,597,825)	(814,665)
		<u>1,226,292</u>	<u>1,966,031</u>

*Buildings and Improvements Held for Sale*

Opening Balance		2,401,995	2,554,445
Transferred from Property, Plant and Equipment (Note 9)		4,024,562	2,042,923
Adjustment to valuation		-	(522,151)
Disposals		(2,906,301)	(1,673,222)
		<u>3,520,256</u>	<u>2,401,995</u>

Total Assets Held for Sale		<u>4,746,548</u>	<u>4,368,026</u>
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9(a) Property, Plant and Equipment	Land	Buildings	Furniture and Fittings	Office Equipment	Computer Software and Equipment	Work in Progress	TOTAL
<b>COST OR VALUATION</b>	at valuation	at valuation	at cost	at cost	at cost	at cost	
<b>Balance at 1 January 2018</b>	<b>256,984,564</b>	<b>451,087,025</b>	<b>2,332,576</b>	<b>97,010</b>	<b>1,363,430</b>	<b>667,361</b>	<b>712,531,966</b>
Additions	1,015,781	1,116,000	-	1,028	-	4,741,018	<b>6,873,827</b>
Completed projects capitalised/expensed	-	1,282,331	23,391	-	201,002	(1,506,724)	-
Impairment write-down	-	(142,700)	(1,829,609)	-	(187,252)	-	<b>(2,159,561)</b>
Transferred to Assets Held for Sale (Note 8)	(1,763,914)	(2,042,923)	-	-	-	-	<b>(3,806,837)</b>
Revaluation Adjustments - Assets disposed and transferred to Held for Sale	(312,418)	(2,830,430)	-	-	-	-	<b>(3,142,848)</b>
Revaluation of Land & Buildings	-	-	-	-	-	-	-
<b>Balance at 31 December 2018 (as reported)</b>	<b>255,924,013</b>	<b>448,469,303</b>	<b>526,358</b>	<b>98,038</b>	<b>1,377,180</b>	<b>3,901,655</b>	<b>710,296,547</b>
Restatement of land and buildings to fair value (Note 1(r))	69,582,604	(212,350,294)	-	-	-	-	<b>(142,767,690)</b>
<b>Restated Balance at 31 December 2018</b>	<b>325,506,617</b>	<b>236,119,009</b>	<b>526,358</b>	<b>98,038</b>	<b>1,377,180</b>	<b>3,901,655</b>	<b>567,528,857</b>
Additions	1,085,409	2,917,035	-	-	-	3,013,034	<b>7,015,478</b>
Completed projects capitalised/expensed	-	4,921,182	-	-	172,258	(5,093,440)	-
Impairment write-down	-	-	-	-	-	-	-
Transferred to Assets Held for Sale (Note 8)	(3,858,086)	(4,024,562)	-	-	-	-	<b>(7,882,648)</b>
Disposals/Adjustments	-	(4,029,611)	-	-	-	-	<b>(4,029,611)</b>
Revaluation Adjustments - Assets disposed and transferred to Held for Sale	(473,642)	(708,825)	-	-	-	-	<b>(1,182,467)</b>
Revaluation of Land & Buildings	13,374,051	2,523,616	-	-	-	-	<b>15,897,667</b>
<b>Balance at 31 December 2019</b>	<b>335,634,349</b>	<b>237,717,844</b>	<b>526,358</b>	<b>98,038</b>	<b>1,549,438</b>	<b>1,821,249</b>	<b>577,347,276</b>
<b>ACCUMULATED DEPRECIATION</b>							
Balance at 1 January 2018	-	-	(1,184,327)	(83,386)	(1,308,702)	-	(2,576,415)
Impairment write down	-	-	884,311	-	17,500	-	901,811
Depreciation Expense	-	-	(168,796)	(4,836)	(61,417)	-	(235,049)
<b>Balance at 31 December 2018</b>	<b>-</b>	<b>-</b>	<b>(468,812)</b>	<b>(88,222)</b>	<b>(1,352,619)</b>	<b>-</b>	<b>(1,909,653)</b>
Impairment write down	-	-	-	-	-	-	-
Depreciation Expense	-	-	(16,372)	(4,603)	(15,776)	-	(36,751)
<b>Balance at 31 December 2019</b>	<b>-</b>	<b>-</b>	<b>(485,184)</b>	<b>(92,825)</b>	<b>(1,368,395)</b>	<b>-</b>	<b>(1,946,404)</b>
<b>WRITTEN DOWN VALUE</b>							
<b>Carrying Value at 31 December 2018 (restated)</b>	<b>325,506,617</b>	<b>236,119,009</b>	<b>57,546</b>	<b>9,816</b>	<b>24,561</b>	<b>3,901,655</b>	<b>565,619,204</b>
<b>Carrying Value at 31 December 2019</b>	<b>335,634,349</b>	<b>237,717,844</b>	<b>41,174</b>	<b>5,213</b>	<b>181,043</b>	<b>1,821,249</b>	<b>575,400,872</b>

Note

**9(a) Property Plant & Equipment**

The Corporation's policy is to make revaluations with sufficient regularity to ensure 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. Valuations for land and buildings held at fair value were valued by Marsh Valuation Services at 31 December 2019.

The valuations for 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.

<b>9(b) Right of Use Assets</b>	<b>Notes</b>	<b>2019</b>	<b>2018</b>
		\$	\$
<i>Carrying amounts of right-of-use assets</i>			
Premises		1,645,677	-
Motor Vehicles		148,113	-
		<u>1,793,790</u>	<u>-</u>

The Corporation has applied AASB 16 Leases for the current reporting period (see Note 1(s)) using the modified retrospective approach option. Under this option, the cumulative effect of initially applying AASB 16 is recognised on the initial application date. Comparative figures for the previous financial year are not restated to reflect the adoption of AASB 16 but instead continue to reflect the lessee's accounting policy under the previous lease accounting standard AASB 117.

The Corporation has lease contracts for premises and motor vehicles used in its operations. Leases for premises is generally for 10 to 12 year terms, with the current premises having less than 4 years remaining in lease term.

Leases for motor vehicles generally have lease terms between 3 and 5 years. The Corporation obligations under the motor vehicle leases are secured by the lessor's title to the leased assets.

The Corporation also has certain leases of office equipment with lease terms of 12 months or less, or with low value. The Corporation applies the 'short-term lease' and 'lease of low-valued assets' recognition exemptions for these leases.

<b>10 Trade and Other Payables</b>	<b>Notes</b>	<b>2019</b>	<b>2018</b>
		\$	\$
Trade Creditors		124,661	776,712
Interagency Payable		65,418	131,839
Fees in Advance		2,582,177	471,817
Accrued and Other Expenses		1,305,101	710,704
Interest Payable (ANFIN)		206,731	332,174
Superannuation Payable		226,795	215,344
PAYG Tax Payable		90,875	83,370
Sundry Current Liabilities		90,712	515,704
GST Payable		67,329	2,229,570
		<u>4,759,799</u>	<u>5,467,234</u>

Note

<b>11 Interest Bearing Liabilities</b>	<b>Notes</b>	<b>2019</b>	<b>2018</b>
		<b>\$</b>	<b>\$</b>
<i>Current (Unsecured - at Amortised Cost)</i>			
Interest Bearing Liabilities (a)		1,210,863	1,115,255
Lease Liabilities		397,764	-
Funds at Call		140,575,266	97,204,768
Term Investments		97,216,697	100,003,959
		<u>239,400,590</u>	<u>198,323,982</u>
<i>Non-Current (Unsecured - at Amortised Cost)</i>			
Lease Liabilities		1,427,460	-
Funds held on behalf of Anglicare		30,061,140	30,397,941
		<u>31,488,600</u>	<u>30,397,941</u>
Total Interest Bearing Liabilities		<u>270,889,190</u>	<u>228,721,923</u>

(a) Current interest bearing liabilities held by the Corporation totalling \$1,210,863 (2018: \$1,115,255) represent \$1,077,581 (2018: \$969,804) and \$133,282 (2018: \$145,451) for the Anglican Schools Commission Portable Long Service Leave Fund and unspent employee salary sacrificed funds respectively.

	<b>\$</b>	<b>\$</b>
<i>Maturity Analysis</i>		
At call	141,786,129	98,320,023
Up to 3 months	46,978,719	47,075,305
3 months up to 1 year	50,721,669	52,928,654
1 year to 5 years	1,367,132	-
Later than 5 years	30,061,140	30,397,941
	<u>270,914,789</u>	<u>228,721,923</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	10,000,000
Used at balance date	-	-
Unused at balance date	<u>10,000,000</u>	<u>10,000,000</u>

The Equity Lending Facility is secured by Investments in managed funds of \$21,086,727 (2018: \$20,512,788) (Note 7).

