

YEAR BOOK 2018



Anglican
Church Southern Queensland

VOLUME I

YEAR BOOK

of the

Diocese of Brisbane

Province of Queensland

Anglican Church of Australia

2018

VOLUME I

REPORTS TO SYNOD

OF

DIOCESAN COUNCIL

CATHEDRAL CHAPTER

COMMISSIONS AND COMMITTEES

DIOCESAN ORGANISATIONS

MISSIONARY AGENCIES

COLLEGES & SCHOOLS

with

STATEMENTS OF ACCOUNTS



**Published at the Diocesan Registry
St Martin's House
373 Ann Street
Brisbane
(GPO Box 421, Brisbane, QLD 4001)
NATIONAL LIBRARY OF AUSTRALIA
ISSN 0812-5058**

**Anglican Church Southern Queensland
Telephone (07) 3838 7689**

**Printed by Kingswood Press
Telephone (07) 3208 1122**

Cover picture: St Francis College
Back cover: Rev'd Dr Cathy Laufer blessing Saffie at Holy Spirit, Coolum Beach

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Diocesan Council

2017 Report

The Diocesan Council met on 11 occasions during the year with the Archbishop presiding at all meetings, except for one special meeting presided over by Bishop Alison Taylor. Membership during 2017 was as follows:

Members	Notes	Meetings attended	Meetings while a member
The Most Reverend Dr P J Aspinall		10	11
The Right Reverend G M Smith	Resigned from 7 Apr 2017	1	1
The Right Reverend A M Taylor		9	11
The Right Reverend C D Venables		9	11
The Right Reverend J D Greaves	Bishop for Northern Region from 24 Feb 2017	9	10
The Right Reverend Godfrey Fryar	Attended as Locum Bishop for the Northern Region from 15 Dec 2016	1	1
The Reverend Canon G F Harch		10	11
The Reverend Dr J Inkpin	Member until 24 Sep 2017	8	8
The Reverend A Lowe		10	11
The Reverend J Worrall		7	11
The Reverend G Hoyte		11	11
The Reverend G Moses	Member from 24 Sep 2017	1	3
Dr A Dashwood	Member until 24 Sep 2017	7	8
Dr R S Kerr		8	11
Ms A Kjellgren	Resigned from 17 May 2017	0	3
The Honourable Justice D Mullins (Chancellor)		9	11
Dr T Nicholson	Member until 24 Sep 2017	8	8
Mr T Reid	Resigned from 29 Jun 2017	4	5
Mr D Sneesby		10	11
Dr G Dashwood	Member from 24 Sep 2017	2	3
Mr D O'Connor	Member from 24 Sep 2017	3	3
Mrs J Dyke	Member from 24 Sep 2017	2	3

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

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

Diocesan Council Membership

Mr Timothy Reid resigned as a member of Diocesan Council in June 2017 in order to take up the position of General Manager. Ms Anna-Britt Kjellgren resigned as a member of Diocesan Council in June 2017.

The August meeting of Diocesan Council was the last for Dr Ann Dashwood and Dr Timothy Nicholson who retired and did not stand for re-election. The Chair thanked Dr Dashwood and Dr Nicholson for their contribution to Council.

The Right Reverend Jeremy Greaves

Bishop Jeremy Greaves was consecrated at St John's Cathedral and became Bishop for the Northern Region on 24 February 2017.

The Right Reverend Geoff Smith

Bishop Geoff Smith resigned as Assistant Bishop in the Diocese of Brisbane, General Manager and a member of Diocesan Council in order to take up his appointment as Archbishop of Adelaide. Council recorded its deep appreciation for the ministry of Bishop Geoff as Priest, Archdeacon, Regional Bishop and General Manager.

The Right Reverend Alison Taylor

Bishop Alison Taylor advised the Archbishop of her intention to retire as Assistant Bishop and Bishop for the Southern Region with her final day in the office being 31 December 2017. Council resolved to formally place on record its thanks to Bishop Alison for her ministry in Brisbane Diocese, as Chair of the Anglican Schools Commission and for her wise counsel.

The Right Reverend John Roundhill

In November 2017, by secret ballot, Council concurred with the Archbishop's proposal to appoint the Very Reverend John Roundhill to be Bishop for the Southern Region. The consecration was scheduled for 14 April 2018.

Archbishop's Matters

Appointment of General Manager – Mr Tim Reid

Following the presentation of a report from the General Manager Search Committee, Council agreed to the appointment of Mr Timothy Reid as Diocesan General Manager from a date and on terms to be agreed by the Archbishop.

Mr Reid commenced as General Manager on 12 July 2017.

Royal Commission into Institutional Responses to Child Sexual Abuse

The Archbishop reported to Council on a four day wrap-up hearing for the Anglican Church from Friday 17 March 2017. The Royal Commission heard from the five panels below, and four people from this Diocese participated in those panels:

- Structure, Governance and Culture (Archbishop)
- Training and Screening
- Issues in Anglican Education (Executive Director, ASC)
- Professional Standards – Directors (Director of Professional Standards)
- Final Reflections (General Manager)

Thanks to the Right Reverend Godfrey Fryar

The Archbishop expressed his deep appreciation and thanks to Bishop Godfrey Fryar for acting as the Locum Bishop for the Northern Region.

Appreciation for the Right Reverend Geoff Smith

The Archbishop proposed a minute of appreciation in relation to Bishop Geoff Smith –

“That Diocesan Council:

records its deep appreciation for the ministry of Bishop Geoff Smith in this Diocese in his various capacities as Priest, Regional Bishop and General Manager.

Diocesan Council gives thanks for Bishop Geoff's pastoral, theological and administrative gifts, which have served the Diocese well.

Bishop Geoff has served the Diocese faithfully and has exhibited, at all times, a spirit of hopefulness and deep faith in Christ.

During his time as General Manager the Diocese has benefited greatly from his team building and leadership skills and his wise and considered advice.

Diocesan Council prays for Geoff and Lynn as they move to Adelaide and assures them of our prayers for God's blessing on Geoff's future ministry as Archbishop of Adelaide.

Diocesan Council Matters

Nominations Committee

Council appointed the following to the Nominations Committee, which convened to consider recommendations to Council for nominations for election to Council at Synod :

- The Reverend Geoff Hoyte (Chair)
- The Reverend Canon Dr Marian Free
- Dr Ann Dashwood
- Dr John Murray
- Mr Alan Gallimore

Appointment of Replacement General Synod Representative

Following the resignation of the Right Reverend Geoff Smith, a vacancy occurred in the representatives from the House of Clergy to General Synod. Following a ballot, the Reverend Mike Uptin was appointed as a Clerical Member of General Synod.

Support of Victims of Child Sexual Abuse

Diocesan Council appointed a working group to consult, coordinate, plan, prepare and deliver liturgical and pastoral resources for participating Parishes and Diocesan organisations to assist in recognising the damage caused by child sexual abuse and supporting those affected by it:

- The Reverend John Dougherty (Chair)
- The Reverend Canon Dr Marian Free
- The Reverend Trevor Sketcher
- The Right Reverend Cameron Venables
- The Very Reverend Peter Catt
- Mr Greg Milles (resigned July 2017)
- Ms Robyn Murray (resigned August 2017)

Queensland Faith Communities Council

On the recommendation of the Ecumenical Committee, Council resolved that the Diocese of Brisbane join the Queensland Faith Communities Council, a newly formed council of religious organisations.

Select Committee on Eucharistic Elements

Bishop Alison Taylor presented the report of the Committee. The Archbishop congratulated Bishop Taylor for her perseverance to see this item through to a conclusion. The Council received the report and noted it would be presented at Synod.

Following Synod, Council resolved that:

1. Clause 10 of Parishes Regulation XI – Furnishing of Churches, be amended by adding the following new paragraph 10[c]:

[c] Notwithstanding clause 10[b] of this Regulation, the Parish council, with the advice and direction of the Parish priest, may provide suitable approved alternatives to the bread and wine referred to in clause 10[b] to meet the pastoral needs of specific individuals with a medical condition necessitating such alternatives. The alternatives to be used are to be approved by the regional Bishop.

2. Clause B.5.15 of the Diocesan Handbook be replaced by the following:

B.5.15 Alcoholic wine and bread made from wheat flour are the traditional and normative elements used for the Holy Communion. Clergy may apply to the regional Bishop to provide approved alternatives to meet individuals' pastoral needs where individuals within a congregation have medical conditions necessitating the use of alternatives.

Synod 2017 – Electronic Voting

Council approved the use of the Election Runner computer program for electronic voting at Synod under Synod Standing Order F.7 and endorsed the inclusion of nomination details on the voting screen for the ballots for Diocesan Council.

General Synod Legislation

Legislation relating to child protection and episcopal standards and other related matters was before General Synod in September 2017. The Synod of this Diocese must adopt some of the legislation before it would have effect in this Diocese. The Chancellor raised the possibility of bringing this business to our Synod in September 2017 and suspending Standing Orders to allow it to be done at short notice.

Council noted the alternatives of holding a special Synod or waiting until next year, which was not desirable.

Council noted the matter and asked the Archbishop, the Chancellor and the General Manager to give further consideration to bringing this legislation to Synod once the

outcome at General Synod was known. The legislation as passed by General Synod was subsequently presented to Synod and adopted.

Appellate Tribunal

Council resolved that the Diocese apply to become a party to the reference to the Appellate Tribunal regarding the Affiliated Churches Ordinance of the Diocese of Sydney.

DC Handbook

Council approved the draft DC Handbook for use in inducting new members of Council and assisting current members.

Diocesan Handbook – Change re Parish Profiles

Diocesan Council resolved to replace the current guideline C.5.25 as follows:

“C.5.25. The process of compiling an up-to-date Parish Profile can be a valuable experience for a Parish when one incumbent leaves and before the process of discernment to find a new priest begins. The process can help a Parish bring some focus to mission and ministry imperatives and to articulate some important things about the character and identity of the Parish.

The Parish Profile is also the “first look” for any potential new priest and, as such, it is important that it paints an accurate picture of the strengths of the Parish and the challenges it faces.

The Parish Profile should include (but not be limited to) the following:

1. Strengths and weaknesses of the Parish
2. Parish statistics – the Parish Dashboard is a useful inclusion
3. Lay leadership
 - a. Number of licensed lay assistants
 - b. Do lay people read the lessons?
 - c. Do lay people lead the intercessions?
 - d. In what ways do lay members of the Parish take responsibility for aspects of the day-to-day administration of the Parish?
 - e. In what other ways do lay people exercise ministry within the Parish?
4. What is the Parish Mission Statement and/or its stated goals?
5. What are the most important needs of the Parish?
6. What are the hopes and plans for the future?
7. Parish groups and activities
8. What does the wider community look like?
 - a. Population details (ABS data – www.censusdata.abs.gov.au/)
 - b. Estimated number of people identifying as Anglican (ABS data)
 - c. Local schools, colleges, universities
 - d. Other churches
 - e. Distance from Brisbane or nearest regional centre

9. What does the National Church Life Survey, most recent NCD survey or other tool, say about the Parish (if the Parish has participated in any of these)?
10. What are the particular qualities seen to be important for a new priest?

The Parish Profile is submitted to the Regional Bishop for review and uploading to the Diocesan website.”

Resource on theological reflections on secular view of marriage equality, and lived experiences of LGBTI people & their families

Council resolved to appoint the following individuals to a panel to prepare resources:

- The Reverend Mark Calder
- The Very Reverend Peter Catt
- The Reverend Canon Dr Marian Free
- The Reverend Lynda Johnson

and that the Reverend Professor Rodney Wolff chair the panel and manage the editorial process.

Strategic Issues

Work Health & Safety

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

Diocesan Governance and Management Arrangements Review – outcomes and recommendations

In December 2016, Council appointed a working group to examine a number of matters related to governance and management of the Diocese:

1. Engage stakeholders and review the effectiveness of the commission structure against the intent in the light of the emergence of the Mission Action Plan and the Diocesan Leadership Team.
2. Make any recommendations with respect to proposed changes to the Governance Structure.
3. Conduct a client satisfaction survey for both Corporate Services and Financial Shared Services.
4. Review current literature regarding shared service arrangements and best practice.

5. Evaluate the current shared service offering against best practice, client feedback and the original intent of the model.
6. Make any recommendations with regard to the shared service arrangements in the light of the evaluation at (3).
7. Report to Diocesan Council in March 2017.
8. Review the relationship between Diocesan Leadership Team (DLT) and Diocesan Council.

As a result of the review process, Council identified five key principles to progress that are most likely to have a positive impact on the future operations of the Diocese:

1. Retain the commission structure as the base governance structure of the Diocese and review the roles and responsibilities of existing Commissions.
2. Move direct responsibility for a number of services that are key to Anglicare operations to the Community Services Commission, in response to the changed operating environment for Anglicare especially through consumer led care funding.
3. Transform DSC and FSC into a single Commission with an amalgamated membership which retains key skill sets, and develops specialist service provision to meet the needs of the other Commissions, especially PMC, MEC and ASC.
4. Identify key corporate services which would remain centralised, e.g. insurance, legal, crisis communications, strategic property, treasury and investment, payroll, procurement, but have reporting mechanisms as appropriate.
5. Confirm the role of the General Manager's Office based on the Position Description developed for the selection process, i.e. as line manager of Executive Directors and leading strategy and core services, such as professional standards.

Council resolved to move ahead with a new model of service based on these principles and approved management taking actions to complete and implement the necessary plans indicated in an implementation roadmap presented by the working group and the DLT.

Council approved a regulation under the Diocesan Governance Canon to transform the FSC and DSC into a single commission known as the Finance and Diocesan Services Commission.

Council received update reports throughout the second half of 2017 on the implementation of these changes. The vast majority of implementation actions had been completed by the end of 2017 with the remaining actions planned for completion early in 2018.

Policy Issues

Council approved the following policies and revisions:

Risk, Governance and Compliance

Council resolved that Risk, Governance and Compliance be part of the General Manager's Office and report to Diocesan Council through DARC biannually.

As part of the governance and management review, the risk and compliance framework has been reviewed post restructure and a commission-based approach is being adopted. This involves each of ASC and CSC operating its own risk governance structure. FDSC is also instituting a risk governance structure across its operations and the key services provided by MEC and PMC. Each of ASC, CSC and FDSC will report to, and have a member on, DARC. The General Manager's Office retains an overall co-ordinating role and has engaged a Risk and Compliance Co-ordinator, whose role is to co-ordinate and facilitate this activity and reporting and act as a secretariat to DARC.

Diocesan Policies Regarding Qualifications & Credentials

Council received a report on processes for checking and verifying qualifications and credentials of key office holders in the Diocese. Council approved:

- a Diocesan Qualifications and Credentials Policy that clarifies the qualification and credentialing verification requirements for ACSQ;
- a qualification and credential matrix developed for appointment of members of Diocesan Council,

and endorsed that management work with:

- the senior leadership of individual Commissions and the General Manager's Office to refine qualification and credential matrices in relation to each Commission; and
- the Bishops to refine the matrices in relation to clergy,

and develop communications and processes to ensure any changes are understood and the resulting processes supporting the verification and recording of qualifications and credentials are robust.

Applications for Redress and Related Matters – Child Sexual Abuse

Council approved an amendment to the interim redress policy to allow for a maximum payment of \$200,000 in line with the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse.

Policies Relating to Sexual Misconduct

Council approved:

- Amendments to the protocol for dealing with complaints of sexual harassment, sexual assault or sexually inappropriate behaviour,
- A policy for reporting potential criminal matters to the Queensland Police Service,
- A policy for considering licensing a church worker who has engaged in sexual abuse or sexual misconduct or is a person of concern.

Review of Redress Payments paid to Survivors of Child Sexual Abuse

In furtherance of the Diocese's aim to deal fairly with survivors of child sexual abuse and in light of law reform regarding time limitation periods, Council considered issues related to reviewing past payments to survivors.

Council resolved that it wishes requests for review of redress or settlement payments to be conducted expeditiously, and sought further investigation of a possible mechanism, including possible co-operation with the Uniting Church in Queensland and its redress panel. Council further resolved that in a review of settlements and claims for compensatory damages, where redress is not pursued, where possible the Diocese will engage in negotiation before proceedings are commenced with a view to an expeditious settlement. If proceedings are commenced, the Diocese will seek to resolve those proceedings as expeditiously as possible. Council sought progress reports.

In October, Council received a report outlining the following key points:

- The Office of Professional Standards and the General Manager's Office have been working hard to deal with claims in a caring, compassionate and expeditious manner under the current procedures, but improvements can be made.
- A single set of principles that is applied to all redress claims, whether new or a review, and which is more easily understood and better communicated, is required.
- The redress and review processes need to be looked at as a whole to identify key improvements.
- More work is needed before an external panel could become a viable process option.
- The claims management function requires better resourcing.
- Council consider what form of governance oversight it wants over ACSQ's abuse response.

The report outlined key actions that were endorsed by Council, including:

- Improving ACSQ's redress policy and aligning the redress and review policies.
- Developing clearer communications to survivors and their advisers about their options.
- Improve the website to include dedicated information about redress.
- Engaging a Redress and Claims Co-ordinator and a dedicated Litigation Manager.
- Review the landscape in light of the National Redress Scheme when its terms become clearer.
- Promote contribution from insurers where possible.
- Appoint a sub-committee to provide governance oversight.

Council requested the Royal Commission Response Committee (renamed the Royal Commission and Claims Response Committee) develop for Council approval policy changes in line with the report and to provide governance oversight of the ACSQ's responses to institutional child sexual abuse (including sexual and non-sexual abuse claims regarding Enoggera and Tufnell Homes as per current policy) including:

- claims management;
- responses to General Synod legislation and Standing Committee work;
- responses to the Royal Commission final recommendations when published.

Council further resolved that:

- i) if an applicant in the Diocesan direct negotiation/mediation process accepts the redress offer made by the Diocese, the applicant must sign a standard deed of release with the Diocese;
- ii) subject to iii), if a survivor, having received a redress payment through the direct negotiation/mediation process, and having signed a deed of release, then seeks to take further action, the Diocese will consider on a case by case basis whether the deed of release should be relied upon; and
- iii) further to its November 2015 resolution, the Diocese will not rely on Deeds of Release to prevent review, and acting on such review, of settled claims by an independent body established pursuant to the Royal Commission's redress recommendations.

Recommendations & Resolutions from General Synod Standing Committee – Responses to Abuse

Council discussed the policy "Principles for the Use of Names of Persons who Perpetrated, or Failed to Take Action in Relation to, Child Sexual Abuse". Council asked the Director of Professional Standards to liaise with Dr R Kerr and the Reverend Dr J

Inkpin and provide feedback to the National Professional Standards Commission about the discussion.

Council endorsed the following policies as recommended by the General Synod Standing Committee:

- statement of principles for the sharing of information between the Directors of Professional Standards; and
- determining the responsibility of Dioceses for disciplining church workers for misconduct.

Child Protection Training for Education & Care Services (ECS) Mandatory Reporters

Council resolved to require all relevant education and care services staff to undertake all training required by the ASC in relation to legislative obligations by 1 July 2017.

Separately Incorporated Schools

Council received a number of reports from the Executive Director ASC outlining current collaboration and engagement with separately incorporated schools. Council requested the Executive Director ASC, in consultation with the General Manager, to:

- develop a clear and certain set of minimum principles and expectations of the Diocese for separately incorporated schools for approval by Council;
- consider the inclusion of risk and compliance requirements in the minimum principles and expectations; and
- develop a program to engage with each separately incorporated school on the new style and structure of relationship.

Position of St John's College within the Anglican Diocese of Brisbane

Council approved that St John's College remain an unincorporated Church Body within the Corporation of the Synod of the Diocese of Brisbane subject to formal written agreement incorporating arrangements to be finalised between the parties respect to:

- Enhanced reporting arrangements; and
- Undertakings by St John's College to abide by Diocesan policies specified in an agreement.