Note

	<u>Notes</u>	<u>2019</u>	<u>2018</u>
		\$	\$
<b>12 Employee Entitlements</b>			
<i>Current</i>			
Annual Leave		771,987	699,051
Long Service Leave		355,377	334,430
		<u>1,127,364</u>	<u>1,033,481</u>
<i>Non-Current</i>			
Long Service Leave		193,453	169,409
		<u>193,453</u>	<u>169,409</u>

**13 Provisions***Current*

Other Provisions		14,795,165	13,251,517
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*Non-Current*

Other Provisions		-	41,099
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Other Provisions relates predominantly to the estimated cost of known uninsured abuse claims yet to be settled \$14,580,462 (2018: \$13,044,130).

**14 (a) Insurance Reserves**

The Corporation has net reserves of \$2,461,837 (2018: \$2,532,859) in accumulated funds from insurance funds. The purpose of these reserves is to support the insurance programs being the Diocesan Insurance Fund, Sickness and Accident Fund and Maternity Leave Fund.

Diocesan Insurance Fund		2,079,525	2,128,903
Sickness & Accident Fund and Maternity Leave Fund		382,312	403,956
		<u>2,461,837</u>	<u>2,532,859</u>

**(b) Other Reserves**

Going for Growth Fund		21,317,097	18,965,591
Parish Property Proceeds		15,299,494	9,145,790
Parish Property Recognition Reserve		197,624,996	198,546,375
Other Reserves and Special Accounts		16,573,161	17,964,010
		<u>250,814,748</u>	<u>244,621,766</u>

The Parish Property Recognition Reserve represents the value of Parish Property at the point of recognition prior to revaluation. 2018 has been restated with the change of accounting policy (Note 1(r)).

Note

	<u>Notes</u>	<u>2019</u>	<u>2018</u>
		\$	\$
<b>15 Reconciliation of Operating Deficit to Net Cash generated from Operating Activities</b>			
Net surplus/(deficit) for the period		(8,204,427)	11,623,402
Adjustments for:			
Non-cash items:			
Less: Non-cash distribution from investments		(315,539)	(251,642)
Add: Impairment of Property Plant & Equipment		-	1,257,750
Less: Bequest property and investment received		(936,520)	-
Add: Depreciation		556,933	235,049
(Gain) loss on sale of fixed assets		(1,231,737)	474,796
(Gain) loss on sale of investment		(467,689)	(262,149)
Decrease (increase) in Receivables		17,573,583	(8,955,083)
Increase (decrease) in Payables		(707,435)	(2,173,099)
Increase (decrease) in Employee Entitlements		117,927	(296,665)
Increase (decrease) in Provisions		1,502,549	(797,087)
Increase (decrease) in Interest Bearing Liabilities		39,853,294	(9,903,951)
Net Cash Flows provided by/(used in) Operating Activities		<u>47,740,939</u>	<u>(9,048,679)</u>

**16 Contingent Liabilities and Commitments**

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 also made 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 the effect of any costs of unknown claims which might emerge in the future. Accordingly, no liabilities or expenses have been recorded in relation to unknown potential future claims.

The Corporation through ANFIN has the following facilities available for bank guarantees:

	<u>2019</u>	<u>2018</u>
	\$	\$
Total Facility	500,000	500,000
Used at balance date	261,715	295,956
Unused at balance date	<u>238,285</u>	<u>204,044</u>

The Corporation is ultimately responsible for the performance of the guarantees. There is nil interest payable on the guarantees for 2019 (2018: Nil).

Capital Commitments:

Buildings	388,618	1,153,848
	<u>388,618</u>	<u>1,153,848</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 financial 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 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 2019 the Fund held fixed rate swap and cap agreements with a total notional value of \$9,812,059 (2018: \$12,184,231) for the benefit of clients. Counterparty agreements are held with the clients where they are responsible for the cost and exposure for the fixed rate swap and cap agreements. These agreements are held as agent and therefore do not form part of the Corporation's Financial Statements.

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 aggregation has been presented as Eliminations in both revenue and expenditure.

### **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)
- Claim Settlements
- Finance and Diocesan Services Commission (FDSC)
- 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)**

	Total	ASC	MEC	PMC	Episcopate & Leadership	General Managers Office	Claim Settlements	FDSC	ANFIN	Going for Growth Fund	Mission Alive Fund	Insurance Funds	Trusts & Other Funds	Eliminations
<b>2019</b>														
<b>Operating Income</b>														
ANFIN Dividend to the Corporation	-	-	-	-	-	-	-	-	-	200,000	4,750,000	-	200,000	(5,150,000)
Investment Income	12,192,624	43,871	13,940	540	593,282	-	-	8	9,988,750	1,036,243	924,600	43,560	267,811	(719,980)
Business Operations Income (excluding Service Fees)	7,474,176	134,280	595,152	137,221	208,657	87,222	-	462,416	159	662,360	318,416	4,475,837	1,533,346	(1,140,890)
Australian Government Funding for Schools	92,612,528	92,612,528	-	-	-	-	-	-	-	-	-	-	-	-
Service Fees	661,782	-	-	-	-	142,780	-	1,027,502	-	-	-	-	-	(508,500)
Going for Growth Contribution	-	-	-	-	-	-	-	-	-	-	710,000	-	-	(710,000)
Mission Alive Contribution	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Parish Contributions and Levies	1,358,712	-	-	-	-	-	-	-	-	-	1,358,712	-	-	-
School Levies	1,615,587	1,615,587	-	-	-	-	-	-	-	-	-	-	-	-
Donations & Fundraising	334,205	-	27,079	13,600	-	574	-	-	-	3,840	-	-	409,705	(120,594)
Anglican Belonging Fee	2,292,201	-	-	-	-	-	-	-	-	-	2,292,201	-	-	-
Other Gains and Losses	7,139,854	(1,480)	780	-	-	-	4,409,935	-	37,326	1,087,528	505,023	11,973	1,203,726	(114,956)
	125,681,669	94,404,786	636,951	151,360	801,938	230,577	4,409,935	1,489,926	10,026,235	2,989,971	10,858,952	4,531,370	3,614,588	(8,464,919)
<b>Operating Expenses</b>														
Employee Expenses	12,318,525	1,440,405	1,311,040	877,687	1,163,099	2,227,071	-	3,963,139	366,741	-	-	-	969,343	-
Business Operations Expenses (excluding Management Fees)	25,732,977	2,002,187	807,701	562,363	771,447	966,916	14,269,191	464,475	1,451,385	717,011	371,652	4,602,392	1,820,371	(3,074,114)
Distribution of Australian Government Funding to Schools	90,693,211	90,693,211	-	-	-	-	-	-	-	-	-	-	-	-
Management Fees	191,591	266,500	-	-	-	190,872	-	719	-	-	-	-	-	(266,500)
ANFIN Dividend Paid to the Corporation	-	-	-	-	-	-	-	-	4,550,000	-	-	-	-	(4,550,000)
Other Financing Expenses	4,141,168	-	-	-	-	-	-	85,672	3,970,268	54,769	490,626	-	114,138	(574,305)
Other Expenses	251,691	-	-	-	-	-	-	(26,021)	-	-	-	-	277,712	-
Depreciation	556,933	266	7,458	-	9,619	515	-	538,366	-	-	-	-	709	-
	133,886,096	94,402,569	2,126,199	1,440,050	1,944,165	3,385,374	14,269,191	5,026,350	10,338,394	771,780	862,278	4,602,392	3,182,273	(8,464,919)
<b>Surplus/(Deficit) for the Year</b>	<b>(8,204,427)</b>	<b>2,217</b>	<b>(1,489,248)</b>	<b>(1,288,690)</b>	<b>(1,142,227)</b>	<b>(3,154,797)</b>	<b>(9,859,255)</b>	<b>(3,536,425)</b>	<b>(312,159)</b>	<b>2,218,191</b>	<b>9,996,675</b>	<b>(71,022)</b>	<b>432,315</b>	<b>-</b>

**Note 18 Segment Reporting (Continued)**

	Total	A&C	MEC	PMC	Episcopate & Leadership	General Manager's Office	Claim Settlements	FDSC	ANFIN	Going for Growth Fund	Mission Alive Fund	Insurance Funds	Trusts & Other Funds	Eliminations
<b>2018</b>														
<b>Operating Income</b>														
ANFIN Dividend to the Corporation	-	-	-	-	-	-	-	-	-	-	4,600,000.00	-	-	(4,600,000)
Investment Income	12,884,568	28,186	20,277	683	419,018	-	-	-	10,703,527	788,378	1,256,193	61,129	459,754	-852577.1
Business Operations Income (excluding Service Fees)	8,671,192	189,612	586,064	349,576	210,422	997,353	1,069,444	345,494	-	236,631	279,588	4,380,136	1,492,231	(1,465,359)
Australian Government Funding for Schools	88,037,501	88,037,501	-	-	-	-	-	-	-	-	-	-	-	-
Service Fees	569,752	-	2,739	-	100,000	142,780	-	790,733	-	-	-	-	-	(466,500)
Going for Growth Contribution	-	-	-	-	-	-	-	-	-	-	740,012	-	-	(740,012)
Parish Contributions and Levies	1,395,156	-	-	-	-	-	-	-	-	-	1,395,156	-	40,192	(40,192)
School Levies	1,578,395	1,578,395	-	-	-	-	-	-	-	-	-	-	-	-
Donations & Fundraising	331,391	-	31,913	15,150	-	-	-	-	-	10,000	-	-	325,610	(51,282)
Anglican Belonging Fee	2,336,055	-	-	-	-	-	-	-	-	-	2,336,055	-	-	-
Other Gains and Losses	21,931,403	-	-	-	-	1,700	17,079,175	(7,269)	22,694	52,577	5,262,149	7,345	(467,527)	(19,441)
	137,735,413	89,833,694	640,993	365,409	729,440	1,141,833	18,148,619	1,128,958	10,726,221	1,087,586	15,869,153	4,448,610	1,850,260	(8,235,363)
<b>Operating Expenses</b>														
Employee Expenses	11,768,141	1,491,712	1,237,115	665,533	1,182,411	2,240,014	-	3,615,434	353,383	-	-	-	982,539	-
Business Operations Expenses (excluding Management Fees)	21,110,251	1,523,942	821,962	730,450	621,636	1,058,494	10,813,916	1,001,270	392,892	756,904	342,527	4,395,956	1,335,793	(2,685,491)
Distribution of Australian Government Funding to Schools	86,544,951	86,544,951	-	-	-	-	-	-	-	-	-	-	-	-
Management Fees	163,299	266,500	-	-	-	162,036	-	1,263	-	-	-	-	-	(266,500)
ANFIN Dividend Paid to the Corporation	-	-	-	-	-	-	-	-	4,600,000	-	-	-	-	(4,600,000)
Other Financing Expenses	4,856,396	-	-	-	-	-	-	-	4,729,024	-	678,082	-	132,662	(683,372)
Other Expenses	176,174	382	7,206	76	10,216	781	-	-	-	-	-	-	157,513	-
Impairment of Property Plant and Equipment	1,257,750	-	-	-	-	-	-	1,257,750	-	-	-	-	-	-
Depreciation	235,049	-	-	-	-	-	-	234,979	-	-	-	-	70	-
	126,112,011	89,827,487	2,066,283	1,396,059	1,814,263	3,461,325	10,813,916	6,110,696	10,075,299	756,904	1,020,609	4,395,956	2,608,577	(8,235,363)
<b>Surplus (Deficit) for the Year</b>	<b>11,623,402</b>	<b>6,207</b>	<b>(1,425,290)</b>	<b>(1,030,650)</b>	<b>(1,084,823)</b>	<b>(2,319,492)</b>	<b>7,334,703</b>	<b>(4,981,738)</b>	<b>650,922</b>	<b>330,682</b>	<b>14,848,544</b>	<b>52,654</b>	<b>(758,317)</b>	<b>-</b>

## **19 Subsequent Events**

Subsequent to 31 December 2019, the COVID-19 outbreak was declared a pandemic by the World Health Organisation and is considered a non-adjusting subsequent event.

As at the date of this report, it is not possible to reliably estimate the financial effect of the virus on the Corporation. The fair value of investments as at 31 December reflects the conditions known as at that date and do not factor in the effect of COVID-19 on those valuations. As a result of the outbreak of the pandemic, investment markets are expected to be more volatile for at least the near term.

## **20 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.



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## 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) which comprises the statement of financial position as at 31 December 2019, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the Diocesan Council.

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, including:

- a) giving a true and fair view of the financial position of the Corporation as at 31 December 2019 and of its consolidated financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards to the extent described in Note 1, and 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 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 statements, 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 Australian Charities and Not-for-Profits Commission Act 2012. Our report is intended solely for the members of the Diocesan Council and the Australian Charities and Not-for-Profits Commission and should not be distributed to or used by parties other than the Diocesan Council and the Australian Charities and Not-for-Profits Commission. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

## Information Other than the Financial Report and Auditor's Report Thereon

The Diocesan Council is responsible for the other information. The other information is the Diocesan Council Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly 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 Diocesan Council of the Corporation is 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 statements is appropriate to meet the requirements of the Australian Charities and Not-for-Profits Commission Act 2012 and is appropriate to meet the needs of the Diocesan Council. The Council's responsibility also includes such internal control as the Diocesan Council determines 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 Diocesan Council is responsible for assessing the Corporation'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 the Diocesan Council either intends 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 judgment 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.



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- 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 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.

A handwritten signature in blue ink that reads 'Ernst &amp; Young' in a cursive style.

Ernst & Young

A handwritten signature in blue ink that reads 'Mike Reid' in a cursive style.

Mike Reid  
Partner  
Brisbane  
26 March 2020

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## **Auditor's Independence Declaration to the Diocesan Council of The Corporation of the Synod of the Diocese of Brisbane**

In relation to our audit of the financial report of The Corporation of the Synod of the Diocese of Brisbane for the financial year ended 31 December 2019, and in accordance with the requirements of Subdivision 60-C of the *Australian Charities and Not-for profits Commission Act 2012*, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of any applicable code of professional conduct.

A handwritten signature in blue ink that reads 'Ernst &amp; Young'.

Ernst & Young

A handwritten signature in blue ink that reads 'Mike Reid'.

Mike Reid  
Partner  
26 March 2020

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**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 2019**

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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 2019.

### 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 this 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
Anglicare Southern Queensland (Social Services)	55 966 095 680
Employment Action Centre Limited (Community)	44 053 638 163
Kinectons (Social Services)	70 443 739 070

This 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.

	Date Appointed	Cessation Date	A	B
C Grant (Chair to 31 May 2019)	1 January 2016	31 May 2019	10	10
The Most Rev'd Dr P J Aspinall	2 February 2005	-	2	11
The Right Rev'd C D Venables	1 June 2016	-	9	11
G Brady	1 January 2015	-	11	11
K Crouch	26 February 2013	-	10	11
K Forrester (Chair from 1 June 2019)	1 December 2015	-	10	11
R Freeman	2 February 2005	31 August 2018	1	1
K Rayner	24 May 2018	-	10	11
K Healy	1 December 2018	-	4	7
A McNab	1 September 2017	31 December 2018	5	5
K Thomson	1 October 2017	-	9	11

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 clients' 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 2018-2019 year, a number of changes have occurred in various areas of operation:

- The continued rollout of the National Disability Insurance Scheme ("NDIS") in areas within Southern Queensland.
- The Department of Communities, Disability Services and Seniors has ceased funding its Queensland Community Care Services ("QCCS") program and has commenced funding its Queensland Community Support Scheme ("QCSS") with transition funding over the next two years. The new QCSS program will continue assisting eligible clients under 65 years that are not eligible to 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.
- The Children and Family Services have continued to expand with two additional houses established during the year.
- Three additional programs commenced providing support for homeless people.
- The Dignity First Program was also launched with the food van to engage with youth in the community and teach them about food preparation at the same time as providing an opportunity to learn new skills.

### **Operating and Financial Review**

Anglicare SQ activities resulted in a surplus from continuing operations of \$1,018,000 for the year ended 30 June 2019. This compares to a surplus from continuing operations in 2018 of \$4,027,000.

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 (2018: 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 17). 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 from unknown claimants in the future. Accordingly, no additional liabilities or expenses have been recorded in relation to any potential future claims for yet unknown claimants.

### 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.

Throughout the 2018-19 year the Governor-General of the Commonwealth of Australia established the Royal Commission into Aged Care Quality and Safety and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with a Disability. The reports and findings from both these Royal Commissions are yet to be released however they are expected to impact on the operations of Anglicare SQ in the form of further reforms in Aged Care and Disability services.