Implementation of Safe Ministry to Children Canon

Council received reports on the steps required to adjust current practices to implement the General Synod Safe Ministry to Children Canon adopted by Synod.

Council resolved to adopt Section 5 of Faithfulness in Service (and necessary administrative provisions), to be entitled 'Code of Conduct for Ministry to Children within

the Anglican Church Southern Queensland' as its code of conduct in respect of church workers (as defined in the SMCC), pending any successful applications for exceptions and to update individual codes accordingly.

Clergy Stipend Increases 2018

In October 2017, Diocesan Council determined the stipend for 2018.

Parish Priest & Associate Priests

Year	CPI Forecast	Stipend
2018	2.0%	\$65,747

Assistant Clergy and Stipendiary Lay Ministers

Year	CPI Forecast	Stipend
2018	2.0%	\$58,442

Parishes Regulation Canon – Regulations VII (Remuneration for Occasional Duty)

Diocesan Council adopted the ATO flat rate of 66 cents per kilometre, regardless of engine size.

Parishes Regulation Canon – Regulations XX (Maranoa-Warrego Anglican Mission Area)

Diocesan Council resolved to approve:

- the renewal of Regulation XX of the Parishes Regulation Canon for a further three-year period;
- renaming the entity created by Regulation XX from Maranoa-Warrego Anglican District, to Maranoa-Warrego Anglican Mission Area.

Parishes Regulation Canon – Regulation XI (Furnishing of Churches)

Diocesan Council resolved that clause 10 of Parishes Regulation XI – Furnishing of Churches, be amended by adding the following new paragraph 10[c]:

[c] Notwithstanding clause 10[b] of this Regulation, the Parish council, with the advice and direction of the Parish priest, may provide suitable approved alternatives to the bread and wine referred to in clause 10[b] to meet the pastoral needs of specific individuals with a medical condition necessitating such alternatives. The alternatives to be used are to be approved by the regional Bishop.

Professional Standards Regulation I (Appointment & Terms and Conditions of Members of the Professional Standards Committee)

Diocesan Council resolved to adopt the proposed Regulation I of the Professional Standards Canon – Appointment and Terms and Conditions of Members of the Professional Standards Committee, with amendments.

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 2017. Important matters included in those reports for consideration and action by Council included the following:

i) Anglican Schools Commission

(a) Council received advice that the Queensland Anglican Schools System Authority had been approved.

(b) ASC reported on the formation of its Student Protection Team which contributes significantly to supporting schools and education and care services in responding to and reporting child protection matters, referrals to prevention and early intervention services, cyber safety concerns and assisting with discussions with regulatory authorities.

(c) Fraser Coast Anglican College – Business Plan and Capital Project: A proposal for funding for FCAC falling outside usual risk parameters was presented to Council. Council noted the risks associated with the tabled Business Plan coming to fruition and that ANFIN has assessed the loan risk as beyond the risk appetite adopted by Council. Council also noted that there is a high risk in taking no action and not providing the loan funding as the projects are required to be undertaken. Council:

- endorsed the strategy outlined in the business model; and
- noted that ANFIN has approved the loan and acknowledged the risks associated with implementing the identified strategies including the capacity of FCAC to repay ANFIN debt.

(d) Council noted that independent audits had been undertaken in relation to child protection policies and expressed concern around the disappointing result from St Paul's School in regard to failures to undertake certain training. Council requested the General Manager and ASC to work with the school to ensure a plan is in place to rectify the training deficiencies.

ii) Finance and Diocesan Services Commission

(a) Diocesan Council resolved to adopt a Financial Risk Appetite Statement. The risk categories and tolerance levels that form part of the Financial Risk Appetite Statement are informed by management's assessment of the Diocese's capacity to absorb financial risk across its various mission and business endeavours.

(b) Council noted the increase in the abuse claims provision from \$9.959m to \$13.825m for the financial year ending 31 December 2017.

(c) Council continued to receive six monthly updates on the Diocese's capacity to fund key strategic projects over the medium term.

(d) Following the creation of the Finance and Diocesan Services Commission, amalgamating the FSC and DSC, Council appointed the following as Commissioners of the FDSC:

- Mr John Davies
- Ms Desiree Houston-Jones
- Dr Ruth Kerr
- Reverend Stuart Perry
- Mr Frank Prostamo
- Emer. Prof Christine Ryan
- Reverend Peter Shayler-Webb
- Reverend Canon Gary Smith
- Reverend Dan Talbot
- Mr Anthony Weder
- Mr Bruce Wilson
- Mr Greg Windsor

and noted that the Archbishop had appointed Mr Douglas Porter as the Chair.

iii) Parishes & Other Mission Agencies Commission

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

- that the Parishes of Buderim, Caloundra with Glasshouse Country, Chermside, Coorparoo, Hervey Bay, Kawana Waters,

Kenmore-Brookfield, Maroochydore and Strathpine retain their benefice classifications;

- that the Parish of Maleny retain its non-benefice classification;
- that each of the Parishes of Jimboomba and Rochedale be classified as benefices; and
- that the Parishes of Burleigh Heads and Zillmere shall no longer, for the time being, retain their benefice classifications.

(b) Council also agreed to the closure of the following Churches:

- Holy Spirit Anglican Church, Cherbourg (Barambah Parish)
- Holy Trinity Church, Geham (Crows Nest Parish)
- St Alban the Martyr, Auchenflower

(c) Council approved the reappointment of Mrs Sue Taylor and Mr Neil Crisp as lay members of the Commission.

(d) Council also approved the Parish boundaries for the Parish of Cleveland be changed to incorporate the Parish of Stradbroke Island; and, the name of the Parish of Cleveland be changed to the Parish of East Redland (aka East Redland Anglican Parish).

iv) Ministry Education Commission

(a) Council approved the appointment of Mr Richard Grimshaw and the Reverend Professor Rodney Wolff to the Ministry Education Commission for a term of three years. Council also approved the reappointments of Professor George Kearney and Mr Steven Goakes to the Commission.

(b) Council noted the reports on the progress of the strategic objectives under the MEC Strategic Plan for 2017-2019.

v) Community Services Commission

(a) Council noted the move to consumer-led care for home care packages and initiatives in relation to working with clients with disabilities under the NDIS and the steps Anglicare had taken to successfully transition to these new arrangements.

(b) Council noted the retirements of three long-serving Commissioners, Mr Alan Dann, Dr Rachel McFadyen and Mrs Glennis Hinton. Council appointed three new Commissioners, Mr Alex McNab, Mrs Kate Hillman and Mr Ken Thompson.

Bequests

Council noted the following bequests with grateful thanks:

Estate of the late John Atherton – \$10,000.00 *“for the enhancement of the tradition of music and the maintenance of the Church organ”* of St Matthew’s, Drayton.

Estate of the late Marion Dorothy Briggs – \$113,886.77 for the charitable purposes of *“St Luke’s Nursing Service Queensland Trading as Spiritus for the charitable purposes thereof”* (now known as Anglicare Southern Queensland, the current trading name of the former St Luke’s Nursing Service).

Estate of the late Neva Sears Byrne – \$11,516.71 *“to be applied for the Corporation of the Lesser Chapter of the Cathedral Church of Brisbane War Memorial Fund”*. The amount bequeathed is \$10,000.00 and interest at 8% per annum is payable on the legacy if paid after one year from the date of death. Thus the interest payable for the period from 14 August 2016 to 7 July 2017 is \$1,516.71.

Estate of Noel Leonard Carter – \$250,000.00 for the general and charitable purposes of St Andrew’s Anglican Church, Caloundra.

Estate of the late Marjorie Jean Cohen – \$5,882.00 for the charitable purposes of *“St Luke’s Nursing Service Queensland Trading as Spiritus for the charitable purposes thereof”* (now known as Anglicare Southern Queensland, the current trading name of the former St Luke’s Nursing Service).

Estate of the late William Oliver Herbert Cowley – \$407,649.28 for the benefit of St Bartholomew’s Anglican Church at Mount Gravatt.

Estate of the late Harold Noel Dennis – \$303,620.00 for the general charitable purposes of St Luke’s Nursing Service (now known as Anglicare Southern Queensland, the current trading name of the former St Luke’s Nursing Service).

Estate of the late Doris Helen Crees Donald – \$5,000.00 for the purposes specifically of maintaining the interior appearance and effecting internal repairs to the Church premises of St Stephen’s Church, Coorparoo.

Estate of the late Milford McArthur Eyres - \$5,000.00 for the general charitable and religious purposes of The Church of the Holy Spirit, Surfers Paradise of 73-75 Salerno Street, Surfers Paradise.

Estate of the late Milford McArthur Eyres - \$208,732.23 representing a 72% share of the residue of estate to be distributed equally between:

- Anglicare Southern Queensland,
- The Mission to Seafarers Brisbane Inc.,
- Church of the Holy Spirit (the Anglican Parish of Surfers Paradise) and
- Surfers Paradise Anglican Crisis Care Inc.

Estate of the late Marian Ezzy – \$1,000.00 to *“The Corporation of the Synod of the Diocese of Brisbane for the general charitable educational and religious purposes of the Diocese ... for the support of Queensland Country Parishes of the Anglican Church”*.

Estate of the late Louisa Greensill – \$14,547.29 representing a final distribution *“to be applied for the general charitable and religious purposes of St John’s Parish at Hervey Bay”*.

Estate of the late Nancy Seal Hamilton-Smith – \$35,719.99 for the charitable and religious purposes of St Bartholomew’s Anglican Church of Logan Road, Upper Mount Gravatt.

Estate of the late Phyllis Deirdre Hyland – \$50,000.00 for the general charitable purposes of the Anglican Parish Sherwood.

Estate of the late Reuben Charles Kent – \$35,712.66 to *“Saint Peters Anglican Church in Lady Mary Terrace, Gympie, Queensland for the general purposes thereof”*.

Estate of the late Edith Lydia Selma Elfriede Kite – \$1,000.00 to *“St Luke’s Nursing Service of St Martin’s House, 373 Ann Street, Brisbane”*, (now known as Anglicare Southern Queensland, the current trading name of the former St Luke’s Nursing Service)

Estate of the late Beatrice Maud Moffat – \$1,000.00 to be used for *“the general charitable purposes of The District Nursing Association Milton conducted by St Luke’s Nursing Home”*.

Estate of the late Leslie Gordon Morris – \$500.00 for the general charitable and religious purposes of the Parish of St Andrew’s, Indooroopilly.

Estate of the late Anne Kathryn Ottasoff – \$15,336.54 representing a final distribution *“as to a one-sixth share thereof for The Corporation of the Synod of the Diocese of Brisbane for the general charitable purposes of the Parish of St Cecelia’s Chinchilla”*.

Estate of the late Elizabeth Porter – \$1,000 for the *“general charitable and religious purposes of the Parish Saint Hugh’s at Inala”*.

Estate of the late Hilda Katie Roberts – \$3,542.07 representing a final distribution to be used for *“the general charitable and religious purposes of St John’s Cathedral Building Completion Fund”*.

Estate of the late Peter William Sanderson – \$126,984.13 and \$20,850.62 for The Corporation of the Synod of the Diocese of Brisbane.

Estate of the late Barry William Scott – \$10,000.00 for general Parish purposes to the Anglican Parish of Maleny.

Estate of the late Evelyn Margaret Short – \$500.00 for the general charitable and religious purposes of the Parish of St Francis' Woodgate Beach.

Estate of the late Beres Fay Stephenson – \$508.23 to be applied for the benefit of "Anglicare Southern Queensland".

Estate of the late George Xavier Windsham – \$10,000.00 to Anglicare Southern Queensland "for the general charitable purposes of Anglicare Community and Aged Services Townsville of 11/155 Denham Street, Townsville".

Trusts

The following distributions were received from trusts:

From the C H Boden Trust

Parish of Redcliffe	\$8,520.74
St John's Cathedral Building Fund	\$8,504.57

From the E C Evans Trust

St Luke's Nursing Service (Anglicare)	\$2,727.49
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From the Richard Harper Ferris Trust

St Augustine's, Hamilton	\$1,642.25
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From the Florence May Harrison Trust

St Matthew's, Holland Park	\$4,603.05
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From the Dorothy Frances Hooper Trust

St Luke's Nursing Service (Anglicare)	\$1,050.35
Mission & Services Fund (Anglicare)	\$1,050.35

From the Marguerite Hester Hyland Memorial Trust

St Luke's Nursing Service (Anglicare)	\$4,990.49
The Holy Spirit Church, Kenmore	\$4,990.49

From the Dr David Clements Jackson Trust

Completion and maintenance of St John's Cathedral	\$259,660.33
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From the John O'Rourke Trust

Trinity Pantry, Fortitude Valley	\$7,627.35
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From the Penberthy Trust

St Luke's Nursing Service (Anglicare)	\$3,930.25
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From the Ethel May Scott Trust

St Luke's Nursing Service (Anglicare)	\$4,565.34
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From the Nancy Service Trust	
Tufnell Welfare Service	\$5,968.65
From the Lizzie Stokes Trust	
Three way split:	
• Tufnell Home	\$1,413.98
• ABM	\$1,413.98
• Relief and treatment of the homeless, drug users, people suffering from HIV/AIDS and Aboriginal people of Australia (Anglicare)	\$1,413.98
From the James Taylor Trust	
Two way split :	
• The Glennie School	\$15,378.17
• Toowoomba Anglican College & Preparatory School	\$15,378.17
From the Doris L Waraker Trust	
St Luke's Nursing Service (Anglicare)	\$3,332.01
From the Olive Nancy White Trust	
St Luke's Nursing Service (Anglicare)	\$3,076.22
Anglican Foundation for Disabled & Aged Persons	\$1,538.11

*The Most Reverend Dr Phillip Aspinall
Archbishop of Brisbane*

DIOCESAN AUDIT AND RISK COMMITTEE (DARC) REPORT

1. Purpose

The purpose of this report by the Diocesan Audit & Risk Committee (DARC) is to detail the activities of the Committee for the period 1 January 2017 through to 31 March 2018.

2. Introduction

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

Mr David Sneesby	appointed to DARC in September 2012 and to the Chair in February 2016.
The Rev'd Canon Gary Harch	appointed in 2008 and immediate past Chair of DARC.
Mr Alan Dann	a long term member and previous Chair of DARC.
Mr John Boyd	appointed to DARC in August 2013.
Mr Craig Hutley	appointed to DARC in April 2017.
Mr Gary Brady	appointed to DARC in August 2017.

In April 2018, Diocesan Council (DC) approved updating DARC's charter to expand the membership of this Committee to include members from the Community Service Commission (CSC), the Financial and Diocesan Services Commission (FDSC) and the Anglican Schools Commission (ASC).

To allow for this change, the charter's minimum membership was increased from three to five, and maximum membership was increased from five to seven.

In light of this change, DC approved the appointment of Dr Judy Smeed and Dr Ruth Kerr to DARC, as the members representing ASC and FDSC respectively. These new appointments bring a wealth of knowledge in relation to their respective Commissions to the Committee. Mr Gary Brady already operates as the CSC representative on DARC.

These changes were brought about to fit within the new decentralised risk management and compliance structure of the Diocese (see section 3 of this report for more details in relation to this restructure).

The Committee can report that during 2017, DARC continued to receive strong support from Management and acknowledges the ongoing support of DC.

3. Risk Management & Compliance

At the June 2017 DC meeting, the recommendations of the Governance and Shared Services review were approved. The key recommendations from this review were that the shared services functions were to cease, with these services reallocated to CSC.

Additionally, the Financial Services Commission and the Diocesan Services Commission were to be amalgamated to form FDSC, with FDSC taking responsibility for the services and functions provided to Diocesan operations and a number of centralised corporate services functions.

As part of this reorganisation, the risk management and compliance functions of the Diocese were restructured to fit into this new organisational model.

This restructure resulted in the following structural changes:

- CSC established its own Risk and Compliance Committee and its own risk management function within its organisational structure.
- CSC now has a common committee member across its Audit and Risk Committee and DARC, and reports on its deliberations to both CSC and DARC.
- CSC, through its Audit and Risk Committee, undertakes its own internal audit function.
- FDSC undertakes its own internal audit functions, which includes Ministry Education Commission (MEC) and Parish and Other Mission Agencies Commission (PMC).
- FDSC took on the key risk management and compliance responsibilities for the areas of parishes, finance, insurance, investments and work health and safety.
- Risk management in school operations is delegated on a school-by-school basis to school councils under the ASC Enterprise Risk Management Model, with ASC responsible for Diocesan wide or portfolio risks from owned schools.
- As detailed above, a member of ASC and FDSC will join DARC.

Through these changes, DARC will retain an oversight function across the Commissions of the Diocese. This has been achieved through the expanding of the DARC committee with members from CSC, ASC and FDSC and through the regular reporting of risks from ASC and CSC, which will occur on a six-monthly basis, and the annual reporting from FDSC.

DARC will conduct a review after 18 months of this change to determine if any improvements or changes are required to the risk management structures of the Diocese.

4. Routine Audit & Risk Committee Oversight

External Audit

In April 2017, the Committee reviewed the Anglican Church Southern Queensland external audit report and financial statements covering the financial year ended 31 December 2016. The management letter covering this same audit was presented to the June 2017 DARC meeting. DARC acknowledges both the unqualified audit opinion and the work being performed to close external audit issues.

In October 2017, the CSC external audit report and annual report for the year ended 30 June 2017 were presented to DARC, again with an unqualified audit opinion.

In March 2018, the Committee reviewed the Anglican Church Southern Queensland external audit report and financial statements, this time covering the financial year ended 31 December 2017, which again included an unqualified audit opinion. The management letter covering this audit is expected to be received later in 2018.

In April 2018, the external audit function was put out to tender for 2019, 2020 and 2021.

Internal Audit

During 2017 DARC oversaw the work of KPMG as our Internal Audit service provider towards achievement of the Internal Audit Plan approved in December 2016. This was the final year of the overarching three-year Strategic Audit Plan. The following internal audits were reviewed in 2017:

- Records and Archive Management
- NDIS Post Implementation
- Payroll

The committee noted that both the Bequests and IT Cyber Security audits were cancelled. With the completion of the audits included in 2015-17 strategic internal audit plan, the internal audit function will be put to tender in 2018. In the interim, KPMG will be contracted to perform three internal audits.

Whilst acknowledging the considerable improvement in the number of outstanding Internal Audit recommendations in 2017, DARC notes that work is required to close the issues still outstanding as of March 2018. In line with the new decentralised risk management model detailed at point three above, the clearing of many of these issues will now sit initially with the CSC Audit Committee and FDSC, with reporting of this work through to DARC. DARC will continue to monitor the clearing of these issues through its oversight role.

David Sneesby
Chair



Ordination of Deacons and Priests at St John's Cathedral, 2 December 2017

Cathedral Chapter

2017 Pastoral Report

The whole notion of disruption is adolescent: It assumes that after the teenagers make a mess, the adults will come and clean it up. But there are no adults. We own this mess.

Timothy Snyder, *On Tyranny: Twenty Lessons from the Twentieth Century*

Disruption is one of the buzzwords of our time. From Uber to AirBnB, models of commerce are being recast.

Disruption is also being experienced in the political landscape. For the past 20 years or so we have been on a trajectory that has seen the development of a particular type of political operative and politician; the staffer, party member or union organiser who has worked their way up the ranks to be a politician. These people are deeply enculturated into the ways and conventions of politics. They are political professionals. This model is now being disrupted by the outsider; people with no political experience. For example, in France we have seen the election of Emmanuel Macron, and in the USA, Donald Trump. These outsiders are not playing by the long established rules.

Other manifestations of this disruption are occurring elsewhere as people who were, often for decades, at the political edges, are being elected to parliament and exercising societal-changing influence.

The disruption of the political space has seen a rise in nationalism and isolationism, with a concomitant increase in suspicion towards the other. This means that major issues such as feeding the world, dealing compassionately with the refugee crisis and reversing the threat of climate change are being sidelined.

Behind the outbreak of political disruption is a serious disruption of community and of the communitarian project that West has been developing over centuries. In large measure, the deepening communitarianism was the product of the effects of the Jesus project seeping into the understanding of who we are and what we are called to be. The rise of individualism, a developing sense that the political professionals have lost touch with the people, an increasing divide between rich and poor and the decline of the middle class, have combined to derail the communitarian project and, with it, many peoples' sense of belonging. The disruption of democracy, which is a fragile creature at the best of times, is already following.

The bloodthirsty Good Friday crowd reminds us that humans have an innate tendency to build community 'over and against'. The disruption of the politics of nations and the world, and the breakdown of community that drives it is feeding this destructive tendency.

Donald Trump is both the extreme example, and the First-Dog-on-the-Moon-esque parody, of what this disruption looks like and where it is taking us. Unapologetically self-seeking, indecent to the point of being burlesque, uninterested in truth, encouraging the pursuit of the narrative of suspicion with its attendant conspiracy theories, and seeking to undermine the bulwark institutions of American for short-term trivial gain, Trump's election has given permission for a renewed outpouring of misogyny, racism and other discriminatory attitudes. This is disruption for disruption's sake.

Who do you choose to be for this time? Are you willing to use whatever power and influence you have to create islands of sanity that evoke and rely on our best human qualities to create, relate and persevere?

Margaret Wheatley, *Who Do We Choose to Be?*

How is a Christian community such as St John's, which begins with an emphasis on reflective engagement, and its leadership, to respond to the development of this somewhat Orwellian world? Meg Wheatley in her book, *Who Do We Choose to Be? : Facing Reality, Claiming Leadership, Restoring Sanity* offers some clues.

Wheatley's scrutiny of our current situation leads her to suggest that communities and leaders need to be working together to create Islands of Sanity.

She begins her assessment by looking at the factors governing the pattern of development and decline previous civilisations have followed. She reminds us that all civilisations decline, and that those living in them do not expect them to end. The work she examines suggests that one of the signs of a civilisation being in trouble is the rise of a celebrity culture; when celebrities replace experts, technocrats and artists. As they begin to decline, societies tend to choose celebrities to be their leaders and give other leaders celebrity status. Our society is certainly in the grip of the cult of celebrity, so perhaps the analysis Wheatley offers provides us with some food for thought. In any case it is her suggestion that we need to create Islands of Sanity as way of moving forward in our current times that has provided the greatest stimulus for reflection.

*The ceremony of innocence is drowned;
The best lack all conviction, while the worst
Are full of passionate intensity.*

WB Yeats, *The Second Coming*

An island can be an isolated and isolating place. Escaping to an island is one of the ways we holiday; we remove ourselves from life as we otherwise experience it. Islands can be seen as an expression of paradise; a place not touched by the cares and concerns of the everyday world. Islands can also be deserts, and those on them can come to see

themselves as castaways. Some are responding to our uncertain times by withdrawing, literally, to isolated islands.

Bradley Garrett, a cultural geographer based at the University of Sydney is currently doing research for a book called, *Bunker: The Architecture of Dread*, which will be released in 2019. He estimates that three to four million Americans are 'Preppers' or 'Survivalists'. These are people who are actively preparing to ensure that they will survive a global catastrophe. Garrett says, 'From wealthy Russian oligarchs buying whole Pacific islands, to Silicon Valley entrepreneurs purchasing swathes of land in New Zealand, to the Vivos Group's recent acquisition of 575 derelict munitions bunkers in South Dakota, prepping today takes place on a broader scale and appeals to a wider range of actors. Their preparations also seem more rational with each eye-watering news cycle.'

The cure for despair is not hope. It's discovering what we want to do about something we care about.

Margaret Wheatley, *Who Do We Choose to Be?*

At one level it could be argued that the 'preppers' are the only sane ones amongst us; that the rest of us cannot see clearly that a tipping point has been reached and that only these sane few will survive the calamity that is to come. It needs to be noted, however, that no matter how such a movement is packaged, it is a sign of defeat and resignation. The 'preppers' ultimately are fatalists, and their approach to life can only lead to disengagement from society. The Christian community needs to ask how such a response squares with the gospel?

The Islands of Sanity that Meg Wheatley imagines are quite different to those being built by the 'preppers'. Wheatley invites the leaders and communities that grasp her vision to build places that are not only safe for those who find a home there, but are also bases from which active engagement with the surrounding culture takes place. These islands are connected to the communities and culture in which they find themselves – they have good transport hubs to the outside world – but have the capacity to protect themselves from the toxic forces that operate in the outside world. Wheatley says, 'Working with what we have, where we are, and who we're with is the path to reinvigorating our best human qualities of generosity, creativity and community even as the general culture spirals into deeper fear, aggression and polarization.'

We don't have to wait for some grand utopian future. The future is an infinite succession of presents, and to live now as we think human beings should live, in defiance of all that is bad around us, is itself a marvellous victory.

Howard Zinn (Quoted in Wheatley Book)

As one looks around the world one can see various small groups forming the islands of which Wheatley speaks. These are bases that allow their inhabitants to act as a transformative presence in the world, and to develop ways to negotiate the new global territory in which we find ourselves. Parts of the press, for example, are remaining

steadfast, principled and dedicated to analysis in the face of pressure to mirror some of the larger corporations which are producing conspiracy-fuelled opinion and are promoting xenophobia, racism, LGBTQ+phobia and misogyny.

*It is like yeast that a woman took and mixed in with three measures of flour
until all of it was leavened.*

Luke 13:21

Christian communities face the same choice as other groups as they seek to respond to the challenges of our disrupted and disrupting culture.

Some communities will respond in ways similar to those adopted by the 'preppers'. In fact, many of the 'preppers' in the USA are members of religious groups preparing for some version of the apocalypse. Others may not express their withdrawal as dramatically but one can see that those in charge of some islands are building some impressive battlements. The fact that submissions to the Religious Freedom Enquiry currently being held in Australia are subject to secrecy rather than contributing to a community-wide conversation suggests that many an island as a place of isolation is being prepared.

*Jesus called a body,
and he called them to embody
his life and teachings both ritually and socially.
In other words Jesus founded a transformative community,
better known as the church.*

Matt Jenson & David E. Wilhite *The Church: A Guide for the Perplexed*

It seems to me that the St John's Community is striving to create an Island of Sanity which has characteristics consistent with those Meg Wheatley proposes for such Islands. I am incredibly grateful for the way the community expresses this. The Cathedral Council is a delight to work with and the Chapter is incredibly supportive.

The west doors, open on daily basis, stand as a symbol of our openness and our desire to welcome. The open doors are a powerful antidote to the first glimpse of our architecture which can give the impression that we are the most substantial fortress in the City and Diocese. The rainbow flag that sits along our other welcoming flags is a much appreciated symbol of inclusion, as is the static witness provided by the dedicated and well maintained children's ministry and play area adjacent to the shop.

The all-important human dimension is added by our guides, welcomers, stewards, morning tea caterers and shop workers. The Mission-ally Welcoming strategy adopted as result of the visioning day in early 2016, has been embraced by the worshipping community and is shifting the understanding we have of ourselves. The COWs (Coffee on Wednesdays) team, and those who lead the English Conversations add extra dimensions to this. The fact that rough sleepers feel safe on our site and have developed

relationships with our community and the cathedral staff is encouraging. All of this has built on our 2016 theme of building a safe place and the 2017 theme of holding space for the other.

*Be patient toward all that is unsolved in your heart
and try to love the questions themselves....
And the point is, to live everything.
Live the questions now.
Perhaps you will then gradually, without noticing it,
live along some distant day into the answer.*

Rainer Maria Rilke, *Letters to a Young Poet*

Thanks go to all who preach and teach for their commitment to wrestling with the faith and inviting others to do the same. The Way, as the faith was called in its earliest days, is a path and a process that leads to transformation of persons and communities. Preaching, teaching, study and reflection are some of the tools that open the transformative path for us. The flourishing of groups that provide the space for such activity within the Cathedral is an ongoing source of encouragement. The *Mystics*, *Theologians & God-botherers* series, Community Retreat, Quiet Days, The *Embracing an Adult Faith* and *Pilgrim* series, and the *Wasting Time with God* sessions all have contributed to a deepening sense of belonging for enquirers and others seeking to make the faith their own. The *On The Way* Podcast has been an important addition to our work this past year, while *The Eagle* continues to give all this a wide level of exposure. All these activities are enabled by dedicated members of the cathedral staff and community and we thank them for their incredible efforts.

The symbolism of the Eucharist is intended to reshape the imagination of the Christian people; so that they will put the elements of their experience together in a brand new way that will allow of hopes and expectations hitherto quite excluded from consideration – expectations of peace and social justice and non-exclusive community, in other words real expectations of the reign of God coming among human persons and societies.

Monika K Hellwig, *The Eucharist As Symbol*

One of the hallmarks of following The Way has been the practice of gathering to break bread. The Eucharist is the anchor point for the Christian community as it seeks to be transformed by the gospel and in turn to be a transforming influence in the world. In the Eucharist we meet the crucified and risen one who is at one and the same time the community's still point and its ultimate disrupter; the one who asks us to leave our comfort zone and build a different form of community.

At St John's we strive to make worship and prayer the centre of our lives. We are grateful to all who give of themselves to make this so: the welcomers, the stewards, the readers, those who craft and offer the prayers, the servers and those who spend time decorating

the cathedral with flowers and works of art. We are fortunate to have a wonderful team of LAs who lead the daily offices and assist at other services. We also offer our thanks to those who lead ministries such as the labyrinth walks and meditation group.

Music is a gift that enhances our worship and prayer. Music powerfully reminds us that we much more than rational creatures. Music exposes our complexity, touches our emotions and unlocks our deepest selves. It opens us to the transforming power of God. We therefore express our deep gratitude to our incredible music team and give thanks for the many talented people they bring into the cathedral's orbit.

The symbolic sense of the Eucharist is concerned with gathering, with inter-dependence, with community and communion with one another and with the whole human race as the intended people of God

Sacrosanctum Concilium, of the Second Vatican Council

One hopes that Islands of Sanity, such as the one we trust and pray we are developing at St John's, can provide a base from which the long cherished communitarian project stimulated by the percolating of the gospel into our culture can be re-established. I see this engagement reflected in the dedication of St John's community to the pursuit of justice, expressed on a weekly basis through our support of The Holy Trinity pantry, our *Outreach through Offerings* program, and in the reflective and transformative work of *The Community of Practice*, and our striving to be "green" in all that we do.

We are encouraged by the flow of people who are joining our community who come seeking an expression of faith that desires to engage with complexity, and that allows them to wrestle with the dilemmas that life poses for them.

The symbolism of Eucharist is not only that of individual access to essential nourishment, but an impressive representation of table fellowship that may not be exclusive and which depends upon the guests to extend the divine hospitality to one another.

Monika K Hellwig, *The Eucharist As Symbol*

Meg Wheatley points out that Islands of Sanity are fragile. They can be attacked by outside forces. They can also be undermined from within. In *Who Do You Want to Be?*, she reminds leaders and community members alike that one of their tasks is to honour the fragility of their island and to ensure that it and its inhabitants are cared for. In our 2016 Pastoral Report, which was themed around the idea of creating a safe place, we noted that part of protecting our fragile space is to practice, in a determined and intentional way, the honouring of one another; particularly when tough issues are being negotiated. We also noted that the safe place we enjoy, is by its very nature, vulnerable to the work and actions of church bullies. For this reason, the document, *Being Together*, which has been adopted by The Cathedral Council, was attached to that report. Given that from time-to-time the clergy team and wardens have been called on to deal with this

issues of bullying, and in recognition of the fragility of our 'island', it is attached to this report as well. It has proven to be useful starting point for conversation about how we live together in community. We see this as also building on the 2017 Pastoral Report theme of Holding Space for the other.

The pursuit of truth, as a form of political action, is inherently disruptive, anti-authoritarian, and dangerous to those content with the way things are.

Nancy Snow, *Propaganda, Inc.: Selling America's Culture to the World*

As 2017 drew to a close, The Royal Commission into Institutional Responses to Child Sexual Abuse handed its final report to the Governor General. The report raises many issues that the Church, other institutions, and our wider culture, will need to consider carefully and find ways to address. One of the things it highlights is the incredible challenge we face as we try to keep our cathedral island safe and welcoming. Creating an Island of Sanity, protecting it so that it can be a safe place and finding ways to hold that space for the other requires active work. The exercising of power, privilege, the desire to protect reputation and image, and even the blinding effects of relationship that can lead to toxic forms of denial, are forms of the constant threat that to which Islands of Sanity are vulnerable.

*The question of how shall we live is a never-answered question.
It's a constant argument.*

Salman Rushdie

As 2018 opens before us, let us seek to nurture our Johannine community so that it comes to be seen more and more as an Island of Sanity. May we work together to ensure that our island has a good welcoming hub. May we also understand that we are called to regularly leave our island home to actively engage with the community in which we find ourselves. May we honour those who come yearning for connection, community and a sense of belonging, and be found to be a people who follow The Way, and who take formation and transformation seriously.

We offer our deep gratitude to all the Cathedral staff. Their commitment and dedication is a constant inspiration. We also thank the members of the large and diverse teams and ministries that enliven the community life at St John's. In the end our Island of Sanity is the product of the commitment and dedication of the people who make up the community. As we close we give thanks for those who helped to create and nurture this Island and now, having died in 2017, dwell in God's nearer presence: Fiona Botha, David Moore, Pat Reuschle, Ian Donaldson, Don Postle and Mary Edwards. May eternal joy be theirs.

*In part because the ideal sketched is such a demanding one,
and unlikely in most cases to be attained perfectly at any time,
the Eucharistic gathering is also presented as a listening community,
a people brought together to hear the word of God proclaimed,
to receive the word and to reflect on it
and gradually to be transformed
in understanding, expectation and response.*

Monika K Hellwig, *The Eucharist As Symbol*

*Peter Catt
Dean of Brisbane
on behalf of the Clergy Team*

***Being Together:
Expectations of Behaviour in our Church Community***

Jesus told us to love one another as he loves us. As Christians we know our life together is strengthened when our behaviour is consistent with our faith. However, our experience of being together can be difficult, particularly when there are differences. So it is important to be clear about how we will behave towards each other.

Being a community:

- We will value the wellbeing of others.
- We will encourage each other to participate in the life of the church.
- We will consider the impact of our behaviour on others.

Relating to each other:

- We will treat each other with respect and dignity, irrespective of ability, gender, sexuality, race, age or contribution to the church.
- We will act with integrity and honesty in our interactions with each other.

Communicating with each other:

- We will communicate respectfully with others, and not in a way that threatens, belittles or humiliates.
- We will speak with integrity and honesty, and refrain from speculation and gossip.

Acknowledging difference:

- We will respect those who are different from us and not isolate or ridicule them.
- We will listen to and seek to understand the beliefs, opinions and practices of others, even when we do not share their views.

Responding to conflict:

- We will accept responsibility for our part in a conflict.
- We will be willing to play our part in resolving a conflict.

This was adopted by General Synod as the statement of expectations of members of church communities.

Events at the Cathedral 2017

Regular Groups & Events

Meditation Group meets every Tuesday 6.45pm. Meal from 5.30pm.
Community of Practice every Tuesday 7.30pm.
Labyrinth Walk, the first Sunday of each month after the 9.30am service.
Choral Eucharist, first Wednesday of each month, 6pm.
The Journey Bible Study Group, held in January.
Pilgrim, small study group meets twice per week.
Contemplative Eucharist, second Wednesday of each month, meditation 5.30pm, Eucharist 6pm.
Coffee on Wednesdays (COWs), every Wednesday.
English Conversation Class, every Tuesday 2pm.

January

17 St John's Anglican College Commencement Service
31 Anglican Church Grammar School Founders' Day Service

February

11 St Peter's Lutheran College Concert
19 St Francis College Commencement Service
24 Consecration of Jeremy Greaves as Bishop
28 Shrove Tuesday Pancakes

March

17 St Patrick's Day Precinct BBQ
18 GFS AGM
25 Biggenden Reunion
28 Churchie Prep Easter Service
29 Lady Day Service

April

1 Fusion Vocal Ensemble Concert, 7pm
6 Free Morning Concert
7 Farewell Eucharist for Bishop Geoff Smith
9 The Way of the Cross, Children's Liturgy
11 Eucharist of the Oils

Easter 2017

During Lent

On Friday evenings during Lent (March 3, 10, 17, 24, 31 and April 6) the cathedral offered a program of Nocturnes. At 9pm there were 45 minutes of sublime reflective music performed by some of Brisbane's best ensembles. It was followed by a Service of Compline, the liturgy for the close of day.

Stations of the Cross took place every Friday in Lent at 1.10pm.