In addition, considerable government reforms are continuing in 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: 18 October 2019

On behalf of the Commission Members



**Kim Forrester**  
Commissioner and CSC Chair  
Anglican Community Services Commission



**Gary Brady**  
Commissioner and ARC Chair  
Anglican Community Services Commission

## Commissioners' Qualifications, experience and special responsibilities

Name	Qualifications	Experience	Special Responsibilities
<b>Cathy Grant</b>	BA, BEcon, MBA (Exec), GAICD	Senior executive positions held with publicly-listed and large private companies for almost 30 years.	Chair – Community Services Commission to 31 May 2019 Member - Nomination and Remuneration Committee to 31 May 2019 Member – Audit and Risk Committee to 31 May 2019
<b>The Most Rev'd Dr Phillip J Aspinall</b>	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
<b>The Right Rev'd Cameron D Venables</b>	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.	Chair - Nomination and Remuneration Committee from 1 September 2018
<b>Gary Brady</b>	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
<b>Karen Crouch</b>	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
<b>Dr Kim Forrester</b>	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 to 31 May 2019 Chair – Community Services Commission from 1 June 2019 Member – Audit and Risk Committee from 1 June 2019
<b>Robert Freeman</b>	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 to 31 August 2018 Member - Care Governance Committee to 31 August 2018
<b>Kim Rayner</b>	RN, Dip.Soc.Science (CommtDev), GradDip (Commt Nurs), Cert Nurs (SexReproHealth), CertIV (Education & Training), GradCert (Tertiary Education) MSc (Primary Health Care), GAICD, MNP	Senior healthcare manager and clinical leader with over 25 years' experience in healthcare and social services, possessing strong nursing and human services experience, leadership, clinical governance, corporate governance, strategic management, stakeholder engagement, financial management, contract management and risk management skills.	Member – Care Governance Committee
<b>Professor Karen Healy</b>	B Social Work, PhD, GAID, Member of Order of Australia	Professor Healy is the National President of the Australian Association of Social Workers. She is currently Professor of Social Work at the University of Queensland. Her leadership roles include her current post as Director for Social Work, Human Services and Counselling programs at the University of Queensland. She was previously Director of research from 2008-2015.	Chair – Care Governance Committee from 1 June 2019
<b>Alex McNab</b>	LLB, BEcon, MBA	Extensive experience in strategy development, financial management Risk Management and Corporate Governance.	Member – Audit and Risk Committee to 31 December 2018
<b>Ken Thomson</b>	MA; MEng	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 2019**

	Note	2019 \$'000	2018 \$'000
<b>Revenue from continuing operations</b>			
Revenue from contracts with government		152,011	148,111
Revenue from contracts with clients		63,361	48,679
Interest revenue		2,062	2,309
Revenue from trust funds	19	1,338	765
Net gain/(loss) on disposal of property, plant and equipment		7,732	721
Realised investment properties gain/(loss)	7	1,827	2,043
Change in fair value of investment properties	7	-	5,943
Other revenue	2	8,910	5,887
<b>Total Revenue</b>		<b>237,241</b>	<b>214,458</b>
<b>Expenses from continuing operations</b>			
Employee expenses	3	(169,546)	(150,662)
Client services expenses and consumables		(43,063)	(35,847)
Depreciation expense	11	(5,510)	(4,323)
Rates and service fees	5	(3,727)	(7,650)
Operating lease costs		(2,227)	(2,029)
Other expenses	4	(7,786)	(8,803)
Change in fair value of investment properties	7	(4,242)	-
Impairment of property, plant and equipment	11	(122)	(1,117)
<b>Total Expenses</b>		<b>(236,223)</b>	<b>(210,431)</b>
<b>Surplus/(Deficit) for the year from continuing operations</b>		<b>1,018</b>	<b>4,027</b>
<i>Items that will not be reclassified to profit and loss</i>			
Transfer net assets of common controlled entity		-	-
Revaluation of property, plant and equipment		-	12,758
<b>Total Comprehensive Income for the year</b>		<b>1,018</b>	<b>16,785</b>

The accompanying notes form part of these financial statements

**Anglicare Southern Queensland**  
**Consolidated Statement of Financial Position as at 30 June 2019**

	Note	2019 \$'000	2018 \$'000
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and cash equivalents (unrestricted)	8	61,133	59,979
Cash and cash equivalents (restricted)	8	58,027	52,076
Trade and other receivables	9	14,356	6,396
Other assets	10	1,590	1,571
Non-current assets held for sale	11	-	-
<b>Total Current Assets</b>		<b>135,106</b>	<b>120,022</b>
<b>Non-Current Assets</b>			
Other receivables (unrestricted)	9	17,020	17,020
Other receivables (restricted)	9	12,951	13,227
Investment properties	7	107,078	86,838
Property, plant and equipment (restricted)	11	105,804	81,010
Property, plant and equipment (unrestricted)	11	32,217	50,906
Available-for-sale financial investments (restricted)	12	483	464
Other assets	10	1,523	1,935
<b>Total Non-Current Assets</b>		<b>277,076</b>	<b>251,400</b>
<b>TOTAL ASSETS</b>		<b>412,182</b>	<b>371,422</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Trade and other payables	13	36,658	35,842
Employee entitlements	14	17,202	16,132
Interest bearing loans and borrowings	15	366	366
Other financial liabilities	16	137,081	102,748
Provisions	17	11,374	7,868
<b>Total Current Liabilities</b>		<b>202,681</b>	<b>162,956</b>
<b>Non-Current Liabilities</b>			
Employee entitlements	14	2,655	2,295
Interest bearing loans and borrowings	15	6,412	6,779
Provisions	17	614	553
<b>Total Non-Current Liabilities</b>		<b>9,681</b>	<b>9,627</b>
<b>TOTAL LIABILITIES</b>		<b>212,362</b>	<b>172,583</b>
<b>NET ASSETS</b>		<b>199,820</b>	<b>198,839</b>
<b>FUNDS</b>			
Retained earnings		162,921	163,113
General reserve	19	2,645	2,682
Trust reserve	19	21,735	20,525
Asset revaluation reserve	19	12,519	12,519
<b>TOTAL ACCUMULATED FUNDS &amp; RESERVES</b>		<b>199,820</b>	<b>198,839</b>

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 2019**

	Retained Earnings	General Reserve	Trust Reserve	Asset Revaluation Reserve	TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Balance at 30 June 2017</b>	<b>117,485</b>	<b>2,622</b>	<b>20,088</b>	<b>41,799</b>	<b>181,994</b>
Net surplus/(deficit) for the year	4,027	-	-	-	4,027
Other comprehensive (expense)/income for the year	-	-	-	12,758	12,758
Transferred to/(from) retained earnings	41,601	-	727	(42,328)	-
Movement in reserves	-	60	(290)	290	60
<b>Balance at 30 June 2018</b>	<b>163,113</b>	<b>2,682</b>	<b>20,525</b>	<b>12,519</b>	<b>198,839</b>
Net surplus/(deficit) for the year	1,018	-	-	-	1,018
Other comprehensive (expense)/income for the year	-	-	-	-	-
Transferred to/(from) retained earnings	(1,210)	-	1,210	-	-
Movement in reserves	-	(37)	-	-	(37)
<b>Balance at 30 June 2019</b>	<b>162,921</b>	<b>2,645</b>	<b>21,735</b>	<b>12,519</b>	<b>199,820</b>

Refer to Note 1(y) 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 2019**

	Note	2019 \$'000	2018 \$'000
<b>Cash flows from operating activities</b>			
Receipts from contracts with governments and clients		239,442	214,760
Payments to suppliers		(88,953)	(66,182)
Payments to employees		(149,937)	(135,096)
Interest received		3,400	3,074
Finance costs		(77)	(39)
<b>Net cash flows from/(used in) operating activities</b>	18	<u><b>3,875</b></u>	<u><b>16,517</b></u>
<b>Cash flows from investing activities</b>			
Proceeds from sale of property, plant & equipment		97	1,243
Payments for property, plant and equipment		(11,815)	(38,161)
Payments for investment properties		(22,655)	(20,690)
<b>Net cash used in investing activities</b>		<u><b>(34,373)</b></u>	<u><b>(57,608)</b></u>
<b>Cash flows from financing activities</b>			
Proceeds from refundable accommodation deposits/accommodation bonds and ILU entry contributions		59,139	51,974
Repayments for refundable accommodation deposits/accommodation bonds and ILU entry contributions		(21,170)	(18,331)
Loans from / (paid to) Department of Social Services & Other		(366)	(3,099)
<b>Net cash flows from/(used in) financing activities</b>		<u><b>37,603</b></u>	<u><b>30,544</b></u>
Net increase/(decrease) in cash held		7,105	(10,547)
Cash at the beginning of the financial year		112,055	122,602
<b>Cash at the end of the financial year</b>	8	<u><b>119,160</b></u>	<u><b>112,055</b></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 Commission is an unincorporated not-for-profit organisation which is part of the Corporation. 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 2019 for issue on 11 October 2019.

### (c) Basis of Preparation

The consolidated financial statements have been prepared on the historical cost basis offset by any impairments, 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.)**

(c) **Basis of Preparation (cont.)**

**Net Current Liability Position**

At year end Anglicare's balance sheet is in a Net Current Liability position. This position is mainly due to the classification of all Refundable accommodation deposits/accommodation bonds (Note 16) as current liabilities, despite the expectation that only a portion of the liability is expected to be repaid within the next 12 months as residents change.

(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(u) 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 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 17). 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 unknown potential future claims from unknown claimants.

**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(h) 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
Anglicare Southern Queensland (Social Services)	55 966 095 680
Employment Action Centre Limited (Community)	44 053 638 163
Kinecticons (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 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) 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, including the split between cash and cash equivalents (restricted) and (unrestricted) to conform to current year presentation and liquidity policy, and interest bearing loans and borrowings and other financial liabilities.

**(g) Current versus Non-Current Classification**

The Corporation presents assets and liabilities in the statement of financial position based on current / non-current classification. An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realised within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period.