Holy Week 10-14 April

Stations of the Cross were walked daily at 1.10pm

Tuesday 11 April

Eucharist of the Oils, 7pm

Maundy Thursday 13 April

Liturgy of the Last Supper, Washing of Feet and Watch, 7pm

Good Friday 14 April

Litany & Morning Prayer, 7.30am

Children's Service, 9.30am

Eucharist, followed by Stations of the Cross, 12noon

Musical Devotion: Bach's St Matthew Passion, 7pm

Holy Saturday – Easter Eve 15 April

Morning Prayer, 8.30am

Easter Day 16 April

Vigil Eucharist, 5.30am

Holy Communion, 7.30am

Choral Eucharist, 9.30am

Holy Communion, 5pm

Choral Evensong, 6pm

May

- 4 Free Morning Concert
- 9 Loaves & Fishes Lunch
- 10 Contemplative Eucharist
- 14 Angligreen Evensong
- 24 Free Morning Concert, UQ Winds
- 25 Ascension Evensong
- 26 Reconciliation Service-National Reconciliation Week 27 May-3 June

June

- 1 Free Morning Concert
- 2 Schools Night in the Cathedral
- 4 Great Priory of Queensland attended our 9.30am Service
- 7 Evensong (first Wednesday of each month)
- 10 Roses in the Ocean (stemming the tide of suicide) Dinner
- 18 Royal School of Church Music Australia, Festival of Great Hymns, 1pm and Choral Evensong at 6pm. Both events sung by the Combined Festival Choir.
- 21-22 Cathedral Bus Trip to Maryborough, Hervey Bay and Nambour
- 21 Chamber Philharmonia Cologne, Germany concert, Vivaldi Mozart Paganini, 7.30pm
- 25 Eltham East Primary School concert, 2pm
- 30 Choralfest Gala Concert, 7pm

July

- 2 Sunday Conversation with The Dean
- 2 Mystics, Theologians and God-Botherers, 7pm - Christianity with Paul, presented by The Rev'd Canon Dr Marian Free
- 5 Wasting Time with God, 9.30am-11.30am. Welcoming the stranger: Asylum on an island - Nauru/Manus presented by Chris from the Salvation Army
- 5 Monthly Wednesday Evensong, 6pm
- 6 Free Morning Concert, 11am. Harp, percussion and brass – students from the Queensland Conservatorium Students (Advanced Performance Program)
- 8 & 9 National Youth Choir of Australia, 7.30pm
- 11 Pilgrim Bible Study Group, 10.30am
- 18 Pilgrim Bible Study Group, 10.30am
- 22 Japanese Koto Concert
- 25 Pilgrim Bible Study Group, 10.30am & 7pm
- 25 Evensong for James, 6pm
- 25 Meditation group, 5.45pm
- 26 English Conversation Class, 2pm
- 26 Griffith University Art Students

August

- 1 Meditation Group, 5.45pm
- 2 Wasting Time with God - Interfaith - A guide to the Fearful and Perplexed with Ariel Heber
- 2 Evensong, 6pm
- 2 Pilgrim Bible Study Group, 7pm
- 3 Free Morning Concert, Queensland Conservatorium Keyboard Performers, 11am
- 5 Redlands College Concert, 7.15pm
- 6 Vocations Sunday – Steeplechase event
- 6 Evensong with St Mary's, Kangaroo Point Choir, 6pm
- 6 Mystics, Theologians and God-Botherers, 7pm
The Venerable Valerie Hoare on Meister Eckhart
- 9 Contemplative Eucharist, God Beyond Boundaries
- 12 Brisbane Contemporary Church Music Festival, Sax Song, 7pm

- 13 Book Launch, *A Queensland Masterpiece*, 3pm. Written by Cathedral Guide, Denzil Scrivens
- 13 Household of Deacons Evensong, 6pm
- 15 St Margaret's, Classics in the Cathedral
- 18 Long Tan Service, 10am
- 19 Brisbane Contemporary Church Music Festival Concert
- 20 Brisbane Contemporary Church Music Festival Concert
- 23 Free Morning Concert UQ music students, 11am

September

- 3 Sunday Conversation led by The Dean
- 3 Mystics, Theologians & God-Botherers, 6pm
- 7 Free Morning Concert UQ music students, 11am
- 9 Queensland Choir Concert, 7.30pm
- 10 Movie Afternoon in the Darnell Room, The Mission
- 13 Contemplative Eucharist
- 17 Gay-E-Tea afternoon tea, 1pm
- 20 Free Morning Concert UQ music students, 11am
- 21 Annual International Peace Lecture, 7pm
- 24 HRH Duke of York and The Governor attended the 9.30am service

October

- 1 Sunday Conversation led by The Dean
- 1 Brightest and Best High School Festival, 3pm
- 1 Mystics, Theologians & God-Botherers, 6pm
- 5 Sheldon College Concert
- 6 Voices from Heaven Canterbury College Cantabile Choir concert
- 7-8 Brisbane Open House
- 9 Mental Health Week Service, 10am
- 11 Free Morning Concert, 11am
- 15 Brisbane Chorale concert
- 22 The James Nash High School Singers sang at the 9.30am Service, then at a short concert after morning tea
- 28 St John's Series Concert, 7pm
- 29 Seafarers' Service, 11.30am

November

- 2 Free Morning Concert
- 5 All Souls' Commemoration 6pm
- 12 Bookstall and Christmas Craft Stall
- 15 St John's Anglican College Valedictory Service, 10am
- 16 St Margaret's Valedictory, 10am
- 16 St Paul's Valedictory, 5pm
- 17 Cannon Hill Valedictory Service
- 18 Praying in Anglican Ways group
- 21 Churchie Christmas Service, 6pm
- 22 Multi-Faith Academy Graduation Service
- 25 Bach Concert

29 Statue Blessing Service

December

- 2 Chamber Choir concert
- 6 & 7 Musical Christmas concerts with the Griffith University Conservatorium,
7.30pm
- 12 Cathedral Precinct Christmas Service and Lunch in the cathedral
- 13 Contemplative Eucharist
- 15 Statues Installation
- 16 Advent Quiet Morning

Christmas 2017

December

- 3 Advent Procession of Light, 6pm
- 17 Nine Lessons & Carols with Brisbane Choral Artists, 6pm
- 19 Blue Christmas for those who struggle at Christmas time, 6pm
- 21,22, 23 Welcome Yule with the Cathedral Chamber Choir, 7pm

Christmas Eve

- Said Eucharist, 7.30am
- Choral Eucharist, 9.30am
- Children's Liturgy, Hurry to Bethlehem, 11.30am & 3.30pm
- God is with us, Lessons & Carols, 7pm
- Pre-Service Carols, 10.40pm
- First Eucharist of Christmas, 11pm

Christmas Day

- Said Eucharist with Hymns, 7.30am
- Choral Eucharist, 9.30am
- Holy Eucharist, 5pm

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

ABN: 33 671 722 573

For the year ended
31 December 2017

Financial Statements

For the year ended 31 December 2017

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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 2017, 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 2017 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/ar4.pdf

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

BDO Audit Pty Ltd

A handwritten signature in black ink, appearing to read 'R M Swaby'. The signature is written in a cursive style.

R M Swaby
Director

Brisbane, 15 March 2018

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

STATEMENT BY THE LESSER CHAPTER
For the year ended 31 December 2017

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 2017, 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 2017; and
- (b) the attached Income and Expenditure Statement presents fairly the results of the operations for the year ended 31 December 2017; 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 2017; and
- (d) the attached Cash Flow Statement presents fairly the cash flows of the identified funds for the year ended 31 December 2017.

The Lesser Chapter has, in respect of the financial year ended 31 December 2017:

- (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.

Dated: 15 March 2018
St Martin's House
373 Ann Street
Brisbane

The Very Reverend Dr P Catt
Dean of Brisbane

Mr Tim Reid
Chapter Clerk

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

**INCOME AND EXPENDITURE STATEMENT
For the year ended 31 December 2017**

	Notes	2017 \$	2016 \$
OPERATING INCOME			
Bequest Income, Gifts & Donations		289,164	267,846
Offerings		274,761	285,739
Rental and Parking Income	4	737,192	634,798
Use of Cathedral		263,031	257,254
Interest Income		7,037	14,116
Royalty Income		-	2,092
Ministerial Services Income		2,242	4,127
Grants – Synod		68,403	65,000
Grants from Other Sources		5,300	-
Cathedral Tours Revenue		893	2,010
Sales and Commission – Shop		71,519	75,159
Gain on Disposal of Fixed Assets		3,818	16,889
Other Income		4,808	730,889
		1,728,168	2,355,919
OPERATING EXPENDITURE			
Staffing Costs	5	(672,427)	(676,515)
Ministry & Worship Expenses	5	(124,870)	(124,370)
Giving	5	(32,350)	(33,867)
Occupation Expenses	5	(374,112)	(801,755)
Administration & Other Expenses	5	(471,928)	(473,022)
		(1,675,687)	(2,109,529)
NET OPERATING SURPLUS/(DEFICIT) FOR THE YEAR	3	52,481	246,390
OTHER INCOME & EXPENSES			
Tenant Relocation Net Expenses	8	-	145
TOTAL SURPLUS/(DEFICIT) FOR THE YEAR		52,481	246,535

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
For the year ended 31 December 2017**

	Notes	2017 \$	2016 \$
ASSETS			
Current Assets			
Cash and Cash Equivalents	6	654,821	610,288
Trade and Other Receivables	7	254,973	440,605
Inventory		25,406	21,158
Deposits and Payments in Advance		9,773	8,309
		<u>944,973</u>	<u>1,080,360</u>
Non-Current Assets			
Property, Plant and Equipment	9	250,037,696	226,453,865
Investment and Loans	10	30,000	30,000
Other Receivables	7	197,613	82,673
		<u>250,265,309</u>	<u>226,566,538</u>
TOTAL ASSETS		251,210,282	227,646,898
LIABILITIES			
Current Liabilities			
Trade and Other Payables	11	536,915	450,730
Revenue in Advance	12	551,298	682,576
Staff Leave Provisions		149,449	143,069
Interest Bearing Borrowings	13	134,021	134,021
		<u>1,371,683</u>	<u>1,410,396</u>
Non-Current Liabilities			
Other Payables	11	50,000	40,000
Revenue in Advance	12	2,395,725	2,906,358
Interest Bearing Borrowings	13	967,596	1,053,030
		<u>3,413,321</u>	<u>3,999,388</u>
Capital Funds			
General & Ministry Funds	15	2,335,965	2,411,135
		<u>2,335,965</u>	<u>2,411,135</u>
TOTAL LIABILITIES		7,120,969	7,820,919
NET ASSETS		244,089,313	219,825,979
ACCUMULATED FUNDS & RESERVES			
Revaluation Reserve		240,692,424	216,992,204
Capital Reserve	20	7,038,451	6,527,818
Accumulated Deficit		(3,641,562)	(3,694,043)
TOTAL ACCUMULATED FUNDS & RESERVES		244,089,313	219,825,979

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 2017**

	Notes	Revaluation Reserve \$	Capital Reserve \$	Accumulated Surplus/ (Deficit) \$	TOTAL \$
Balance at 1 January 2016		216,992,204	6,017,185	(3,940,578)	219,068,811
NPD Rent in Advance Allocation	20	-	510,633	-	510,633
Net Surplus/(Deficit) for the Year		-	-	246,535	246,535
Balance at 31 December 2016		216,992,204	6,527,818	(3,694,043)	219,825,979
NPD Rent in Advance Allocation	20	-	510,633	-	510,633
Additions to and revaluations of non-current assets		23,700,220	-	-	23,700,220
Net Surplus/(Deficit) for the Year		-	-	52,481	52,481
Balance at 31 December 2017		240,692,424	7,038,451	(3,641,562)	244,089,313

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 2017**

	Notes	2017 \$	2016 \$
Cash Flows from Operating Activities			
Cash Payments to Employees, Suppliers and Others		1,775,485	2,090,616
Cash Used by Operations		(1,360,839)	(1,929,417)
Cash Used by Operations		414,646	161,199
Interest Received		6,818	11,485
Interest Paid		(48,586)	(56,282)
Net Cash from Operating Activities	6	372,878	116,402
Cash Flows from Investing and Construction Activities			
Net Investment in Plant and Equipment		(56,838)	(392,423)
Third Party Donations and Receipts to Finance Construction Activities		132,183	262,760
Construction Costs: Cathedral Completion		(242,900)	(129,942)
Proceeds on Sale of Property, Plant and Equipment		3,818	16,889
Net Cash Inflow (Used in)/from Investing and Construction Activities		(163,737)	(242,716)
Cash flows from Financing Activities			
Increase/(Decrease) in Capital Funds		(79,174)	54,718
Payment of Capital Element of Interest Bearing Loan		(85,434)	(77,739)
Net Cash Inflow (Used in)/from Financing Activities		(164,608)	(23,021)
Net Increase/(Decrease) in Cash and Cash Equivalents		44,533	(149,335)
Cash and Cash Equivalents at beginning of the year		610,288	759,623
Cash and Cash Equivalents at end of the year	6	654,821	610,288
Consisting of:			
Cash and Cash Equivalents - non Capital Funds		(1,681,144)	(1,800,847)
Cash and Cash Equivalents - Capital Funds	15	2,335,965	2,411,135
Cash and Cash Equivalents in Funds as per Balance Sheet	6	654,821	610,288
Bank Overdraft	14	-	-
Total Cash and Cash Equivalents	6	654,821	610,288

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 2017**

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 2017 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 2017

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 2017 is \$149,449 (2016: \$143,069)

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 2017 was 23, including 5 full-time employees with an additional part-time contractor. (2016: 19 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 2017

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

An independent valuation of the buildings was obtained 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 2017

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 2017 is \$2,906,358 (2016 – \$3,416,991).

(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 2017

	2017	2016
	\$	\$
NOTE 3: CHAPTER OPERATING INCOME & EXPENDITURE OVERVIEW		
Cathedral Operations		
Dean's Office		
Income	585,190	625,684
Expenses	(824,934)	(878,651)
Surplus/(Deficit)	(239,744)	(252,967)
Premises		
Income	678,207	1,299,802
Expenses	(166,772)	(465,842)
Surplus/(Deficit)	511,435	833,960
Ministry Of Hospitality		
Income	19,836	21,282
Expenses	(15,535)	(20,187)
Surplus/(Deficit)	4,301	1,095
Shop		
Income	76,819	75,095
Expenses	(81,061)	(80,539)
Surplus/(Deficit)	(4,242)	(5,444)
External Uses		
Income	81,327	77,428
Expenses	(3,770)	(675)
Surplus/(Deficit)	77,557	76,753
 Total Cathedral Operations		
Income	1,441,379	2,099,291
Expenses	(1,092,072)	(1,445,894)
Surplus/(Deficit)	349,307	653,397
 Music		
Income	14,734	15,322
Expenses	(223,762)	(212,480)
Surplus/(Deficit)	(209,028)	(197,158)
 Cathedral Maintenance		
Income	272,055	241,306
Expenses	(359,853)	(451,155)
Surplus/(Deficit)	(87,798)	(209,849)
 TOTAL CHAPTER		
Operating Income	1,728,168	2,355,919
Operating Expenses	(1,675,687)	(2,109,529)
NET OPERATING SURPLUS/(DEFICIT)	52,481	246,390

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

NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2017

	Notes	2017 \$	2016 \$
NOTE 4: RENTAL & PARKING INCOME			
Gross Rental & Parking Income		980,851	813,823
Rental Discount – Diocese Offices		(243,659)	(179,025)
TOTAL RENTAL & PARKING INCOME		737,192	634,798
NOTE 5: OPERATING EXPENDITURE			
Staffing Costs			
Ministry		232,209	226,723
Music		121,937	103,006
Administration, Vergers and Operations		318,281	346,786
		672,427	676,515
Ministry & Worship Expenses			
ACGS Scholarship		38,488	37,860
Other Ministry & Worship Expenses		86,382	86,510
		124,870	124,370
Giving			
Parish Contribution to the Diocese		32,350	31,396
Other Diocese Levies & Giving		-	2,471
		32,350	33,867
Occupation Expenses			
Electricity & Gas		17,643	17,900
Insurance - Property		216,701	220,424
Repairs & Maintenance		21,246	66,366
Refurbishment – Cathedral Windows		-	119,599
Refurbishment – Church House		-	249,584
Other Occupation Expenses		118,522	127,882
		374,112	801,755
Administration & Other Expenses			
Audit Fees		13,500	15,000
Consulting Fees		21,616	25,819
Depreciation	9	173,227	164,715
IT Expenses		38,346	40,546
Hire office equipment		13,608	13,424
Stationery and Postage		24,754	12,973
Telephone/Internet		14,075	13,199
Interest Paid		48,586	56,282
Marketing Expenses		22,678	20,468
Cost of Sales - Shop		44,695	48,984
Other Expenses		56,843	61,612
		471,928	473,022
TOTAL OPERATING EXPENDITURE		1,675,687	2,109,529

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

NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2017

	Notes	2017 \$	2016 \$
NOTE 6: CASH & CASH EQUIVALENTS			
Operating Funds		(1,681,144)	(1,800,847)
Capital Funds	15	2,335,965	2,411,135
TOTAL CASH & CASH EQUIVALENTS IN FUNDS		654,821	610,288
Bank Overdraft	13	-	-
TOTAL CASH & CASH EQUIVALENTS		654,821	610,288
Reconciliation of Net Cash Provided by Operating Activities to Net Surplus/(Deficit)			
Net Surplus/(Deficit)		52,481	246,535
Non-Cash Flows in Operating Deficit:			
Depreciation		173,227	164,715
(Gain) on Sale of Property, Plant and Equipment		(3,818)	(16,889)
Interest Forgone – Cathedral Completion		(1,223)	(3,876)
Financing Activities Interest Income		1,004	1,245
Changes in Provisions:			
Employee Benefits		6,380	18,606
Changes in Assets and Liabilities:			
Decrease/(Increase) in Trade Debtors		185,632	(228,571)
Decrease/(Increase) in Prepayments		(1,464)	1,390
Decrease/(Increase) in Inventories		(4,248)	(213)
Increase/(Decrease) in Payables		(35,093)	(66,540)
Net Cash Generated from Operations		372,878	116,402
NOTE 7: TRADE & OTHER RECEIVABLES			
Current			
Trade Debtors		57,309	290,394
GST Receivable		5,103	7,424
Other Debtors & Receivables		192,561	142,787
		254,973	440,605
Non-Current			
Cathedral Completion Commitments	17	197,613	82,673
TOTAL TRADE & OTHER RECEIVABLES		452,586	523,278

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

**NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2017**

	Notes	2017	2016
		\$	\$
NOTE 8: TENANT RELOCATION NET EXPENSES			
Webber House		-	(145)
TOTAL TENANT RELOCATION NET EXPENSES		-	(145)

During 2015, as a result of digging of foundations at the neighbouring construction site next to Webber House, significant vibrations and noise were experienced by tenants in Webber House. On advice, Webber House was deemed an unsatisfactory workplace for our tenants in Webber House during this particular phase of the construction. Consequently, our tenants temporarily relocated their offices for a period of just over 3 months and incurred costs of relocation, rent and outgoings that Lesser Chapter agreed to cover as landlord.

NOTE 9: PROPERTY, PLANT & EQUIPMENT

Land & Buildings - at Valuation		247,899,000	224,198,780
Motor Vehicles - at Cost		11,500	11,500
Less: Accumulated Depreciation		(11,500)	(11,500)
		-	-
Computer Software - at Cost		25,121	7,840
Less: Accumulated Depreciation		(8,568)	(7,840)
		16,553	-
Furniture and Fittings - at Cost		550,558	550,558
Less: Accumulated Depreciation		(233,839)	(194,204)
		316,719	356,354
Musical Instruments - at Cost		20,000	20,000
Less: Accumulated Depreciation		(14,784)	(13,693)
		5,216	6,307
Office Equipment - at Cost		58,987	55,606
Less: Accumulated Depreciation		(50,462)	(46,920)
		8,525	8,686
Computer Equipment - at Cost		100,911	69,105
Less: Accumulated Depreciation		(70,686)	(62,969)
		30,225	6,136
Plant & Equipment - at Cost		2,213,070	2,208,931
Less: Accumulated Depreciation		(552,684)	(436,612)
		1,660,386	1,772,319

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

NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2017

	Notes	2017	2016
		\$	\$
NOTE 9: PROPERTY, PLANT & EQUIPMENT continued			
Helidon Quarry - at Cost		143,185	143,185
Less: Accumulated Depreciation		(42,113)	(37,902)
		101,072	105,283
TOTAL PROPERTY, PLANT & EQUIPMENT		250,037,696	226,453,865
 MOVEMENTS IN PROPERTY, PLANT & EQUIPMENT			
Land & Buildings			
Carrying value at beginning of financial year		224,198,780	224,198,780
Revaluation Increment		23,700,220	-
Additions		-	-
Carrying value at end of financial year		247,899,000	224,198,780
Motor Vehicle			
Carrying value at beginning of financial year		-	-
Depreciation		-	-
Carrying value at end of financial year		-	-
Computer Software			
Carrying value at beginning of financial year		-	330
Additions		17,513	-
Depreciation		(960)	(330)
Carrying value at end of financial year		16,553	-
Furniture and Fittings			
Carrying value at beginning of financial year		356,354	230,716
Additions		-	154,043
Depreciation		(39,635)	(28,405)
Carrying value at end of financial year		316,719	356,354
Musical instruments			
Carrying value at beginning of financial year		6,307	7,501
Depreciation		(1,091)	(1,194)
Carrying value at end of financial year		5,216	6,307
Office equipment			
Carrying value at beginning of financial year		8,686	12,294
Additions		3,381	286
Depreciation		(3,542)	(3,894)
Carrying value at end of financial year		8,525	8,686

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

NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2017

	Notes	2017 \$	2016 \$
NOTE 9: PROPERTY, PLANT & EQUIPMENT continued			
Computer equipment			
Carrying value at beginning of financial year		6,136	22,378
Additions		31,806	-
Depreciation		(7,717)	(16,242)
Carrying value at end of financial year		30,225	6,136
Plant and equipment			
Carrying value at beginning of financial year		1,772,319	1,644,664
Additions		4,138	238,094
Depreciation		(116,071)	(110,439)
Carrying value at end of financial year		1,660,386	1,772,319
Helidon Quarry			
Carrying value at beginning of financial year		105,283	109,494
Depreciation		(4,211)	(4,211)
Carrying value at end of financial year		101,072	105,283
TOTAL			
Carrying value at beginning of financial year		226,453,865	226,226,157
Revaluation Increment		23,700,220	-
Additions		56,838	392,423
Disposals		-	-
Depreciation	5	(173,227)	(164,715)
Total Carrying value at end of financial year		250,037,696	226,453,865

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

NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2017

	Notes	2017 \$	2016 \$
NOTE 10: INVESTMENTS AND LOANS			
Shares at Cost – Cathedral Quarry Pty Ltd		30,000	30,000
TOTAL INVESTMENTS AND LOANS		30,000	30,000
NOTE 11: TRADE & OTHER PAYABLES			
Current			
Trade Accounts Payable		225,260	246,339
Giving	19	6,821	6,558
Other Creditors, Accruals & Payables		304,834	197,833
		536,915	450,730
Non-Current			
Other Payables		50,000	40,000
TOTAL TRADE & OTHER PAYABLES		586,915	490,730
NOTE 12: REVENUE IN ADVANCE			
Current			
Weddings Booked		25,595	33,775
Rent in Advance - Northern Precinct Diocese Funding		510,633	510,633
Other Income in Advance		15,070	138,168
		551,298	682,576
Non-Current			
Rent in Advance - Northern Precinct Diocese Funding		2,395,725	2,906,358
TOTAL REVENUE IN ADVANCE		2,947,023	3,588,934
NOTE 13: INTEREST BEARING BORROWINGS			
Current			
Bank Overdraft	14	-	-
Unsecured Loan for Northern Precinct Development	14	134,021	134,021
		134,021	134,021
Non-Current			
Unsecured Loan for Northern Precinct Development	14	967,596	1,053,030
TOTAL INTEREST BEARING BORROWINGS		1,101,617	1,187,051

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

NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2017

	Notes	2017 \$	2016 \$
NOTE 14: AVAILABLE FACILITIES			
Bank Overdraft			
Current	13	-	-
Balance	6	-	-
		300,000	300,000
Maximum Facility			
Unsecured Loan for Northern Precinct Development			
Current	13	134,021	134,021
Non-Current	13	967,596	1,053,030
Balance		1,101,617	1,187,051
		1,400,000	1,400,000
Maximum Facility			
 NOTE 15: GENERAL & MINISTRY FUNDS			
Chapter Capital Funds			
Special Funds	16	55,700	55,692
Ministry Funds	16	1,742,848	1,739,848
Music Funds	16	214,865	214,555
Maintenance Funds	16	299,341	298,655
Total Chapter Capital Funds	16	2,312,754	2,308,750
National Trust Funds		23,211	102,385
TOTAL GENERAL & MINISTRY FUNDS	6	2,335,965	2,411,135

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

NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2017

NOTE 16: CHAPTER CAPITAL FUNDS

Total Chapter Capital Funds	Special	Ministry	Music	Maintenance	Total
	\$	\$	\$	\$	\$
Opening Balance - Prior Year	55,686	1,739,848	214,170	297,801	2,307,505
Bequests and Donations					
Other Donations	-	-	-	-	-
Total Bequests and Donations	-	-	-	-	-
Interest/Other Income	6	-	385	854	1,245
Less: Outlays	-	-	-	-	-
Closing Balance – Prior Year	55,692	1,739,848	214,555	298,655	2,308,750
Bequests and Donations					
Estate: Fiona Best	-	3,000	-	-	3,000
Other Donations	-	-	-	-	-
Total Bequests and Donations	-	3,000	-	-	3,000
Interest/Other Income	8	-	310	686	1,004
Less: Outlays	-	-	-	-	-
Closing Balance – Current Year	55,700	1,742,848	214,865	299,341	2,312,754
Closing Balance – Prior Year					
Represented by:					
Interest Bearing Deposits	1,648	-	19,546	41,940	63,134
Chapter Loan	54,044	1,739,848	195,009	256,715	2,245,616
Closing Balance – Prior Year	55,692	1,739,848	214,555	298,655	2,308,750
Closing Balance – Current Year					
Represented by:					
Interest Bearing Deposits	1,657	-	19,856	42,625	64,138
Chapter Loan	54,043	1,742,848	195,009	256,716	2,248,616
Closing Balance – Current Year	55,700	1,742,848	214,865	299,341	2,312,754

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 2017 total accumulated notional deferred interest on Chapter Capital Funds is \$261,116 (2016: \$225,061).

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

NOTES TO FINANCIAL STATEMENTS
For the year ended 31 December 2017

	Notes	2017 \$	2016 \$
NOTE 17: CATHEDRAL COMPLETION COMMITMENTS			
Cathedral Completion Commitments at beginning of period		82,673	211,615
Total Completion Costs during the year		244,123	133,818
Less: Bequests and Donations Received			
National Trust St John's Cathedral Completion Appeal		(113,795)	(27,359)
Phyllis May Lusk Bequest		(159)	-
Diana Mary Luker Bequest		-	(167,642)
Hilda Katie Roberts Bequest		(3,542)	-
Neve Sears Byrne Bequest		(11,517)	-
Other Donations and Income		(170)	(67,759)
Total Bequests and Donations Received		(129,183)	(262,760)
Net Increase/(Decrease) in Total Commitments		114,940	(128,942)
TOTAL CATHEDRAL COMPLETION COMMITMENTS	7	197,613	82,673

NOTE 18: 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 2017

	Paid 2016 \$	Balance 2016 \$	Received 2017 \$	Paid 2017 \$	Balance 2017 \$
NOTE 19: SUMMARY OF GIVING					
Congregation Giving					
Bush Ministry Fund	-	239	112	351	-
Cathedral Outreach	17,656	6,067	16,410	16,501	5,976
Gifts for Clergy	1,773	252	793	200	845
Mothers' Union	1,616	-	1,779	1,779	-
Defence Force Chaplaincy	700	-	550	550	-
Total Congregation Giving	21,745	6,558	19,644	19,381	6,821
Special Events					
Loaves & Fishes					
SWARA	26,800	-	-	-	-
Smart Pups	-	4,392	23,647	22,000	6,039
Total Congregation & Special Events Giving	48,545	10,950	43,291	41,381	12,860
Other Giving by Lesser Chapter					
Parish Contributions to Diocese	31,396			32,350	
Ronald McDonald House	244			-	
Other Discretionary Funds	2,227			-	
TOTAL GIVING PAID	82,412			73,731	

	General \$	NPD Rent in Advance Allocation \$	TOTAL \$
NOTE 20: CAPITAL RESERVE			
Opening Balance - Prior Year	4,327,840	1,689,345	6,017,185
Transfers to Reserve - Prior Year	-	510,633	510,633
Closing Balance - Prior Year	4,327,840	2,199,978	6,527,818
Transfers to Reserve - Current Year	-	510,633	510,633
Closing Balance - Current Year	4,327,840	2,710,611	7,038,451

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

2017 marked the first year of an almost all-new set of teaching staff at St Francis College (SFC). The Executive Director-Principal (Bp Jonathan Holland), Academic Dean (Dr Peter Kline), Lecturer in Church History and Senior Tutor (the Reverend Jo Inkpin), Lecturer in Biblical Studies (Dr Marie-Louise Craig), Director of Formation (the Reverend Penny Jones) and part-time Chaplain (the Reverend Olaf Anderson) were all new.

There are 17 staff in all – teaching staff, librarians, the Formation program for ordinands, the Youth, Children's & Families ministry (Y,C&F), the Spiritual Directors' Formation program, the Household of Deacons, and those producing lay education programs. In admin, we have a PA-Registrar and a Property & Finance Manager.

What holds us all together is an educational and formational framework. We are all engaged either in teaching the faith or helping others and ourselves be better formed as Christians or more often both. Half of the staff work full-time, half part-time. Some staff have been at the College for some years – Eve James (librarian), Steven Clarke (Property and Finance Manager) and Jonathan Sargeant (lay education) – and they give a degree of stability and hold more of the corporate knowledge of the College.

As Principal I gave some thought to the kind of culture I wanted to see at SFC:

- *A community of prayer.* So each day is consciously bookended with prayer: Morning Prayer and Evening Prayer and Eucharists mid-week. Prayer is a key way by which Christ deepens the union with himself and keeps us grounded in who we are doing our work for and why.
- *A community of learning.* Teaching and education is our bread and butter. Faith seeks understanding and teaching, and our hope is that through a student's deeper understanding of the Christian faith, there will usher in a greater love of God and others too. If a person leaves SFC with greater knowledge of the Christian faith but not a greater love of God and others then I am not at all sure we have successfully done our task.
- *A community of love, unity and peace with one another,* maintaining as far as possible, the unity of the Spirit in the bond of peace. (Eph 4.2-3)

- *A community whose eyes are fixed firmly on Jesus: that whatever we do, whether in the College or outside, whether corporately of individually, whether for the church or for society, we do it with our eyes fixed firmly on Jesus as our only guide.*

A **Strategic Plan** had been developed and 2017 marked the first year of its implementation. This Plan has given us some initial guidance and direction. There were five key areas:

1. *Design a full spectrum of theological education for our target markets.*
2. *Develop a flexible education delivery strategy.*
3. *Develop external partnerships for education/research efficiency and effectiveness.*
4. *Review organisation name, structure and governance arrangements.*
5. *Proactively develop and drive a resourcing strategy.*

During the year we fleshed out some of the content to each of these areas.

1. Design a Full Spectrum of Theological Education for our Target Markets

Grow Enrolments in Existing Programs

We looked at how to grow enrolments in existing programs. A broad range of tactics began to be developed in the hope that cumulatively they might realise greater enrolments. These included ***promoting particular subjects***.

In Semester Two 2017, for example, we tried to maximise enrolments in *Anglican Foundations*. The subject was led by Bp Jeffrey Driver and the Archbishop over two weekends in June and July. We had about 30 students (half enrolled; half auditing, that is, attending and listening to the lectures, but not for credit towards an award) and may have had more if not for the audit cost (\$300) and time component (two full weekends). We can't do much about the latter but a lower cost is being considered for 2018.

In 2018 the Archbishop will give more lectures; the sessions will be more interactive; and we will deliver it in Toowoomba. We tried to ***better advertise*** our courses through use of

Focus advertisements, *Wednesday Weekly* notices, brochures to parishes and online promotions through our new website and the SFC Facebook page. We offered **one free subject to parish leaders** in Semester II. The take up was small, four or five people, although that was likely the result of late and limited advertising. The intention is to get 'through traffic' and hope that some who come to test the waters might thereafter enrol in further subjects.

A new website was launched: clean, fresh, and easy to navigate, covering the suite of our ministries. Complementing the website was a new **SFC Facebook site**. We looked to have **greater engagement with Deaneries**. All Deaneries were invited to be our guests at SFC for one of their meetings, but only two responded. We looked in the future to **promote the Grad Cert Theol** as a starter pack for deeper theological understanding. The Grad Cert Theol consists of four introductory subjects. The marketing of the Grad Cert to schools and Anglicare staff still needed to be thought through.

Finally we began to **video lectures** with a view to making them available afterwards to enrolled students. This made study a little easier, especially if sickness or holidays precluded attendance at some lectures. These videos were the beginning of a hope to develop mixed-mode learning, although we recognised that mixed-mode learning would require first of all a substantial upgrade of our IT and computer facilities. (See below)

Research & Develop New Courses for New Markets

We began to outline new courses for new markets, and one or two of these got underway although staff limitations mean that this was a slow process. A **Child Safety Protection online program** was completed at the end of May 2017 by Jonathan Sargeant and Fiona Hammond. Greg Milles (DPS) said in an email: '*We have had very good feedback on the new online child protection training. It is a credit to Jonathan and the team who helped make it happen.*' We received \$9,000 to produce the online training. There was no additional revenue through something like a 'licensing fee'. My feeling was that if we produced further such courses, thought would need to be given as to how it might benefit SFC financially.

Units continued to be developed for **Project 360** with three more well under way. There was interest in developing **online courses for Confirmation** and **Admission to Holy Communion**, the latter two underway late in 2017 and more generally **a series of short online courses** as possible feeder courses into tertiary subjects – something left to 2018.

Faculty staff undertook an online training course run by Charles Sturt University to enable them to supervise **higher degrees by research**. But attracting higher degree by research candidates will be difficult. A full time PhD through CSU costs around \$30,000 each year over three years, making applications for scholarships almost a necessity.

Develop a Young Adult Community Program

Jonathan Kemp and Stephen Harrison worked hard to set up a framework for an intentional community of young adults, a **Young Adult Community**, at SFC. They proposed an initial intake of six young adults (18-25 years old) in 2019, whose time living on campus would include commitments to prayer, learning and service. The aim is to encourage young adults in their Anglican faith-journey, while also enriching the life of the College. A possible shape to this community was discussed and fleshed out; responses from the Archbishop and Bishops were encouraging; a survey of 15 young adults were positive; a possible 'Missioner/Warden/Chaplain' was identified, who expressed enthusiasm about the project; and ways of funding began to be considered.

Develop New Markets

Through ABM we initiated a 'pilgrimage' to **Wontulp Bi Buyu**. A formation student, Juliana Bate, made the pilgrimage with several others from Trinity Theological College Melbourne, attending a June/July teaching block of the Certificate III in Theological Studies at Wontulp Bi Buyu. It is our hope that this pilgrimage program will allow cross-cultural theological collaboration between us and Aboriginal staff and students at Wontulp Bi Buyu. I indicated our own interest in being supportive of **Newton Theological College (PNG)** as well, but to date nothing has developed.

The CSU School of Theology began exploring a **BMin** as a parallel program to the BTh. It is really driven by the Uniting Church who appear to have no Formation Program nor curacies, so a BMin would offer a much more practical approach to ministry. Its value to us might lie in the offering of courses in Youth Leadership, Families Ministry and Spiritual Direction. The launch of a BMin, assuming it is approved by CSU authorities, will take a few years, maybe 2020.

We had a few visiting international **scholars** in 2017. **Richard Burrige** and **Meg Warner** gave an excellent seminar on 'Interpreting the Bible in a Fractured World'. Thirty people attended. **Martyn Percy** delivered the Felix Arnott lecture (60 attendees) on 'Political Meanings behind Gospel Miracles' which was stimulating and encouraging and received with much applause and gratitude. **James Allison** also presented a lecture later in the year. We are trying to make the most of these scholars when they come through and enable not only the public, but Formation students in particular to access such internationally gifted scholars.

Review the Formation Program

A review of the Formation Intensives program was completed at the end of 2016 and Penny Jones very ably managed the introduction of the new elements to the program. She added her own ideas (e.g. an 'Integration paper' from each student at the end of each Formation Intensive) which have added a further depth to the Formation program.

There are five areas of formation: formation spiritually (prayer and worship), personally (self-knowledge: important since grace builds on nature), pastorally (a range of interpersonal and pastoral skills); ecclesially (knowledge of the Anglican ethos) and entrepreneurially (leadership).

Entrepreneurial leadership is the area we are weakest in delivering. During 2017 thought was given to the idea that maybe we might give more space and energy to 'formation as a leader' by developing a standalone leadership program. Some initial information on leadership courses had been gathered fortuitously through a visit to England in February 2017 by three Diocesan clergy (of whom I was one). We were there to attend a several-day seminar on 'Leading Your Church into Growth', but I took the opportunity to visit a few theological colleges and the Anselm Community of young adults at Lambeth as well. We hope that this information on leadership and further conversations with others will become the basis for developing a SFC leadership program in 2018.

2. Develop a Flexible Delivery Strategy

The future of education lies in developing mixed-mode teaching (sometimes called 'blended teaching', that is, delivering subjects not only through face-to-face teaching, but also through the internet videos, via online discussion forums, through intensive day-long seminars and so on – that is a mixed-mode delivery). But to deliver in this mixed-mode way we needed first to address **internet and other computer issues**. Upload and download speeds for example were incredibly slow (4 Mb/s) and at times every day I could type on my computer and watch the letters catch me up! Early in the year we asked an internet and computer service provider, Blue Apache, to put together a proposal that might address our IT needs. While their proposal was attractive – the bringing in of a fibre optic cable to replace the copper wire we were using; an upload/download speed of 100Mbs, greater use of WiFi, etc – it would have meant breaking from Diocesan IT services and paying another company to be our IT server.

A decision was delayed because some of the Diocesan 'shared services' were being separated out, including IT. It was thought that a distinct Diocesan IT department might be more engaged in helping SFC resolve its IT needs. The new General Manager also suggested we have an 'enterprise architect' (ie an IT specialist) cast his eye over the Blue Apache proposal.

The upshot was that we decided to stay with the Diocese. Speed loads were increased from 4 to 14 Mb/s as an interim measure, and a plan worked out to bring in fibre optic cable to a node in the College grounds through Optus. We were hoping this would be in place by the start of the first semester 2018 (but by May 2018 we were still waiting).

In the meantime we began videoing most lectures and uploading them to a YouTube portal which enrolled students could access later if they wished. This was a very first step towards 'mixed-mode' learning.

3. Review External Partnerships for Effectiveness

We have quite a few external partners, not the least being St Mark's Theological College Canberra, through which SFC is affiliated with the Charles Sturt University's School of Theology. Although we maintain cordial relations with St Mark's, there are some abiding challenges in our 'affiliated' status. We are invisible on the CSU School of Theology website. For example, those who enrol need to mark a 'Canberra Internal' box (and avoid marking the 'Canberra DE' box) in order to study at SFC. Nowhere is SFC Brisbane listed as a campus of the School of Theology, CSU on the CSU website.

The Agreement precludes us from any Distance Education enrolments. (DE is becoming anachronistic anyway under the development of mixed-mode learning.)

Gaining CRICOS (that is, the ability to enrol students from overseas) status now seems too hard. We pay St Mark's 17% of our enrolment fee as an administration fee, so that is a lot to lose. St Mark's course co-ordinators rarely initiate conversations with us about course material, reading lists, assessment questions, etc. (Once we contact them they are generally very helpful.) A curriculum that suits an evangelical college like St Mark's is not always a curriculum that suits a contemporary catholic college like SFC, although the delivery of the curriculum is left in the hands of the particular lecturer.

Individually these might seem small things, but collectively they add up to occasional frustration and to some degree limit enrolments. An Anglican theological college in Brisbane – the third largest city in Australia – ought to be a visible and significant campus in its own right, not a derived institution dependent on affiliation elsewhere.

Andrew Cameron, **Director of St Mark's Canberra**, visited us early in the year. It was good to welcome him here and I had a good conversation with him in which we recognised how Distance Education (DE) is breaking down under the advent of mixed-mode/online teaching and questioned whether DE will be a category in the years ahead. He also noted that the latest **St Mark's-SFC MOU Agreement** had not been signed and we agreed to remedy that situation as soon as possible. It is an MOU and essentially the Agreement runs on trust.

In July 2017 five members of the teaching faculty went to Melbourne to participate in a **Theological Educators Conference** for those involved in theological education and formation in the Anglican Church around Australia. We were joined by John Milburn (Director of Ordinands), Murray Harvey (Examining Chaplain and Vocations Task Group) and Robyn Murray (psychologist interviewing prospective Formation candidates). Most Anglican theological colleges were represented, with the exception of Moore College, Sydney. The two day conference was an information sharing and networking exercise. We gleaned a little that will help in areas such as Formation although its primary value was communication and networking.

Our ***Spiritual Directors' Formation Program*** has been granted recognition by the national ***Australian Ecumenical Council for Spiritual Direction (AECSD)***. Although the AECSD cannot grant diplomas or certificates, recognition by it is seen in the world of spiritual direction as meeting a high standard of teaching and formation. Dale Keenan, our Director for the Spiritual Directors Formation program and Wendy Dann, her assistant, need to be congratulated for the significant achievement.

Another external partner as it were, is ***the School of Philosophy***, a partner because it pays \$40k per year for the use of Bishopsbourne. I would like in due course to recover Bishopsbourne for College use, perhaps when we are ready to market the Chapel as a wedding venue and Bishopsbourne as a reception venue. The first step has been to upgrade the gardens and lawns; a second step has been to draw up a maintenance/repair plan for Bishopsbourne, which a company called Converge did for us.