The Corporation classifies all other liabilities as non-current.

**(h) Revenue Recognition**

Revenue is measured at the fair value of the consideration received or receivable when a service is delivered in accordance with contracts.

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.

**Fees and Charges**

Fees and charges income is recognised on an accruals basis consistent with the provision of the relevant service.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(h) **Revenue Recognition (cont.)**

**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.

**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 or defer until spent, a subsequent offsetting expense and liability are 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 to Note 1(n).

**Deferred Management Fees (DMF)**

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 between the contract amount and revenue to be recognised using the average length of stay is reported as a deferred revenue liability.

**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.

(i) **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 payable 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.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(j) **Cash and cash equivalents**

Cash and cash equivalents in the Consolidated Statement of Financial Position comprise cash at bank and on hand and short-term deposits with a maturity of three months or less and investments held with the Corporation's investment arm Anglican Financial Services ("ANFIN"), which are subject to an insignificant risk of changes in value.

For the purposes of the Consolidated Statement of Cash Flows, cash and cash equivalents consist of short-term deposits, as defined above, net of outstanding bank overdrafts as they are considered an integral part of the Corporation's cash management.

(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 expected credit losses ("ECL"s). 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 ECLs is made when there is objective evidence that the collection risk has changed since initial recognition and that Anglicare SQ may not be able to collect the debts and they are considered to be impaired. 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 derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and substantially all the risks and rewards are transferred.

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.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(n) **Financial Instruments (cont.)**

**Impairment of Financial Assets**

The Corporation recognises an allowance for ECLs for all debt instruments not held at fair value through the Consolidated Statement of Profit or Loss and Other Comprehensive Income. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Corporation expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

For trade receivables and contract assets, the Corporation applies a simplified approach in calculating ECLs. Therefore, the Corporation does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Corporation has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

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.

The carrying amount of financial assets is reduced by the impairment loss directly for all financial assets.

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.

**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**

A financial liability is derecognised when it is extinguished, discharged, cancelled or expires. Financial liabilities are classified as either financial liabilities "at fair value through the profit or loss" or "other financial liabilities".

**Refund Liabilities**

A refund liability is the obligation to refund some or all of the consideration received (or receivable) from the client and is measured at the amount the Corporation ultimately expects it will have to return to the client. The Corporation updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

**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.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

**(n) Financial Instruments (cont.)**

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.

**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 2019.

**(r) Property, Plant and Equipment**

All items of property for Residential Aged Care Facilities (RACs), plant and equipment are stated at 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 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 Asset Revaluation Reserve, except where it reverses a revaluation decrement previously recognised in a Consolidated Statement of Profit or Loss and Other 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 Asset 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.

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 property's Asset Revaluation Reserve is transferred directly to Retained earnings. No transfer is made from the Asset Revaluation Reserve to Retained Earnings except where an asset is derecognised.



**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(r) **Property, Plan and Equipment (cont.)**

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%
Intangible assets (Software)	10% - 33%

(s) **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.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(s) **Non-current Assets Held for Sale**

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.

(t) **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.

(u) **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 does not vest and accumulate but is recognised as an expense when the leave is taken.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(u) **Employee Benefits (cont.)**

**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.

(v)

**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.

(w)

**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.

(x)

**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.

(y)

**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 to 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 19.

(z)

**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 2018.

New and revised Standards and amendments thereof and interpretations effective for the current reporting period that are relevant to Anglicare SQ include:

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)****(z) Standards and Interpretations affecting the reported results or financial position (cont.)**

<b>Standard / Interpretation and the relevant amendment standard</b>	<b>Effective for annual reporting periods beginning on or after</b>	<b>Expected to be Initially applied in the financial year ended</b>
<ul style="list-style-type: none"> <li>AASB 2017-1 Amendments to Australian Accounting Standards – Transfers of Investment Property, Annual Improvements 2014-2016 Cycle and Other Amendments</li> </ul>	1 January 2018	30 June 2019
<ul style="list-style-type: none"> <li>AASB 9 – Financial Instruments replaced AASB 139 Financial Instruments</li> </ul>	1 January 2018	30 June 2019
New Standard relevant to Anglicare SQ which has been early adopted is:		
<ul style="list-style-type: none"> <li>AASB15 – Revenue from Contracts with Customers</li> </ul>	1 January 2019	30 June 2020

The adoption of these standards and amendments did not have any material impact on the current period or any prior periods and is not likely to affect future periods.

**(aa) 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

<b>Standard / Interpretation and the relevant amendment standard</b>	<b>Effective for annual reporting periods beginning on or after</b>	<b>Expected to be Initially applied in the financial year ended</b>
<ul style="list-style-type: none"> <li>AASB 16 Leases</li> </ul>	1 January 2019	30 June 2020
<ul style="list-style-type: none"> <li>AASB1058 Income of Not-for-profit entities</li> </ul>	1 January 2019	30 June 2020

Anglicare SQ is in the early stages of implementation of these standards and is not able to quantify the full impact on the following year as yet.

**2 OTHER REVENUE**

	<b>2019</b>	<b>2018</b>
	<b>\$'000</b>	<b>\$'000</b>
Rental Income	855	715
Recoveries of expenses and services	3,373	2,088
Donations and Bequests	1,045	1,668
Bond retentions and accommodation charges	3,637	1,416
	<u><b>8,910</b></u>	<u><b>5,887</b></u>

**3 EMPLOYEE EXPENSES**

Wages and salaries	150,075	132,165
Other associated personnel expenses	6,499	6,957
Contributions to superannuation funds	12,972	11,540
	<u><b>169,546</b></u>	<u><b>150,662</b></u>

**4 OTHER EXPENSES**

Audit fees (Note 6)	169	166
Bank charges	77	39
Bad debts	232	131
Claims expense	7,073	8,232
Other	235	235
	<u><b>7,786</b></u>	<u><b>8,803</b></u>

**5 RATES AND SERVICE FEES**

Rates on property assets	1,006	872
Diocese shared services fee	662	4,813
Anglican Belonging Fee	2,059	1,965
	<u><b>3,727</b></u>	<u><b>7,650</b></u>

**6 REMUNERATION OF AUDITORS**

The auditors of Anglicare SQ – Ernst & Young audit fees	169	-
The auditors of Anglicare SQ – Deloitte Touche Tohmatsu audit fees	-	166
	<u><b>169</b></u>	<u><b>166</b></u>

**7 INVESTMENT PROPERTIES**

	Work in progress \$'000	At fair value Finished properties \$'000	Total \$'000
<b>2018</b>			
<b>Balance at 1 July</b>	<b>14,738</b>	<b>43,424</b>	<b>58,162</b>
Additions at cost	20,690	-	<b>20,690</b>
Transfer to finished properties	(29,298)	29,298	-
Realised investment properties gain/(loss)	-	2,043	<b>2,043</b>
Gain(loss) on fair valuation	2,270	3,673	<b>5,943</b>
<b>Balance at 30 June</b>	<b>8,400</b>	<b>78,438</b>	<b>86,838</b>
<b>2019</b>			
<b>Balance at 1 July</b>	<b>8,400</b>	<b>78,438</b>	<b>86,838</b>
Additions at cost	22,655	-	<b>22,655</b>
Transfer to finished properties	(17,650)	17,650	-
Realised investment properties gain/(loss)	-	1,827	<b>1,827</b>
Gain(loss) on fair valuation	(7,255)	3,013	<b>(4,242)</b>
<b>Balance at 30 June</b>	<b>6,150</b>	<b>100,928</b>	<b>107,078</b>

**Fair value**

The fair value of investment properties (excluding those under construction) as at 30 June 2019 have been determined on the basis of a valuation performed by Knight Frank (a certified practising 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 between 14% to 18% dependent on market area (i.e. regional or metropolitan area).
- Property price growth rates of 2.3% 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.

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.

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
<b>30 June 2019</b>				
Retirement villages	-	100,928	6,150	<b>107,078</b>
<b>30 June 2018</b>				
Retirement villages	-	78,438	8,400	<b>86,838</b>

There were no transfers between Levels 1, 2 or 3 during the year apart from transfers 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.