The presence of the ***Parish of Milton-Auchenflower*** has been a happy experience to date. They use our Chapel for Sunday Eucharists, a monthly Saturday evening 'Sanctus' liturgy, and a Wednesday lunchtime Eucharist. We also provide a small room in Main Wing as an office for them. In 2017 we had four Formation students working alongside Penny Jones (part-time parish priest). The parish with College support and help hosted a small fete on the weekend of ***Brisbane's Open House*** in October, when Bishopsbourne and the Chapel were opened for visitors. About 300 people passed through the grounds and buildings many stopping for a sausage sizzle or afternoon tea, enjoying the good weather and relaxed ambience.

We would like to see the Old Franciscans (now known as the ***Alumni of St Francis College***), be more engaged in the life of SFC. We began by inviting the newly ordained priests, who had trained at SFC, to return to the College one weekday in the months after ordination, to preside and preach at a weekday Eucharist in 'their' College as a thank-offering to God. There has been no response yet, but keeping the ties with alumni is a hope for the future.

4. Brand Name & Governance

A very helpful meeting with members of the Diocesan marketing team led to us deciding to brand ourselves as '***St Francis College***', rather than the Ministry Education Commission. The name 'St Francis College' is part of Diocesan history, is readily recognised, and has an affectionate place in the hearts of many. Just as the Community Services Commission badges itself as Anglicare so the Ministry Education Commission now badges itself as 'St Francis College'. Our tag line is '*Experience. Learn. Transform.*' We are slowly putting our logo and tag line on various written and electronic productions.

New signage around the College with our new SFC logo and the Diocesan logo were ordered and installed early in 2018.

We welcomed the **Reverend Rodney Wolff and Mr Richard Grimshaw** onto the Ministry Education Commission board who between them bring a sound knowledge of Anglicanism, financial perspicacity, computer literacy and a knowledge of the tertiary sector. It is great to have them on board with other longer serving members: George Kearney, Sarah Leisemann, Ann Dashwood, Stephen Goakes and our chair Archbishop Phillip. I am immensely grateful for their individual and corporate support, insight and wisdom. The board met seven times in the year and is diligent in monitoring progress, considering policies and charting and nuancing the strategic direction of the College.

5. Develop a Resourcing Strategy

Extra income streams were considered. Twenty car parking spaces rented at \$3 per day, became 24 rented at an average of \$9 per day. The review of parking prices was part of a wider appraisal of rental charges. One of the staff houses was rented till mid-2018 through LJ Hooker at \$680 per week. We were very grateful to the **Anglican Men's Society** who gave us \$15,000 and plan to make this an annual contribution. This complements other generous financial gifts: the annual GFS grant of \$5,000 to two students each year; the MU payment of a CPE course (\$1,000) to one student; the three ASC school scholarships of \$30,000 each (although this looked as if it would discontinue after 2017 or 2018). As well, the Mission to Seafarers kindly offered a CPE scholarship, and the Kempthorne Trust enables SFC to give an average of \$1,000 to each formation student each year. These generous gifts are deeply appreciated.

Steps were made to ascertain interest in a **billboard on the Milton Road exit/entrance**. Various proposals were made and one is being pursued. While there are still a number of hurdles to overcome and clarifications required, if the billboard comes to completion it will provide a happy further income stream to SFC.

The Ordination Candidates Trust Fund gained tax deductible status in late 2015. A question is how do we gain donations to such a fund – something not pursued in the year but put on the drawing board.

An application to access funds in the Vernon Cornish and Dell Cornish Grindrod Memorial Fund led to a meeting with the board members of that fund to update the policy. I am now trying to garner information on all the scholarship funds that apply to SFC. My feeling is to advertise once each year that the College has a number of scholarships available for international and national study and invite applicants to lodge a proposal for consideration. At the same time we need to be proactive in encouraging potential future teachers in the Diocese to begin post-graduate studies and release them financially to do this through the scholarships.

I met once a month with Brookfield representatives and Clive Bolger (Diocesan Property) to look at development options for the **Brookfield site**. The idea was, and is, to make the site work both financially and missionally for the Diocese/MEC. It has not been easy to

discover a clear and obvious development of the site to date or even a missional direction, although 'spirituality' is the broad area. Various options for land development were considered but no conclusions reached by the end of 2017.

Some of the current extra income streams are being offset by extra spending on ***gardens and buildings***. Lawns outside the chapel were planted; garden beds restored; staff offices were refurbished. The Admin Centre received a new set of cupboards; broken and rotten veranda floorboards along Main Wing were replaced; outside steps secured and repaired. Painting seems never-ending. Many of these improvements are one-off costs. Staff need to work in surroundings that are pleasant and conducive to study and interviews and lectures, and grounds and gardens need to signify to visitors and students that they are entering a cared-for, welcoming and professional environment. I found it surprising that there was no gardener for nine acres of land, so for 2017 we contracted a gardening company for a few hours each week and no 'capital works budget', while expecting to maintain historic buildings such as Bishopsbourne, the Chapel, Main Wing and the library. It was furthermore a bit frustrating that we are not able to save extra income to meet unforeseen expenses. We raised these issues with FDSC and although the saving issue is unresolved, the need for a capital works budget has been recognised in the 2018 budget.

A company called Converge was asked to produce a ***Conservation Management Plan*** (CMP) for SFC and Brookfield. It detailed the condition of each building and the grounds. The report suggested developing an Agreement with the Department for the Environment and Heritage Protection (EHP). Certain maintenance and minor repair works would come under a General Exemption Certificate. All other work would need particular EHP permission. The report outlines the areas of the site which might allow new developments. These areas are away from significant heritage buildings such as Bishopsbourne, the Chapel, Roscoe Library, Main Wing and the 'remnant woodland' near Baroona Road. That leaves the Brewery flats, the Admin Building, the lower carpark area behind Main Wing and the two staff houses near the Baroona Road entrance, which could be open to divestment or development. The CMP outlines further a set of policies that would guide the conservation of the site, and high, medium and low priority work that needs addressing immediately, or over the coming years. The CMP report highlighted the need for a 'Capitalisation Budget' separate to the main MEC budget, in recognition of the costs of maintaining and repairing the heritage listed buildings and land – nine acres at Milton and five or six at Brookfield.

Other Matters

During the year ***24 Formation students*** met for five Formation Intensives and participated in the annual College retreat at Ormiston. At the end of the year we celebrated the ordination of 10 Formation students; and we welcomed four people into the Formation program for 2018. The Formation cohort is a 'dispersed' community, that is, most live in their own homes, some near, some far from SFC (Gold Coast, Sunshine

Coast, etc). All travel in for lectures, some staying overnight to accommodate lectures or activities the next day. It is always good to have the Formation students on site, but apart from the weekend Intensives it is a rare day when all are there together at the College.

Their weeks can have a demanding pattern: travel, lectures and study, reading and assignments, Formation Intensive weekends, an annual retreat, a Sunday parish placement with further ministry duties, meetings with Examining Chaplains and spiritual directors, occasional special lectures to attend and Diocesan liturgical celebrations in the cathedral. All this on top of full- or part-time secular work commitments for almost all, while they complete their Formation. It is a lot.

Five Formation students, most with young families lived on site, in 2017. It was a joy to have them and for them to be more engaged with the worshipping life of the College. One of the biggest challenges for a Formation student is developing that discipline of daily prayer. Support for such a discipline is readily found at the College with its daily offering of Morning and Evening Prayer, but without that live-on-site support how easy is it to develop that constancy? This has been the gravest of losses of the shift from a Formation community that once lived on-site to a dispersed community largely living off-site.

Various children's and youth camps were organised by Y,C&F. The **Primary Ichthus camp and Junior Ichthus camp** in September 2017 had record numbers – 64 and 45 children respectively; and the Young Adult retreat on the Sunshine Coast attracted 28 people. The energy, vision and direction of Jonathan Kemp, Erica Skirman and Scott Windred were excellent.

Eve James began a group called '**Reading with Spiritual Eyes**', a book club that meets quarterly and is a wonderful initiative for those of us who believe that reading (especially novels) opens up a more understanding and compassionate mind. **Formed Faith** keeps parish priests and others up to date with lay educational offerings from SFC. It is an excellent resource that Jonathan Sargeant and Fiona Hammond produce regularly and advertises a wide range of new educational offerings and opportunities that might benefit a parish.

We responded to a plea from the Romero Centre via Queensland Churches Together for temporary housing for **a refugee family seeking asylum**. We were in a position at the time to respond and a young couple from Iran with their six-year-old daughter settled well into the College and have been warmly embraced while they await news of their asylum application – to date still unresolved.

A member of staff announced she was transgender, the staff were unanimously supportive as were most Formation students although a few found the news more unsettling. Our chaplain Olaf Anderson made time to meet with anyone who wished to talk. 'The truth will set you free', says Jesus, and it was good we could be supportive of someone who wanted to be public about the truth of who they were.

In May, **a series of paintings** by Lindsay Farrell on 'stations of the cross' in the natural forest around Noosa was displayed in the chapel and we hope to have continuing art exhibitions in the years ahead, including the works of an Aboriginal artist whom we got to know slightly through the purchase of one of his prints of an Aboriginal St Francis surrounded by Australian animals. The print has been hung in the entrance to the Administration Building.

Through all that we do and all that happens we keep prayer going in the chapel and trust that God is guiding and helping us to commend Christ to all those who come to St Francis College.

Jonathan Holland
Executive Director-Principal



Reverend Susan Crothers-Robertson and Tyneka Landry of St John's Anglican College

Anglican Schools Commission

This report reviews the work of the Anglican Schools Commission for the year 2017.

Membership of the Anglican Schools Commission (ASC) for the year 2017 was:

President:	The Most Reverend Dr Phillip Aspinall, Archbishop, Anglican Church Southern Queensland	
ASC Chair:	The Right Reverend Alison Taylor, Bishop of the Southern Region, Anglican Church Southern Queensland	
Members:	Mr Ian Reynolds Mrs Sue Larsen The Rev'd Stewart Perry	Dr Mark Sly Dr Judy Smeed Ms Sherril Molloy

The Commission met formally seven times during 2017.

Anglican Schools Office Staff

Executive Director	Ms Sherril Molloy
Deputy Executive Director	Mr Reg Kernke (Retired February 2017)
Director of Mission	Mr Stephen Harrison
Manager System Compliance	Mr Robert Nettleton
Manager System Finance	Mr John Gregg
Child Protection Support	Ms Susan Wilson
Cybersafety Support	Mr Steven Window
Personal Assistant to the ED	Ms Kerry Leworthy
ECS Support	Ms Kerry Frances
ECS Projects	Mrs Sharon Mehan
Team Support	Ms Sophie Hartwig

This year we were delighted to welcome five new Principals to Anglican Schools within the Diocese:

Mrs Kim Cohen to The Glennie School

Dr Julie Wilson Reynolds to St Hilda's School

Mr Craig Merritt to St Luke's Anglican School

Mr Darren Pitt to The Springfield Anglican College

Mr Stuart Meade to Matthew Flinders Anglican College.

The Anglican Schools Commission not only fulfils governance and legislative obligations of the Diocese as the owner and operator of schools, but supports and assists in a myriad of ways such as:

- Heads' network meetings
- Chairs' network meetings
- senior leaders' meetings
- ECS directors' meetings
- business managers' meetings
- student protection officer meetings
- cyber safety champion network meetings
- Chaplains' meetings
- telephone support for child protection issues.

We also support large events such as the Anglican Schools Music Festival, Emerging Leaders' Seminar, governance training for school council members.

Below I have listed some of the projects that have been undertaken during the year but I encourage you to read our individual schools' reports. Our schools play a very significant role in our Diocese. Worship, teaching, community outreach, baptisms and confirmations occur on a regular basis, engaging thousands of young people.

Queensland Anglican Schools Approved System Authority

One element of our strategic plan included the creation of a system of schools. So 2017 saw the creation of the Queensland Anglican Schools Approved System Authority by the Commonwealth which includes all 11 Diocesan owned and operated schools:

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

- The Southport School
- Toowoomba Anglican College and Preparatory School
- West Moreton Anglican College

The creation of the system has resulted in the Corporation of the Synod becoming responsible for the distribution of the block funding received from the Commonwealth, as well as compliance and reporting to Commonwealth requirements. In order to meet these responsibilities, two new positions were created, Manager System Finance which was filled by Mr John Gregg – formerly Manager ANFIN, and Manager System Compliance filled by Mr Robert Nettleton – formerly Assistant General Manager.

System Finance

The responsibility of a system has enabled improved budgeting and monitoring of the Anglican Schools Commission and the individual cost centres within the ASC such as Child Protection, Industrial Relations, Education and Care Services and System Administration. This is to ensure we strictly adhere to our responsibilities to apply funds received from the Commonwealth only to the benefit of the schools, as provided for in the *Australian Education Act 2013*.

Similarly, the system has enabled improved monitoring of schools, enabling the ASC to provide financial and other assistance to schools where necessary. The presence of the Manager System Finance and the increase in monitoring has meant a higher level of assessment of loan applications to ANFIN by schools from both a financial and educational perspective.

During 2017, the new Gonski 2.0 funding model was announced by the Commonwealth Education Minister, the Honourable Simon Birmingham, and we gave presentations to Chairs/Heads/Business Managers on the impact on schools' future Commonwealth Funding. As a result it was necessary for us to develop and provide system schools with the tools required to accurately forecast future funding amounts being distributed under the ASC Systems needs-based model. Whilst there has been significant media coverage regarding this model it has been favourable to the system.

System Compliance

In the area of risk and compliance the ASC has introduced a Risk Management Framework for schools which was developed over the preceding 18 months in alignment with the ISO 31000:2009 standards. This framework outlines the responsibilities of the school council, executive team, risk manager and school community as well as aligning with the risk structure within the Diocese. This framework will be used to inform the creation of the Risk Appetite Statement and risk management policies within each Diocesan owned School.

During 2017, we developed for all the system schools a uniform basic enrolment form and enrolment application to ensure compliance with the *Racial Discrimination Act 1975* (Cth), *Sex Discrimination Act 1984* (Cth), *Disability Discrimination Act 1992* (Cth) and *Anti-Discrimination Act 1991* (Qld).

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

Industrial Relations

In 2017 we began the process of renewing the Anglican Enterprise Bargaining Agreement which will expire on 31 December 2017. The negotiations to the end of 2017 were continuing, with the employee representatives placing a large emphasis within the negotiations, upon obtaining parity with the Catholic sector which is still in the midst of their own negotiations.

Governance

The ASC has continued to develop the three-year professional development program for all council members, this year including Mission and Risk Management in the program. This was delivered over one day and is compulsory for all council members.

We have continued to deliver Council Inductions to prospective council members prior to consideration of their nominations to ensure a good understanding of the school governance structure.

Early Education & Care Services

With our expanded responsibility into Early Education and Care services, we now have two staff dedicated specifically to that area. In 2017 we reviewed all the responsibilities of the Diocese as the approved provider for these centres and began to address any issues identified as outstanding.

Sharon Mehan joined our team in January 2017 as ECS Project Coordinator. Sharon has extensive experience with the early childhood sector as an educator, director, consultant and project coordinator. She has conducted research in collaboration with C&K and QUT School of Early Childhood, written for industry publications and presented research findings at industry conferences.

The Gratitude Program

An Educational Leader Program was developed in conjunction with Dr Kerry Howells (University of Tasmania) and Dr Megan Gibson (QUT) and delivered over four day-long sessions. This program incorporated an action research component and was developed around the principles of Gratitude in Education, a field in which Dr Howells is a world

leader. The program supported Educational Leaders in ECS to view their environment differently, to assist them to fulfil their influential role in inspiring, motivating, affirming and also challenging or extending the practice and pedagogy of educators.

The Tinkering Program

We were delighted to assist St Alban's Wilston Early Childhood Centre in implementing a successful 'Tinkering' program in conjunction with the local 'Men's Shed' group. This program has been highly successful with children and parents, and has forged local community links. A research program has also been developed in conjunction with QUT.

The ECS Levy

Whilst the ASC was given responsibility for the 19 ECS for which the Diocese is the AP, no funding was provided to undertake the activities required. A levy system was proposed, consultation occurred with ECS, and the levy was implemented, in order for the ASC to fund the staffing and support to enable the Approved Provider to comply with its legislative requirements.

Mission

Director of Mission

The Director of Mission has key accountabilities in the areas of Religious Education, Anglican literacy, and staff formation, as well as supporting Chaplains in the areas of worship, mission and evangelism.

Archbishop's Message to Schools: Safeguard Creation

In January, the Archbishop's Message to Schools was sent to all Principals, Chairs and Chaplains in Anglican Schools. Schools were asked to share the video with their students, staff and wider community and encouraged to take up the Archbishop's challenge. The theme of the Archbishop's message for 2017 was the Fifth Mark of Mission "to strive to safeguard the integrity of creation". Excellent resources were produced by the Rev'd Miriam Nyrene and Angligrreen for use within our schools.

Professional Development

A number of professional development opportunities were offered to schools in 2017. These included three Religious Education days; two service-learning days and School Staff Seminars. A majority of our schools have now completed the Anglican Ethos in the Classroom seminar.

Religious Education

Over the last few years a small group has been working on the development of a shared religious education syllabus for Anglican Schools. This work involved considerable consultation across our schools and has had significant input from a wide range of people.

The Shared Syllabus was released at the end of 2017. Thanks is given to Karen Bonini of Cannon Hill Anglican College and Scott Huntington of Churchie for the considerable amount of time they gave to this project.

TREK – Spiritual Formation Program

A four-part spiritual formation program for staff in Anglican Schools, written by Fiona Hammond, was released in early November. The program was created with a range of people in mind from the beginner to the more experienced.

Prayer Spaces in Schools National Tour

In August, Brisbane hosted the Anglican Schools Australia National Conference. As part of this event Phil Togwell, Director of Prayer Spaces in Schools UK, was brought to Australia to speak. The Director of Mission organised a national tour to maximise the benefit of Phil's visit. Workshops were run in Canberra, Sydney, Melbourne and Adelaide.

Chaplaincy

The Director of Mission continued to support the work of Chaplains in Anglican Schools. The management of the chaplaincy scholarship program was a part of this. At the conclusion of 2017 three recipients graduated the program and began curacies. One new receipt entered the first year of formation. The program has been placed on hold until further notice.

Student Protection

At the beginning of 2017 we welcomed Mr Steven Window to our team. He has brought a wealth of experience in cyber safety and has set up a Cyber Safety Champion Network across our schools. There are usually two champions per school and they, or their proxy, attend a network meeting each term building a participative community of practice.

Schools have been encouraged to introduce Cyber Safety Committees, as a subcommittee of their Child and Youth Risk Management Committee; and the ASC created a Cyber Safety Plan for schools, suggesting activities to run across four terms in 2018. These activities support implementation of best practice strategies and the eSafety Commissioner Guidelines for working with parents, students and staff.

Additionally, in 2017, the ASC introduced an education program for parents at our schools, called 'Parents AIDE: Application, Internet, Device Educate and Engage your child'. Seventeen parent sessions have been conducted over the last year. With the support of school based Student Protection Officers we continued to train all staff in all schools, with the focus this year on the complexities of parental conflict and separation on children. This complimented the online Safeguarding our Students module for new staff and implementation of refresher workshops on our child protection obligations.

Through the independent audits conducted by the Director of Professional Standards and anecdotally we are seeing considerable cultural change with student protection becoming embedded in the culture of the school.

ECS Child Protection

In July, the child protection legislation relating to Early Education changed with all ECS teachers becoming mandated reporters. The ASC delivered policy, procedures and workshops to staff from all the centres to maximise their understanding of their legislative responsibilities. Over 19 workshops, we trained approximately 400 ECS staff. In addition, workshops were run with the Directors on Developing Child and Youth Risk Management Strategies.