**8 CASH AND CASH EQUIVALENTS**

	<b>2019</b>	<b>2018</b>
	<b>\$'000</b>	<b>\$'000</b>
Cash at bank and other financial institutions	41,438	21,165
Deposits at call	1,236	1,215
Cash investments at cost	76,486	89,675
	<b>119,160</b>	<b>112,055</b>
<b>Restricted Cash</b>		
Residential Aged Care Bonds & Accommodation Deposits <sup>(i)</sup>	14,919	14,847
Retirement Villages entry contributions <sup>(ii)</sup>	7,980	10,239
Bequest Funds <sup>(iii)</sup>	7,850	7,182
Employment Action Centre Limited <sup>(iv)</sup>	2,928	2,867
Surplus refund liability and deferred income <sup>(v)</sup>	21,873	14,482
Independent Living Units maintenance and capital reserves <sup>(vi)</sup>	2,443	2,435
Anglican Foundation for Aged Persons	34	24
	<b>58,027</b>	<b>52,076</b>
<b>Unrestricted Cash</b>	<b>61,133</b>	<b>59,979</b>
<b>Total Cash and Cash Equivalents</b>	<b>119,160</b>	<b>112,055</b>

- (i) Residential Aged Care Bonds & Residential Accommodation Deposits (RAD)  
Aged care bonds & refundable accommodation deposits of \$65.04m (2018: \$49.81m) 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 (2018: 30%) 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 upon settlement of resale of the unit. Anglicare SQ has determined to hold a minimum of 15% based on previous year's balance (2018: 50%).
- (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**

	<b>2019</b>	<b>2018</b>
	<b>\$'000</b>	<b>\$'000</b>
Fees receivable <sup>(i)</sup>	14,059	3,254
GST receivable	428	937
Sundry receivables <sup>(i)</sup>	394	2,506
Expected Credit Losses	(525)	(301)
	<u><b>14,356</b></u>	<u><b>6,396</b></u>

(i) Anglicare SQ does not charge interest on fees or sundry receivables.

**- NON CURRENT****Restricted**

Trust funds invested within the Corporation <sup>(ii)</sup>	12,951	13,170
Other bequest funds	-	57
	<u><b>12,951</b></u>	<u><b>13,227</b></u>

**Unrestricted**

Amounts invested within Corporation <sup>(iii)</sup>	<u><b>17,020</b></u>	<u><b>17,020</b></u>
	<u><b>29,971</b></u>	<u><b>30,247</b></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 2019 the rate was 2.0% (2018: 2.20%).

(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 2019 this rate was 2.0% (2018: 2.20%).

**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	296	283
Insurance	301	310
Other – miscellaneous	529	514
	<u><b>1,590</b></u>	<u><b>1,571</b></u>

**- NON CURRENT**

Prepaid rental on head office space (The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane)	1,471	1,935
Other - miscellaneous	52	-
	<u><b>1,523</b></u>	<u><b>1,935</b></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
- Intangible assets (software)
- Assets under construction

Anglicare SQ carries other land and buildings (excluding RAC land and buildings) at fair value.

**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 2019 has taken into account:-

- The most recent independent valuation obtained from Herron Todd White in 2018;
- Depreciation for the 2019 year;
- The Commission's intention in relation to the vacant land and other land and buildings; and
- The Commission's assessment that the value of other land and buildings valued at fair value would not differ materially from last year's valuation and accordingly a valuation was not required in 2019.

The Commission is satisfied other land and buildings held at fair value are appropriately recorded as at 30 June 2019.

**Work in progress**

The carrying value of work in progress relates to the residential aged care facility developments at Meilene, significant refurbishments at residential aged care facilities, fitouts at community service centres, and other miscellaneous projects.



**11 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	Intangibles (Software) at cost	Work in progress at cost	Total
<b>COST OR VALUATION</b>									
<b>Balance at 30 June 2017</b>	<b>40,893</b>	<b>27,953</b>	<b>14,756</b>	<b>9,630</b>	<b>15,640</b>	<b>3,531</b>	<b>2,720</b>	<b>7,093</b>	<b>122,216</b>
Additions	3	-	-	47	431	704	-	36,976	38,161
Impairment write down	(1,367)	-	-	-	-	-	-	-	(1,367)
Transfers	15,466	26	1,785	-	943	-	3,272	(21,492)	-
Revaluation	-	11,826	-	932	-	-	-	-	12,758
Disposals	-	-	-	-	(1,036)	(1,077)	-	-	(2,113)
<b>Balance at 30 June 2018</b>	<b>54,995</b>	<b>39,805</b>	<b>16,541</b>	<b>10,609</b>	<b>15,978</b>	<b>3,158</b>	<b>5,992</b>	<b>22,577</b>	<b>169,655</b>
Additions	-	17	-	289	657	268	-	10,584	11,815
Impairment write down	-	-	-	-	-	-	-	(122)	(122)
Transfers	26,253	948	505	-	3,412	-	188	(31,306)	-
Revaluation	-	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	(2,440)	(412)	(14)	-	(2,866)
<b>Balance at 30 June 2019</b>	<b>81,248</b>	<b>40,770</b>	<b>17,046</b>	<b>10,898</b>	<b>17,607</b>	<b>3,014</b>	<b>6,166</b>	<b>1,733</b>	<b>178,482</b>
<b>ACCUMULATED DEPRECIATION</b>									
<b>Balance at 30 June 2017</b>	<b>(10,755)</b>	<b>(1,788)</b>	<b>(2,233)</b>	<b>(3,728)</b>	<b>(11,535)</b>	<b>(3,054)</b>	<b>(2,664)</b>	-	<b>(35,757)</b>
Elimination on disposal of assets	-	-	-	-	1,036	1,055	-	-	2,091
Depreciation Expense	(1,218)	(279)	(496)	(306)	(1,507)	(237)	(280)	-	(4,323)
Impairment write down	250	-	-	-	-	-	-	-	250
<b>Balance at 30 June 2018</b>	<b>(11,723)</b>	<b>(2,067)</b>	<b>(2,729)</b>	<b>(4,034)</b>	<b>(12,006)</b>	<b>(2,236)</b>	<b>(2,944)</b>	-	<b>(37,739)</b>
Elimination on disposal of assets	-	-	-	-	2,379	395	14	-	2,788
Depreciation Expense	(2,135)	(289)	(498)	(83)	(1,930)	(224)	(351)	-	(5,510)
Impairment write down	-	-	-	-	-	-	-	-	-
<b>Balance at 30 June 2019</b>	<b>(13,858)</b>	<b>(2,356)</b>	<b>(3,227)</b>	<b>(4,117)</b>	<b>(11,557)</b>	<b>(2,065)</b>	<b>(3,281)</b>	-	<b>(40,461)</b>
<b>Carrying Value at 30 June 2019</b>	<b>67,390</b>	<b>38,414</b>	<b>13,819</b>	<b>6,781</b>	<b>6,050</b>	<b>949</b>	<b>2,885</b>	<b>1,733</b>	<b>138,021</b>
<b>Carrying Value at 30 June 2018</b>	<b>43,272</b>	<b>37,738</b>	<b>13,812</b>	<b>6,575</b>	<b>3,972</b>	<b>922</b>	<b>3,048</b>	<b>22,577</b>	<b>131,916</b>

Depreciation expense for Anglicare SQ activities for the 2019 year was \$5,510,000 (2018: \$4,323,000).

**11 PROPERTY, PLANT AND EQUIPMENT (cont.)****Land and Buildings subject to restriction**

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	2019 Building Value \$'000	Bequest/Trust Name	Broad purpose of Trust
Symes Grove & St Martins	333 Handford Road, Taigum	7,049	25,211	Bequest of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons
Symes Thorpe	161 Rowbotham Street, Rangeville	5,966	4,376	Bequest of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons
St John's Home	15 Exmouth Street, Toowong	3,498	1,332	Gift for charitable purpose	That the house be used for one of the welfare activities of the Church
EM Tooth	162 Oceana Terrace, Lola	2,770	15,037	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"
Abri	10 Heath Street, Southport	5,773	1,617	Gift for charitable purposes	Land was gifted on the condition 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 is 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, Nundah	10,500	-	Tufnell Bequest	For the acquisition of land and improvements for use as an orphanage
Van Estate – Murgon	43 Krebs Street, Murgon	691	87	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, Toowong	3,360	5,372	Deed of Grant of Land	Upon trust for the erection of female refuge
Stanley Lane	47 Stanley Lane, Gympie	353	26	Beachmere Bequest	For the care of children
Tufnell	39 Dennis Road, Springwood	423	225	Tufnell Bequest	For charitable purpose of Tufnell Home
Meilene	4 Mezger Street, Kalkie	1,717	1,395	Baker & Lovell Bequests	For general charitable purposes
Calabash Street, Ormeau	5 Calabash Street, Ormeau	200	326	Miscellaneous	For the care of children
		<b>50,800</b>	<b>55,004</b>		
<b>Total Restricted</b>		<b>105,804</b>			

**Non-current assets held for sale**

There are no Non-current assets held for sale at 30 June 2019.

**12 AVAILABLE FOR SALE FINANCIAL INVESTMENTS**

	<b>2019</b>	<b>2018</b>
	<b>\$'000</b>	<b>\$'000</b>
Listed investments at fair value in:-		
Shares	483	464
	<u>483</u>	<u>464</u>
<b>Movement in Available-for-Sale Financial Investments</b>		
<b>Balance at 1 July</b>	<b>464</b>	<b>501</b>
Revaluation increment(decrement)	19	(37)
	<u>483</u>	<u>464</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 26.

**13 TRADE AND OTHER PAYABLES**

Trade payables <sup>(i)</sup>	2,256	6,035
Accrued expenses	6,199	8,936
Deferred income <sup>(ii)</sup>	21,873	14,482
Sundry accruals	6,330	6,389
	<u>36,658</u>	<u>35,842</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**

<b>- CURRENT</b>		
Annual leave	9,778	9,113
Long service leave	7,424	7,019
	<u>17,202</u>	<u>16,132</u>
<b>- NON CURRENT</b>		
Long service leave	2,655	2,295
	<u>2,655</u>	<u>2,295</u>

**15 INTEREST BEARING LOANS AND BORROWINGS**

<b>- CURRENT</b>		
Loan repayable	366	366
	<u>366</u>	<u>366</u>
<b>- NON CURRENT</b>		
Loans repayable	6,412	6,779
	<u>6,412</u>	<u>6,779</u>

**16 OTHER FINANCIAL LIABILITIES**

<b>- CURRENT</b>	<b>2019</b>	<b>2018</b>
	<b>\$'000</b>	<b>\$'000</b>
Maintenance reserve fund	645	598
Refundable accommodation deposits/accommodation bonds	65,045	49,811
Entry contributions	68,132	51,339
Deferred revenue liability	3,259	1,000
	<u><b>137,081</b></u>	<u><b>102,748</b></u>

**17 PROVISIONS****- CURRENT**

Provision for lease make good	156	168
Provision for claims	11,218	7,700
	<u><b>11,374</b></u>	<u><b>7,868</b></u>

**- NON CURRENT**

Provision for lease make good	614	553
	<u><b>614</b></u>	<u><b>553</b></u>

<b>Total Provisions</b>	<u><b>11,988</b></u>	<u><b>8,421</b></u>
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**Reconciliation of Carrying Value**

<b>Balance at 1 July</b>	<b>8,421</b>	<b>3,219</b>
Provision made during the year	7,121	6,068
Provision used during the year	(3,554)	(866)
<b>Balance at 30 June</b>	<u><b>11,988</b></u>	<u><b>8,421</b></u>

**18 RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES TO SURPLUS**

	<b>2019</b>	<b>2018</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Net Surplus/(deficit) for the period</b>	<b>1,018</b>	<b>4,027</b>
Adjustments for non-cash and non-operating items:		
Depreciation	5,510	4,323
Change in fair value of investment properties	4,242	(5,943)
Realised investment properties (gain)/loss	(1,827)	(2,043)
Net (gains)/loss on disposal of assets	(7,732)	(721)
Receivable for disposal of assets	7,712	-
Bond retentions and deferred management fees	(3,637)	(1,416)
Transfers to reserves	(37)	60
Impairment of property, plant and equipment	122	1,117
<b>Operating cash flows before changes in working capital and provisions</b>	<u><b>5,371</b></u>	<u><b>(596)</b></u>
(Increase) /decrease in trade and other receivables	(7,683)	(287)
(Increase) /decrease in other assets	393	(38)
(Increase) /decrease in available-for-sale financial investments	(19)	37
(Decrease)/increase in trade and other payables	816	10,745
(Decrease)/increase in employee entitlements	1,430	1,454
(Decrease)/increase in provisions	3,567	5,202
<b>Net cash flows from/(used in) operating activities</b>	<u><b>3,875</b></u>	<u><b>16,517</b></u>

**18 RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES TO SURPLUS (CONT.)****Movement in liabilities from financing activities**

The table below details changes in liabilities (refer Note 16) 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.

	2018	Cash flows	Other changes	2019
	\$'000	\$'000	\$'000	\$'000
Maintenance reserve fund	598	47	-	645
Refundable accommodation deposits/accommodation bonds	49,811	15,234	-	65,045
Entry contributions	51,339	20,429	(3,636)	68,132
Loan repayable (current and non-current)	7,145	(366)	-	6,779
Deferred revenue liability	1,000	2,259	-	3,259
<b>Total other financial liabilities</b>	<b>109,893</b>	<b>37,603</b>	<b>(3,636)</b>	<b>143,860</b>

Other changes for entry contributions and accommodation deposits/accommodation bonds include deferred management fee and retention revenue.

**19 RESERVES**

	2019	2018
	\$'000	\$'000
<b>Asset Revaluation Reserve (ARR)</b>		
Balance at beginning of year	12,519	41,799
Increase/(decrease) arising on revaluation of properties	-	12,758
Transfers	-	(42,328)
Movement in reserve	-	290
<b>Balance at end of year</b>	<b>12,519</b>	<b>12,519</b>
<b>General Reserves</b>		
Balance at beginning of year	2,682	2,622
Transfers	(37)	60
<b>Balance at end of year</b>	<b>2,645</b>	<b>2,682</b>
<b>Trust Reserves (i, ii and iii)</b>		
Balance at beginning of year	20,525	20,088
Additions	1,338	765
Transfers	(128)	(328)
<b>Balance at end of year</b>	<b>21,735</b>	<b>20,525</b>
<b>Total Reserves</b>	<b>36,899</b>	<b>35,726</b>

Trust Reserves	Balance as at 30/06/2018	Released to retained earnings	Trust funds received during year	Interest Accrued	Balance as at 30/06/2019
	\$'000	\$'000	\$'000	\$'000	\$'000
(i) Invested with the Corporation (refer to Note 9)	13,170	-	-	663	13,833
(ii) Invested in Cash or Cash Equivalents (refer to Note 8)	7,182	-	-	143	7,325
(iii) Invested in financial investments (refer to Note 12)	463	-	-	-	463
Other Transfers	(290)	(128)	532	-	114
	<b>20,525</b>	<b>(128)</b>	<b>532</b>	<b>806</b>	<b>21,735</b>

**20 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 <sup>(i)</sup>	Archbishop	-	-
K Crouch	Executive Director	-	-
S Cooke	Director of Services	-	-
A Davies	Director Governance, Risk & Assurance	-	-
Rev'd Canon L McWilliam	Director of Mission	-	-
D Barrie	Director Finance Property & Strategy	-	-
M Smith	Chief Information Officer	-	10 May 2019
A Zilli	Director Organisational Development	-	-
G Bradley	Director Strategy & Transformation	-	21 December 2018

(i) These personnel are employed under ABN 32 025 287 736 of The Corporation of the Synod of the Diocese of Brisbane.

The total key management personnel compensation included in 'Employee expenses' (Note 3) are as follows:

	<b>2019</b>	<b>2018</b>
	<b>\$'000</b>	<b>\$'000</b>
Short-term employee benefits	1,689	1,333
Post-employment benefits	146	122
<b>Balance at end of year</b>	<b>1,835</b>	<b>1,455</b>

**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 or their related parties.

**20 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:-

		<b>2019</b>	<b>2018</b>
		<b>\$'000</b>	<b>\$'000</b>
Anglican Financial Services	Interest earned	2,497	1,951
	Interest paid	-	-
	Net balances held at year-end	114,541	107,488
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	1,935	2,399
	Outgoings and car park charges per lease	439	131
Anglican Parishes	Rent paid for premises	520	520
The Corporation of the Synod of the Diocese of Brisbane	Insurance premium prepaid	301	310
	Shared services fee	2,721	6,778
	Trust funds invested	13,833	13,170

**21 COMMITMENTS**

<b>2019</b>	<b>&lt; 1 year</b>	<b>1-5 years</b>	<b>&gt; 5 Years</b>	<b>Total</b>
<b>Capital Commitments</b>				
Property, plant and equipment	53,435	-	-	53,435
<b>Total capital commitments</b>	<b>53,435</b>	<b>-</b>	<b>-</b>	<b>53,435</b>
<b>Operating lease rentals</b>				
Motor vehicles	2,054	1,701	-	3,755
Leased premises	2,832	2,111	37	4,980
Equipment	154	146	-	300
<b>Total operating lease rentals</b>	<b>5,040</b>	<b>3,958</b>	<b>37</b>	<b>9,035</b>
<b>2018</b>	<b>&lt; 1 year</b>	<b>1-5 years</b>	<b>&gt; 5 Years</b>	<b>Total</b>
<b>Capital Commitments</b>				
Property, plant and equipment	57,109	36,407	-	93,156
<b>Total capital commitments</b>	<b>57,109</b>	<b>36,407</b>	<b>-</b>	<b>93,156</b>
<b>Operating lease rentals</b>				
Motor vehicles	2,336	2,675	1	5,012
Leased premises	3,546	2,711	88	6,345
Equipment	216	426	-	642
<b>Total operating lease rentals</b>	<b>6,098</b>	<b>5,812</b>	<b>89</b>	<b>11,999</b>

## 22 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 17). 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 for unknown claimants. Accordingly, no liabilities or expenses have been recorded in relation to potential future claims for unknown claimants.

### **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) is required to be repaid to the Government.

### **Bank Guarantees**

Anglicare SQ has issued Bank Guarantees totalling \$290,956 (2018: \$258,466) to landlords in lieu of paying tenancy bonds on leased properties.