Counselling Policy

A significant achievement of the Student Protection team and a credit to the counsellors in schools was the completion of the Policy and Procedures for delivery of Counselling Services in Schools. This was a significant collaborative project across all the schools.

ASC Events

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

The 2017 Heads Retreat was held at Spicers Hidden Vale, Grandchester from the 15-17 February, 2017. This retreat was the first opportunity for our new Heads of School to connect with their peers and the Bishops. The retreat is designed as a time of spiritual enrichment and fellowship. The Bishops very much enjoyed this time of fellowship, reflection and spiritual development with the Heads. The retreat included small group sessions based around Rowan William's book "Being Disciples".

It was a privilege to host the Anglican Schools Australia conference through the President-elect Dr Mark Sly. The conference setting at the exciting Brisbane Convention & Exhibition Centre provided the perfect backdrop for the theme 'Joy'. Joy is a fruit of the spirit. *If we live by the spirit let us also be guided by the spirit* (Galations 5:25). The focus of the conference was to create a joyful experience for our 247 delegates and to celebrate many of the wonderful aspects about working in schools.

In Closing

We have been blessed with the gifts of many people, generously given to our schools, particularly Mr Reg Kernke who was at the Anglican Schools Office for 15 years as Deputy Executive Director serving under three Executive Directors and in between each appointment stepping into the position and keeping the business of schools running. We are extremely thankful for his commitment to the Diocese and schools.

The Commission farewelled the Reverend Stewart Perry at the end of 2017. We are very grateful for the time and expertise he shared with the Schools and the ASC, particularly with his considerable commitments within Robina parish and the Diocese.

Finally, I would like to thank my fellow commissioners for their continued commitment to the Schools and the mission of the church through those schools. The end of 2017 marks my retirement as the Chair of the Commission and as Bishop of the Southern Region. It has been an enormous privilege to be associated with the Commission and the schools of our Diocese and I wish you all well in the future. God be with you.

Bishop Alison Taylor
Bishop of the Southern Region
Chair

Diocesan Owned Schools

Anglican Church Grammar School

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

Expressions of our Anglican Ethos

Canon Morris founded Churchie with three students in 1912. Each year, at Founder's Day in St John's Cathedral, we re-dedicate our school to God with thanks for the foresight of our founding headmaster and his determination to bring his vision to reality. In 2017 we marked the nono-centenary (ninth centenary) of the martyrdom of Saint Magnus, patron saint of the school. Canon Morris chose this Viking as an example of moral fortitude, physical courage and humility. The year was a poignant opportunity to reaffirm our commitment to the ideals of St Magnus, reinvigorating the omnipresence of our patron saint throughout the school community.

Opportunity for Meaningful & Relevant Worship

The Canon Jones Memorial Chapel sits at the highest point of the school, visible from every part of the campus. It remains the spiritual heart of Churchie. There are usually nine weekly services in the Chapel or Morris Hall, with frequent additional acts of worship. Senior School students worship by house or by cohort. The Annual House Eucharist is an important part in the life of each house. The House Sacristan, together with the Senior Chaplain plan, prepare and deliver these services. The day houses visit the Chapel once a term for a service led by the House Sacristan. The two boarding houses worship weekly, led by one of the Chaplains and the Sacristans. The weekly house meetings open with a prayer selected and led by the sacristan.

The weekly assemblies in Morris Hall commence with an act of worship: hymn, prayer, reading and reflection. This is an important act of corporate worship and reminds Churchie of the intentions of Churchie's founder, Canon Morris, that spirituality and service should be main components of life Churchie. Three times a year, Churchie worships in St John's Cathedral (where we are warmly welcomed) for Founder's Day in February and for services at Easter and Christmas. The Prep School worship in Chapel each Wednesday morning with year group services led by the Chaplain and supported

by the students. From Year 4 upwards, every year group celebrates a termly Cohort Eucharist. These services encourage the boys to reflect on a prayerful reception of the sacrament and to consider the important step of First Communion and Confirmation.

All students are invited to faithfully observe Lent and receive the sign of the Cross on Ash Wednesday. Term 1 concludes with a joyful Easter Communion in Morris Hall. The Headmaster, School Captain and a Senior Chaplain wash the feet of 12 representatives of the Churchie community. The year begins with the Boarder Families' Welcome Service, the Reception (prep year) Welcome Service, and the various rites of passage are appropriately marked. The year concludes with the Year 6 final Chapel and the Year 12 Valedictory Service.

The following key liturgical events occurred in 2017:

- Founder's Day Service in John's Cathedral
- Prep Easter Service in St John's Cathedral and Senior School Easter Service
- Christmas Services
- Ash Wednesday Service
- Easter Communion
- House Welcome Services across the nine day and two boarding houses
- Blessing of Animals Service
- Admission to Holy Communion
- Confirmation Service
- Valedictory Service
- Christmas Services.

Relationship with Parents, Local Parishes & the Mother Church

2017 marked the centenary of our local Roman Catholic parish. Churchie students assisted with preparations and attended the celebratory service. The Senior Chaplain and a number of staff joined the celebration. Churchie also continues to assist our local Anglican parish, St Paul's in East Brisbane, in various ways, and our links with St Stephen's Coorparoo continue to strengthen and grow. With an average of 50 Admissions to Holy Communion and 30 Confirmations a year, students join the sacramental life of the Anglican Church in prayer and faith.

Churchie visits St John's Cathedral for three formal services during the year. The school is pleased to educate the Cathedral Choristers. The school's strong service program connects regularly with the church and various agencies. Churchie has particularly strong links with Anglicare. It was a special moment when Lisa and her colleagues from Anglicare Foster Care sat on the choir steps at the Cathedral Christmas service, holding the child Jesus, surrounded by the younger brothers and sisters of the students singing 'Away in a Manger'.

Chaplaincy

In 2017, the Chaplaincy Team at Churchie consisted of:

- Fr Bryan Gadd, Senior Chaplain
- Fr Ian Mundy, part-time Associate Chaplain
- Mr Max Condon
- Mr John Collins, Director of Service

The Religious Education leaders (coordinators) are:

- Mr Scott Huntington, Head of Faculty, Religious Education in the Senior School
- Mrs Vanessa Gamack in the Preparatory School.

Implementation of an Appropriate Program of Religious Education

Religious Education at Churchie has developed over the last ten years to become an exemplar programme for Anglican Religious Education. While still adapting to the changing youth culture, it focuses primarily on making Religious Education relevant and engaging for young men. In keeping with the Churchie's culture, Religious Education is pursued in an academic manner. Religious Education is focused on loving God with the mind as encouraged in Mark 12:30. Along with chapel (heart and soul) and service (strength), the subject provides a balanced approach to the school's tenet of spiritual awareness. Churchie is aware of the importance of both learning about Christianity and learning from Christianity as well as other religions as expressed by the Anglican Schools Commission. While different units have varying emphases, there is an overall balance between academic and reflective engagement with the subject area.

Curriculum Issues

There is attention given to maintaining a healthy balance of topics and perspectives while maintaining each student's engagement and interest. Most year groups engage specifically with a book of the Bible (e.g. Genesis in Year 9) and a movie or cultural theme (e.g. Identity in Year 12). The units are matched against the six strands published by the Anglican Schools Commission. The school offers a Philosophy and Religion class for Years 11 and 12 gifted and talented students to enable them to delve more deeply into the topics studied in Religious Education.

Churchie's Religious Education programme is presented via the one-to-one tablet programme in a way that is both relevant and engaging. This is done by using a variety of different technologies to visually engage students. Lessons incorporate movie studies, multimedia and tablet technology as well as a lecture and tutorial format in Senior School. All units are taught from an Anglican perspective, with theological input from the Dean of

St John's in many of the Senior School units. Students engage with the philosophy of religion in Years 7, 9, 10 and 11. Units vary across the year levels. Year 8 classes study a unit on the Anglican Church; Year 9s study Abrahamic religions (Judaism, Christianity and Islam); Year 10s study Eastern Religions (Hinduism, Buddhism); Year 11s explore spirituality in art and the relationship between God and science; and Year 12s delve into ethics and the theme of identity and the spiritual journey. Religious Education seeks to encourage and develop the notion of vocation as living in response to God's call, specifically in Year 9 through a unit on 'The Christian Mission'.

Opportunities for Christian Ministry & Service

Community service, one of Churchie's four tenets, is transactional and transformational. An active service programme encourages students and staff to serve Christ through the needs of those around us. Churchie has a strong relationship with Anglicare, particularly the Christmas Service in St John's Cathedral. Fundraising occurs in many forms, but the core of service is involvement in a large number of community projects, including:

- Anglicare SQ: TRACC Brisbane Foster Families Care Kits
- Anglicare Woman's Hostel Project
- Archbishop's Emergency Relief Fund
- Archbishop's Christmas Appeal
- Bush Ministry Fund
- Camp Hill Child Care Centre Infants and after-school care
- Chapel services
- Clean up Norman Creek
- Duke of Edinburgh's International Award
- Dutton Park Special School
- EightyTwenty Vision (South Africa)
- Environmental – Bridgewater Creek
- Epilepsy Queensland World of Trivia Challenge
- Fred Hollows Foundation
- Funds for South Africa Child
- Heart Foundation
- Legacy
- Leukaemia Foundation
- Life Saving and First Aid
- MacGregor Special School
- Mater Children's Hospital
- Mater Little Miracles Fun Run
- Meals on Wheels
- Mother's Day Fun Run (breast cancer)
- Mothers Committee support of community members in need
- Motor Neurone Disease
- MS Bike Ride
- MS Moonlight walk
- Narbethong Special School (for the visually impaired)

- Neilson, Anglicare Aged Care
- Noah's Ark Toy Library
- Nursery Road Special School
- Oakland's Childcare Centre and After-School care
- One Laptop Per Child Australia
- Ozcare
- P-V School, Bodghaya, Bihar (visit and teaching)
- Palm Lodge Aged Care
- Pink Stumps Day
- QHVSG Qld
- Queensland Cancer Council
- Red Cross
- Red Cross Blood Service
- Ride to Conquer Cancer
- RSPCA
- Salvation Army Red Shield Appeal
- Samoa Service Tour (visit and teaching)
- SBH Fun Run
- Scouts
- SIDS and Kids Queensland
- Smith Family Reading programme
- Sony Foundation Children's Holiday Camp
- Southside Mowing Service
- St Andrew's Anglican Church South Brisbane
- St Paul's Anglican Church East Brisbane
- St Vincent's Hospital
- UN International Women's Day Breakfast assistance
- Vanuatu Service Tour to St Patrick's College (visit and teaching)
- Walk for a Cure
- World's Greatest Shave
- Work and Welcome programme
- World Vision

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

Commentary & Reflection

A Tolerance & Respect for Difference

Churchie's commitment to tolerance and respect for difference is reflected in the caring and respectful nature of the community and the manner in which members of the Churchie community seek to serve others in local, national and international communities.

A High Respect for Intellectual Endeavour

Respect for intellectual curiosity and endeavour is very strong as students, staff and parents are united in the advancement of an academic culture. Seeking to understand God's world and embracing a central aim of lifelong learning are key characteristics of Churchie's academic culture.

A Commitment to Tradition & Dignity in Worship & School Life

Churchie deeply values its Christian foundation in the Anglican tradition. This is expressed in the overt and regular worship opportunities from small groups and year levels through to whole-school, corporate worship.

A Sense of Social Responsibility

Students have numerous opportunities to grow and develop their social responsibility within Churchie's service life, as described in greater detail in the body of this report.

The School's Contribution to the Wider Political, Social, Economic and Artistic Life of our Culture

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

Significant Achievements by Staff, Students, Parents & the School Council

Academic Results of the Class of 2017

Churchie's Class of 2017 achieved outstanding academic results: 23 OP 1s, 13 OP 2s and 22 OP 3s from 198 OP eligible students, with 229 boys in the Year 12 cohort. This equated to an OP eligibility of 86%. This is a record OP 1 to 5 percentage of 48% and a record OP 1 to 10 percentage of 83%. The OP 1 to 15 percentage was the second best on record at 97%. The number of OP 1s was the second highest recorded in the history of OPs at Churchie.

Testament to the performance of the cohort was their external QCS test results, posting a record 'A' percentage. These are exceptional results. Particularly pleasing is the trending rise in the OP 1 to 5 and OP 1 to 10 percentage benchmarked domains, demonstrating the significant number of boys lifting their results across the cohort.

James Dyer, 2017 Dux of the School, recorded Churchie's second highest QCS result on record with a score of 258.49.

Main points in 2017:

- Highest OP 1 to 5 percentage of 48% (previous best was 46% in 2016)
- Highest OP 1 to 10 percentage of 83% (previous best was 78% in 2016)
- Second highest OP 1 to 15 percentage of 97% (highest recorded 98% in 2015)
- Second highest numbers of OP 1s with 23 (26 OP 1s in 2016 and 2015)
- Highest OP average on record of 6.5 (previous best was 6.7 in 2016 and 2015)
- Equal highest OP median score of 6 (6 recorded in 2016 and 2015)
- Highest QCS 'A' percentage of 45% (previous best was 42% in 2016)
- 100% QCE for the third year running.

QCS Test Grade Percentage Results 2017

	A	B	C	D	E
2017	45%	33%	17%	5%	0%

Ivy League Scholars

Two students from Churchie's class of 2016, Noah Milbourne and Alexander Jeremijenko, received offers to study at two of the world's most prestigious universities: Yale and Brown. Alexander commenced a Bachelor of Arts, majoring in Economics and Mathematics at Yale, while Noah commenced a Bachelor of Science/Bachelor of Mathematics at Brown University. The offer to study at two of the world's best universities acknowledges of Noah's and Alexander's commitment to, and success in, a broad range of activities. Both achieved highly in their academic pursuits, but they also made a significant commitment to the sporting, service and pastoral dimensions of the school, embodying Churchie's four tenets. Their successful applications to world-leading international universities reflects the global focus of Churchie's academic environment.

T J Ryan Memorial Medal & Scholarship

Hugo van Buuren, 2016 School Vice-Captain, was awarded the prestigious T J Ryan Memorial Medal and Scholarship, one of Queensland's most significant scholarship awards. The T J Ryan Memorial Medal and Scholarship is awarded on behalf of the Department of Education. It recognises a student's outstanding academic achievements and superior leadership qualities that have been demonstrated throughout their Year 12 studies, providing \$10,000 to support undergraduate studies. Up to ten T J Ryan Memorial Medal and Scholarships are awarded each year to support exemplary Queensland students to pursue tertiary studies, although not all ten scholarships are awarded each year.

New Academic Pathways: IB and QCE

In August Churchie officially became an International Baccalaureate (IB) World School, authorised to deliver the Diploma Programme. This has involved two years of committed collaboration and professional development from our teachers in the Senior School. The Diploma Programme is now the second authorised IB programme, following the successful authorisation of the Primary Years Programme in the Preparatory School.

Testament to Churchie's preparation were the 11 commendations received from the IB during the authorisation process, which are highly valued in the reporting process. Two of these commendations were:

- The school is to be commended for allocating an outstandingly positive and enthusiastic group of teachers to the IB Diploma Program.
- The school is to be commended for its good understanding of, and very strong commitment to, the Diploma Programme by the whole school community.

Such programmes allow Churchie to develop internationally minded men who will be able to lead in the global community. Boys at Churchie will be able to choose to study the IB Diploma Programme (from 2018) and the new Queensland Certificate of Education (from 2019) for their senior course of study. A small number of students will also be able to access the Vocational Education and Training pathway.

Vanessa Gamack Staff Fellowship

Mrs Vanessa Gamack, Prep School Religious Education teacher, was the 2017 recipient of the annual Harrop Family Churchie Teaching Fellowship. This award was established in 2014 by the Harrop Family to recognise the importance of encouraging staff to model lifelong learning to our students and community. With the fellowship, Mrs Gamack continued to refine the Prep School's CCARE (Christian Character and Religious Education) programme, particularly with reference to the development of Christian character in our boys. Mrs Gamack undertook international study and research opportunities, notably in the UK and the USA. Mrs Gamack attended the Greater Good Science Centre's Summer Institute for Educators held at the University of California, Berkeley, which she noted as one of the highlights of her fellowship experience. In the UK, Mrs Gamack pursued interests in character education, emotional wellbeing and mindfulness in a Christian context, connecting with the Jubilee Centre for Character and Virtues at Birmingham University, as well as attending conferences and meetings with the Church of England in Liverpool and London.

Major Projects Undertaken in the Past Year

The Centenary Library

Churchie's newest and most ambitious building project, The Centenary Library, was completed and open from the beginning of Term 2. The official opening event was

attended by the Governor of Queensland, His Excellency the Honourable Paul de Jersey AC, the Archbishop of Brisbane, His Grace the Most Reverend Dr Phillip Aspinall (who blessed the building), members of the School Council and special guests.

The Centenary Library is now home to key academic and pastoral services including Information Services, Student Services (counselling and careers), Chaplaincy, Director of Service, Churchie IT, Learning Support, Archives, Mawson House, the Churchie Research Centre and The Arches café.

This coalition of services reflects Churchie's four tenets, and it has not only reinvigorated Churchie's mission to make men of strong character and intelligence but has solidified The Centenary Library as the learning 'heart' of the school. Boys are studying, collaborating and taking advantage of the broad services offered within the building throughout the day – before, during and after school hours.

The Centenary Library embraces the vision to facilitate a more active, responsive and personalised approach that enables learning to stretch beyond the walls of the conventional school space. The flexible learning spaces spread throughout the building provide teachers with a greater pedagogical freedom and students with greater creativity in their group learning and individual study. Students and teachers engage in learning that is digital, tactile and visual.

In addition to classrooms, group study rooms, covered outdoor areas, video conference rooms and meeting rooms, over 90 individual spaces can be found across the four levels for quiet study and leisure time for the boys. On the lower level, overlooking The Flat, is a 250-seat lecture theatre while on the ground floor there is The Arches café.

For ongoing professional learning and development of Churchie's academic staff, the research centre will be an institution for the development of evidence-based, next-practice, professional learning and provocative thought.

Magnus 900

Along with communities around the world, Churchie celebrated 'Magnus 900', the 900th anniversary of the martyrdom of St Magnus. When Canon Morris chose St Magnus as Churchie's patron saint, he wanted an example of strength and character. Magnus is a passion-bearer, following his master and submitting to his martyrdom willingly and prayerfully. Churchie bears many symbols of St Magnus and his Viking heritage.

In his book, *Sons of Magnus*, Churchie's founder recounts his thinking behind his choice of St Magnus as Churchie's patron saint. The school crest bears the symbols of Viking courage and potency; the battle axes are crossed to convey self-sacrifice. Instead of coming to do harm unto others, St Magnus eschews a life of violence and privilege and gives himself to service through Christian love and, ultimately, martyrdom.

In keeping with the Founder's intentions, we continue to be inspired by a man of faith and conviction, a man who would renounce a life of privilege, power and corruption and dedicate his life to his faith and service. The Magnus 900 celebrations were an opportunity

to tell the story of St Magnus anew to people who seek inspirational figures of faith, courage and leadership. Proudly unveiled during 2017 were two works of art that embody the enduring, central place of St Magnus in the heart of Churchie: the icon and the statue.

The Year 12 cohort of 2017 and their parents made a gift to the Canon Jones Memorial Chapel of a commissioned icon, *Holy Martyr Magnus of Orkney*. To research and paint the icon, Churchie chose Tamara Penwell of the St John of Kronstadt Parish in Bath, United Kingdom. Tamara researched the life of St Magnus and found him to be 'a remarkable man, truly Christian, transcending, even finding himself at odds with his circumstances and standing up to the Viking culture in which lived.' The icon captures well the spirit of the saint and has a strong presence in the Canon Jones Memorial Chapel. The icon is housed in a removable casing, allowing it to be part of ceremonial occasions held both at Churchie and in the Cathedral.