**23 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.

<b>2019</b>	<b>Residential \$'000</b>	<b>Community Services \$'000</b>	<b>Total \$'000</b>
<b>Revenue from external parties</b>			
Governments	47,396	104,615	152,011
Clients and residents	12,308	51,053	63,361
Other sources	14,903	6,966	21,869
<b>Total revenue</b>	<b>74,607</b>	<b>162,634</b>	<b>237,241</b>
<b>Surplus/(deficit) for the year</b>	<b>4,927</b>	<b>(3,909)</b>	<b>1,018</b>
Depreciation expense	4,556	954	5,510
Impairment loss	-	122	122
Capital expenditure	32,473	1,997	34,470
Business Stream Assets	310,322	101,860	412,182
Business Stream Liabilities	(167,418)	(44,944)	(212,362)
<b>2018</b>			
<b>Revenue from external parties</b>			
Governments	43,801	104,310	148,111
Clients and residents	13,593	35,086	48,679
Other sources	11,620	6,048	17,668
<b>Total revenue</b>	<b>69,014</b>	<b>145,444</b>	<b>214,458</b>
<b>Surplus/(deficit) for the year</b>	<b>7,013</b>	<b>(2,986)</b>	<b>4,027</b>
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)

Revenue from contracts with government 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 contracts with 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.

## 24 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.

## 25 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.

## 26 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 Deloitte Touche Tohmatsu who provide internal audit services to the Corporation. The management of all banking, 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 and 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.

**26 FINANCIAL RISK MANAGEMENT (cont.)**

Trade and other payables, accommodation bonds and entry contributions from independent living units are as follows:

	<b>2019</b>	<b>2018</b>
	<b>\$'000</b>	<b>\$'000</b>
<b>Trade and other payables</b>		
Within 1 year	36,658	35,842
<b>Total Trade and other payables</b>	<b>36,658</b>	<b>35,842</b>
<b>Refundable accommodation deposits/accommodation bonds and entry contributions</b>		
Within 1 year	133,833	101,150
<b>Total refundable accommodation deposits/accommodation bonds and entry contributions</b>	<b>133,833</b>	<b>101,150</b>

**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 under individual service agreement contracts. In some instances, financial hardship evaluations will reduce the amount of client fees being charged.

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 and the ANFIN Board 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.

**26 FINANCIAL RISK MANAGEMENT (cont.)****Property**

In June 2013 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
<b>Year Ended 30 June 2019</b>		
+/- 0.5% in interest rates	583	583
<b>Year Ended 30 June 2018</b>		
+/- 0.5% in interest rates	643	643

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			
<b>Balance at 30 June 2019</b>	<b>483</b>	<b>48</b>	<b>(48)</b>
<b>Balance at 30 June 2018</b>	<b>464</b>	<b>46</b>	<b>(46)</b>

The impact of market movements would be recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income and funds of the Corporation only if the investments were sold or if an impairment loss was recognised, as these investments are deemed to be available-for-sale investments

**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 Note 1.

**26 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 3<sup>rd</sup> 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.

**27 FINANCIAL INSTRUMENTS COMPOSITION AND MATURITY ANALYSIS**

The following table summarises the interest rate profile of Anglicare SQ's interest bearing financial instruments.

	Weight effective interest rate	Variable interest rate	Fixed Interest Rate				Non-interest bearing	Total
			Less than one year	1 – 2 years	2 – 5 years	More than 5 years		
2019	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	
<b>Financial Assets</b>								
Cash and cash equivalents	2.44%	49,895	67,956	1,309	-	-	-	119,160
Receivables		-	-	-	-	-	14,356	14,356
		<b>49,895</b>	<b>67,956</b>	<b>1,309</b>	<b>-</b>	<b>-</b>	<b>14,356</b>	<b>133,516</b>
<b>Financial liabilities</b>								
Trade and other payables		-	-	-	-	-	(36,658)	(36,658)
Loan repayable		(6,778)	-	-	-	-	-	(6,778)
Refundable accommodation deposits/accommodation bonds and entry contributions		-	-	-	-	-	(133,833)	(133,833)
		<b>(6,778)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(170,491)</b>	<b>(177,269)</b>
<b>Net financial assets/(liabilities)</b>		<b>43,117</b>	<b>67,956</b>	<b>1,309</b>	<b>-</b>	<b>-</b>	<b>(156,135)</b>	<b>(43,753)</b>

	Weight effective interest rate	Variable interest rate	Fixed Interest Rate				Non-interest bearing	Total
			Less than one year	1 – 2 years	2 – 5 years	More than 5 years		
2018	%	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	
<b>Financial Assets</b>								
Cash and cash equivalents	2.41%	28,580	83,475	-	-	-	-	112,055
Receivables		-	-	-	-	-	6,396	6,396
		<b>28,580</b>	<b>83,475</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6,396</b>	<b>118,451</b>
<b>Financial liabilities</b>								
Trade and other payables		-	-	-	-	-	(35,842)	(35,842)
Loan repayable		(7,145)	-	-	-	-	-	(7,145)
Refundable accommodation deposits/accommodation bonds and entry contributions		-	-	-	-	-	(101,150)	(101,150)
		<b>(7,145)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(136,992)</b>	<b>(144,137)</b>
<b>Net financial assets/(liabilities)</b>		<b>21,435</b>	<b>83,475</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(130,596)</b>	<b>(25,686)</b>

**27 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	
<b>2019</b>							
Trade and term receivables	13,534	12,236	799	197	186	641	(525)
Other receivables	660	660	-	-	-	-	-
<b>Total</b>	<b>14,194</b>	<b>12,896</b>	<b>799</b>	<b>197</b>	<b>186</b>	<b>641</b>	<b>(525)</b>
<b>2018</b>							
Trade and term receivables	2,953	1,717	677	464	211	185	(301)
Other receivables	3,443	3,443	-	-	-	-	-
<b>Total</b>	<b>6,396</b>	<b>5,161</b>	<b>677</b>	<b>464</b>	<b>211</b>	<b>185</b>	<b>(301)</b>

**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 controls 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.

Anglicare SQ manages capital 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 2019 and 30 June 2018 are as follows:

	<b>2019</b>	<b>2018</b>
	<b>\$'000</b>	<b>\$'000</b>
Total Liabilities	212,362	172,584
Less Cash and Cash Equivalents <sup>(i)</sup>	84,032	85,065
<b>Net Debt</b>	<b>128,330</b>	<b>87,519</b>
<b>Total equity (reserves + retained earnings)</b>	<b>199,820</b>	<b>198,839</b>
Gearing ratio	64.22%	44.02%

<sup>(i)</sup> 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 2019 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.

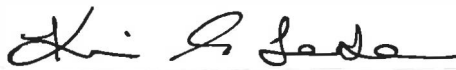
The Commission has been given declarations by the Executive Director of Anglicare SQ and the Chief Financial Officer stating that:

- (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 2019 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.

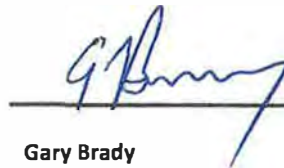
This declaration is made in accordance with a resolution of the Commission.

Dated this 18<sup>th</sup> day of October 2019.

On behalf of the Commission Members



**Kim Forrester**  
Commissioner and CSC Chair  
Anglican Community Services Commission



**Gary Brady**  
Commissioner and ARC Chair  
Anglican Community Services Commission





**Building a better  
working world**

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## Auditor's Independence Declaration

### **Auditor's Independence Declaration to the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as of Anglicare Southern Queensland**

In relation to our audit of 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 for the financial year ended 30 June 2019, and in accordance with the requirements of Subdivision 60-C of the *Australian Charities and Not-for profits Commission Act 2012*, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of any applicable code of professional conduct.

A handwritten signature in blue ink that reads 'Ernst &amp; Young' in a cursive style.

Ernst & Young

A handwritten signature in blue ink that reads 'Mike Reid' in a cursive style.

Mike Reid  
Partner  
18 October 2019



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working world**

Ernst & Young  
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## Independent Auditor's Report

### To the Members of 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 2019, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in accumulated funds and consolidated statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the Commission members' declaration.

In our opinion, the accompanying financial report of Anglicare SQ is in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- a) giving a true and fair view of the consolidated financial position of the entity as at 30 June 2019 and of its consolidated financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards and 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 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.

#### Information Other than the Financial Report and Auditor's Report Thereon

The Commission is responsible for the other information. The other information is the Commission Members' Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly 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 members of the entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Australian Charities and Not-for-Profits Commission Act 2012* and for such internal control as the Commission determines 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 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 the Commission Members either intend to liquidate the entity or to cease operations, or have 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 judgment 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 Members.
- ▶ 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 Group 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 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.



Ernst & Young



Mike Reid  
Partner  
Brisbane  
18 October 2019







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