In Magnus Quad, a stunning bronze sculpture, *Spirit of St Magnus*, now greets all who pass. The work was unveiled on 10 August by School Council Chairman Mr Daniel O'Connor and the Governor of Queensland, His Excellency the Honourable Paul de Jersey AC, and blessed by Senior Chaplain Father Bryan Gadd with the full Senior School and special guests in attendance. Also present was the sculptor Dr Rhyl Hinwood AM, who previously crafted the sculpture of Canon Morris near the Jackson building.

These additions to the public spaces at Churchie, along with reflections in editorials, assemblies and chapel services, have reinvigorated our commitment to the ideals of St Magnus as Churchie's patron saint in this special Magnus 900 year.

Challenges & Opportunities for the Future

Identifying candidates for school chaplaincy will remain a significant challenge for schools in the foreseeable future. This is a critical role in an Anglican school, and careful consideration will be needed to secure this essential resource.

Archbishop's Message: Safeguard Creation

Students, staff and parents responded effectively to the challenge of our Archbishop in his broadcast welcome message to Anglican schools on the theme of 'To safeguard the integrity of creation.' The environment is a matter of concern for many of us; the students particularly accepted the Archbishop's challenge to safeguard the integrity of creation. The Marks of Mission define our place in the wider Anglican Communion.

School Council

The membership of the School Council consists of the Archbishop of Brisbane (or his nominee) who is the President, a nominee of the Archbishop, a nominee of the Anglican Schools Commission, and five to seven other members who are appointed by the Anglican Schools Commission. These appointments include a nominee of the Churchie

Old Boys' Association. The Headmaster shall have a deliberative seat on the Council without voting rights. The councillors are appointed for terms of three years in accordance with the Constitution. The School Council meets each month.

The membership of the School Council in 2017 was as follows:

The Most Reverend Dr Phillip Aspinall (Archbishop of Brisbane)	BSc, BD(Hons), GradDip RE, MBA, PhD <i>Monash</i>
Mr Daniel L O'Connor (Chairman)	DipTchg, BEdSt <i>Qld</i> , LLB <i>QUT</i> , LLM <i>Qld</i> , FAIM, MAICD
Mr Brady J Downes (Deputy Chairman)	BBus(Mgt) <i>QUT</i> , GradDipEd <i>QUT</i> , GAICD, M.Edplus
Prof Annemaree Carroll	DipTeach <i>Griff.</i> , GDipEd, BEd <i>QUT</i> , BSc(Hons) <i>USQ</i> , MEd <i>W.Aust.</i> , PhD
Dr Tobias A H Ford	MBBS <i>Qld</i> , GAICD
Mr David N Gow	BCom <i>Qld</i> , LLB <i>Qld</i> , FAICD
Prof Andrew B Griffiths	BA(Hons)(Politics) <i>Griff.</i> , PhD(Stratgy) <i>UNSW</i>
Mr Michael C Williams	BCom <i>Qld</i> , DipFP, Associate ICAA
The Reverend Dr C J Wynne	BSc(1st Hons), PhD <i>Qld</i> , BTh, MTh
Dr Alan R Campbell (Headmaster)	AssocDipOE, DipT, BA <i>Qld</i> , GradCertTheol, MEdAdmin, EdD <i>UNE</i> , FACEL(Q), GAICD
Mrs Elizabeth G Stannard (Secretary)	BEcon <i>Qld</i> , MAICD

Cannon Hill Anglican College

Principal: Mrs Robyn Bell
Med (Leadership), BA, CertT, CertExecCoaching, GAICD,
FACEL, FIML, MACE, DSJ

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

The 29th year of the College encouraged the CHAC community to Nourish, Connect, Thrive. The theme served as our 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. And staff continued to create a rich learning environment and show exceptional commitment to our students.

Opportunities for Meaningful & Relevant Worship

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

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

It is my hope that through my reflections on Assembly, and expressing what I am grateful for in prayers, I was able to use my experience to influence and inspire my fellow students.

Niamh, Year 12 Spiritual Leader

There were seven baptisms in the Chapel of St Francis and St Clare in 2017, a number which is increasing with each year. Families whose children are baptised are among our most faithful attendees at our Family Services held twice per term. There were four confirmees this year, who were all Senior Secondary students with a personal faith commitment, and nine Admissions to Communion.

The student Spiritual Leaders have led with great dignity the serious services throughout the year: Ash Wednesday, ANZAC Day, and the St Francis and St Clare Celebration. Just as ably, they have brought great joy and fun into celebrations like Easter and fundraising efforts like Pancake Day.

A special joy has been the growth in commitment and dedication of the Primary Spiritual Leaders. These energetic and dedicated students have led superbly at Primary Assemblies and Chapels, giving their peers the benefit of their insight and humour.

A particular favourite activity has been sharing Chapel with our Prep students. Their joy and energy bring surprises each time they enter the Chapel, and their wonder is contagious and uplifting.

Reverend Canon Sarah Leisemann, Chaplain and Director of Mission

This year saw the introduction of Prayer Spaces to our Chapel during Lent. These allowed students to experience the story of Easter in their own time and manner, giving space for thoughtful reflection and stillness. Prayer Spaces also featured at Year 11 Camp and the Year 6 Transition Service in the Cathedral, and students responded positively to being able to pause, think and respond in their own way.

The Prayer Spaces and Family Services held in the Chapel have been memorable, with everyone coming together to pray, reflect and celebrate the spiritual life of the College.

Laura, Year 12

Anglican Relationships

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

CHAC Family Worship services occur twice per term and are generally well supported. This provides regular opportunities for members of our community to share in the Eucharist. This 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, attending youth groups and camps.

Diakonos committees in Primary and Secondary continue to operate to good effect. Enterprise initiatives through the Business Faculty in Secondary focus on social issues and enterprises, raising money and awareness. Anglican agencies have become the go-to causes that we support financially, in particular Anglicare's missional projects such as A Place to Belong and Women's Homelessness Facility. We also support the Anglican Board of Mission's projects; for example, WASH (Water, Sanitation and Hygiene Program) and VIP (Ventilation Improved Pit toilets).

CHAC rose to the Archbishop's 2017 challenge to safeguard the integrity of creation through the initiatives of the Environment Committee, which continued to regularly coordinate classroom paper recycling and Clean Up Australia days. A community garden was introduced in 2017, as were: recycling bins; an Ozone cleaning system was implemented to reduce the need to use chemicals; the removal of weeds and native plants regeneration along Perrin Creek and Wetlands area; provision of hand dryers to reduce paper towel usage; and air conditioning unit efficiency reviews.

In the future, we hope to harvest seasonal produce throughout the year to encourage sustainability and support CHAC's aim of being an environmentally friendly school.

Mahelie and Sophia, Year 11

Chaplaincy

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

In 2017, a new Mission Statement was prepared for CHAC Campus Ministry, pledging that the Ministry Team will live and teach the Christian faith with boldness, creativity and faithfulness, and facilitate meaningful opportunities for members of our community to:

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

The Chaplain is supported by a committed group of people who make up the CHAC Ministry Team. The secondary student Spiritual Leaders in 2017 have come together with

a variety of talents and goals, sharing the vision that they can make a difference in their College, each in their own unique way.

Religious Studies

The Life and Faith faculty focuses on Religious Education in the Anglican tradition, from Prep to Year 12. With age appropriate pedagogy, well trained and devoted staff, their program is much admired.

Of particular note for 2017 was the rewriting of the Work Program to be attuned to the Australian Curriculum. This was no easy feat as the Australian Curriculum does not address religious education; however, the Life and Faith Faculty has much to offer across the broad range of capabilities that support our students' academic and social development.

This year, Year 7s took their 'Jesus' Project' to a new level. With a hermeneutical approach to scripture being introduced now in Year 8, our students were able to consider Biblical texts from a range of perspectives: the literal, the contextual and the metaphorical. Year 9s enjoyed the 'Jesus food' lesson, learned about the way Jesus was really crucified, and familiarised themselves with the social and religious conventions of the New Testament era. Virtue ethics and Utilitarianism figured largely in the program for Year 10s. Senior students in Years 11 and 12 were encouraged to consider some of the important moral questions of our time, achieving this through contemporary cinema, meditation and class discussion.

Christian Ministry & Service

The opportunities to connect with one another, and local and global communities have been immense in 2017, each offering an enriching experience. Junior Secondary students, for example, learnt so much about life in the outback towns of Mitchell, Roma and Charleville.

This experience has brought to our attention the difficulties those in outback Queensland are facing and I am glad that we have this understanding so that we can continue to do our bit to help.

Rebecca, Year 8

Year 6 students enjoyed a busy and productive trip to Canberra for their Civics Education Tour. The Senior Biology Research Tour to Fiji, while packed with all types of Science ranging from entomology to marine biology, facilitated engagement with the local culture.

Staff

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

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

Dr Gavin Nicholson, Chair of CHAC Board

Staff have undertaken professional development for advanced skills in a variety of areas and continue to serve on national and state education bodies, to apply for Highly Accomplished Teacher and Lead Teacher classifications, and to support life-long learning through further study from Diplomas to Masters and Doctorates.

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

Characteristics of CHAC

The Anglican Christian culture of CHAC is evident in the ways in which we interact with one another, respond to need and crisis, and deal with behaviours which do not align with our College values. From the Principal to classroom teachers and other staff, a Christian ethic is actively cultivated. The College's Communication Charter was articulated to the community throughout 2017.

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

Gifted Education and the Exceptional Scientists' Program provided exceptional learning and extension opportunities, while co- and extra-curricular opportunities demonstrated high engagement and success in academic, cultural, sporting, arts and service pursuits.

CHAC continued to demonstrate a heightened sense of social responsibility, from the Pastoral Program to CHAC Community session visits from people working in social justice settings, such as Rev'd Dr Peter Catt. Events such as the Social Justice Breakfast directly address social justice issues and draw on the experience of members of our wider Anglican community for input.

The Boys' Education Committee continued to support and nurture the boys in our community through the Boys for Success Breakfast, Years 7 and 8 boys sharing breakfast and conversation with Seniors and male teachers, and the Boys' and Men's Weekend.

The Committee this year has continued to provide excellent opportunities for our younger men to connect with positive male role models.

Scott and Cooper, Year 11

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

A lovely opportunity for girls to come together in friendship.

Lauren, Year 8, and Sophie, Year 12

Culturally, from our local community to across the nation, and even worldwide, CHAC students have engaged with their peers, politicians, local businesses, and in incursions and excursions, and iconic community events such as the EKKA.

Visits to the College this year included Secondary students from Seiryō High School, Primary students from the Mino-Jiyū Gakuen school in Osaka, and 13 boys visiting from schools in Shanghai and Northern China. Students have been represented in and on local, state and national competitions and committees, such as Brisbane City's Youth Council and the National Science Youth Forum and, internationally, the International Space Settlement Design Competition hosted by NASA (National Aeronautics and Space Administration) in Florida.

Holistic Outcomes

It has been motivating and inspiring to observe the engagement and successes of our students across the breadth of their holistic education: through the written word and application to learning; competition results; spirit of adventure; the never-give-up, respectful attitude in sport; outstanding creativity in the Arts; and ongoing commitment to our One College, One Campus, One Community philosophy.

Participation in The Associated Schools (TAS) and Junior TAS has seen memorable championships and premierships, not least of which were the titles of Junior TAS Red Division Swimming Champion School, and TAS champions for Cross Country (Boys, Girls and Overall), Girls' Volleyball and Boys' Football, as well as seven TAS premierships. Visual Arts students enjoyed success in the Independent Education Union's Awards for Excellence in Art Design and the prestigious Creative Generations Excellence Awards in Visual Arts. Students also continued prolific representation at leading local, national and

even international Science forums, including the UQ's Young Scholars program, Curious Minds, National Youth Science Forum and the World Science Championships.

Development

We were privileged this year to continue the development and refurbishment of the campus, further enabling the intellectual and physical nourishment of students through teaching and learning in flexible contemporary spaces. Our Languages Faculty embraced its new Languages Centre – in the refurbished E Block – with great gusto. The Japanese dining room added a further cultural experience for students.

Perhaps one of the most exciting developments in 2017 was the construction of the CHAC Enterprise Centre. The centre will provide opportunities for ideas exchange, innovation and externships across the STEAMED agenda – Science, Technology, Engineering, Arts, Mathematics, Entrepreneurialism and Design – in other words, across all dimensions of our learning program. We envisage that this centre will allow us to strengthen the connections between present students, alumni, the tertiary sector and industry; to incubate ideas and to seek authentic issue solutions; to foster start-up businesses for students who seek to become the next generation of entrepreneurs.

Conclusion

It is with great pride that I pay tribute our CHAC community for all contributions in 2017 that ensured our College was a centre of learning excellence in which to *Nourish, Connect, Thrive*. I acknowledge and thank the wider Anglican community for its support. In 2018, we commence a milestone year at CHAC – our 30th year. It will be full of opportunity and possibility and I know our firmly established strong spirit will allow our community to soar to new heights.

Coomera Anglican College

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

In 2017, Coomera Anglican College completed our 21st year of operation. We commenced the year hearing the Archbishop's message to schools about Safeguarding the Integrity of Creation. Living in such a beautiful part of the world on the Gold Coast, this message was pivotal throughout the year as students were encouraged to take in the wonder of God's creation and reflect on it, rather than simply taking their environment for granted. This theme was further reinforced on camps and excursions, through art and studies of science and nature throughout 2017. We are blessed to live and work in such a beautiful environment and are constantly reminded of the awe of God's creation and our responsibility to care for the environment and maintain it for future generations.

College Theme for 2017

Our College theme for 2017 was *Flourishing*. Having a theme focuses our efforts for the year. Flourishing is the outcome of excellent human endeavour striving to be the best we can be. It is our responsibility to provide an environment where students can flourish completely. The following prayer about flourishing was used extensively throughout 2017:

Forgiving, and not holding grudges
Loving others with
Open hearts and
Understanding
Running the race of life with perseverance
Imagining a better world
Sharing our gifts with others
Heart, soul, mind, strength
Imagining and inquiring
New perspectives
Growing in character with gratitude.

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 in our daily operations.

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

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

This Synod Report that follows reflects how the Anglican Ethos was expressed at Coomera Anglican College throughout 2017.

Opportunities for Meaningful & Relevant Worship

In 2017, the quality of our worship continued to increase under the leadership of Rev'd Mary-Anne Rulfs as College Chaplain.

Each student attended weekly worship. In an effort to make worship more meaningful and engaging, Rev'd Mary-Anne continued to work with students and staff. She made particularly good use of the Faith Prefects as a sounding board in shaping worship to meet the students where they were. Different class groups were given responsibility for elements of the worship while the Chaplain took the lead role in theme determination and delivering the sermon.

Throughout the year the Chaplain invited special guests to attend worship and speak on the different themes. The students really enjoyed hearing from guest speakers from the local community and the wider church community. This provided variety in the worship along with extra real life experience that enhanced the worship theme for students. There

was a noticeable change in student participation from compliance to engagement. This was particularly obvious in the commitment to singing by all students.

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 student 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 continued in the role of Primary Religious and Values Education (RaVE) teacher and supported the Chaplain with worship in much the same way as Mrs Natasha Materne (Head of RaVE), who continued to oversee the Music for worship and supported the Chaplain by working with RaVE teachers and their classes to help prepare Junior Secondary and Senior Secondary worship.

In addition, 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 opening and closing, Easter and Christmas. House Worship 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 2017 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).

Relationship with the Local Parish & the Wider Mother 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. At the commencement of 2017, Rev'd John Dougherty was appointed as Priest in Charge of Gold Coast North. Rev'd John was a former teacher at Coomera Anglican College and so the relationship between the College and the Parish was well understood. Rev'd John was invited to attend a number of College events and also spoke to students at worship on occasions during 2017.

The St Matthew's worship community, which is adjacent to the College, largely consists of College families. In addition to those who attend St Matthew's, many staff and College families are regular members of St James' (Biggera Waters) and Holy Rood (Oxenford); all of which form Gold Coast North Anglican Parish.

It was a great pleasure to be able to use St Matthew's Church for worship during 2017. Our students were able to walk to St Matthew's in just a few minutes. This provided a more reverent atmosphere and was a lovely surrounding for worship. The fact that it was also air conditioned greatly assisted the comfort for students during the warmer months. We struggled to fit into the building on occasions but the effort was worth the ability to use a real church for worship.

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

Principal Mark Sly continues to serve the Diocese through his role on the Anglican Schools Commission (ASC), as the Chair of the Heads Network group of the ASC. Mark also chaired the Anglican Schools Australia (ASA) Conference Committee for the 2017 National Conference, which was held in Brisbane in August and was appointed as President of ASA at the Annual General Meeting during the conference.

Chaplaincy

Rev'd Mary-Anne Rulfs continued her excellent work as College Chaplain throughout 2017. Stephen Harrison as Direct of Mission for ASC provided strong support for our College, by working with staff and presenting to students. Rev'd Mary-Anne also engaged local community members and worked with families to reinforce the place of our College in serving and assisting others.

For the first time in 2017, we conducted a baptism service. Rev'd Mary-Anne baptised eight children in a lovely service for all involved. In addition, she prepared nine candidates for confirmation and assisted Bishop Len Eacott in confirming the students. This was a special occasion for the confirmees, their families and our College, and will be an ongoing service provided. These events reinforce our maturity as an Anglian College.

Implementation of an Appropriate Program of Religious Studies

All students in the College studied Religious and Values Education (RaVE) in 2017. Each primary student took one lesson and each secondary student took two lessons per week. In 2017 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 teachers teach RaVE. While there are some shortcomings to this model, it does enable the Christian perspective to be reinforced across many subjects, not just in RaVE lessons. Mrs Cathy Harrison continued to teach Primary RaVE during 2017, 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 studies 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* and Natasha Materne represented our College on the ASC planning group to continue to develop a Diocesan RaVE programme throughout 2017.

Opportunities for Christian Ministry & Service

During 2017, our students raised over \$20,000 from various events including those run by the Student Representative Council (SRC).

Funds were raised for Relay for Life Cancer Council (\$7,083), Animal Welfare League (\$1500) and World Vision (\$1,152) predominately, and the younger students enjoyed supporting the Daniel Morecombe Foundation (\$1,086) as they do each year. We were pleased to support Surfers Paradise Anglican Crisis Care (SPACC) with food hampers at Christmas and students brought in hundreds of items of non-perishable food, as well as practical toiletries and gifts for children. The foyer of Student Services was overflowing with items donated by students. It is hard to estimate a monetary value for these contributions but the intrinsic value is priceless.

Senior students continued their sponsorship of two World Vision children, raising \$1152 during the year. Others took part in the 40 hour famine and the Relay for Life walk as their contribution. This action reinforced the concept of helping those less fortunate and was coordinated through our House Coordinators and the student-led SRC.

Community service remained a focus for our College with Year 9 students spending a full week engaged in serving the community. This service week is held in lieu of an outdoor education camp for Year 9 students. For the first time in 2017, we sent two groups of students to experience country service in Mitchell and Charleville. Students visiting these remote areas worked in local state schools and nursing homes, providing assistance to teachers and working with young children. We were able to provide some technology expertise and equipment to students who were not as well-resourced as us. Musical students also provided entertainment for the elderly in nursing homes in Charleville. They interacted with elderly residents from Waroona and at Healthy Aging, children from St Mary's, people at Evening Primrose Holiday Park, and students on remote properties through the use of technology at the School of Distance Education.

Back on the Gold Coast, other Year 9 students joined community agencies in working with disabled students, the aged, environmental groups, child care centres and other community groups. It was rewarding again this year to have students assisting elderly people in the Parish with maintaining their gardens. This provided positive interaction

between our students and elderly parish members, and generated a lot of discussion around the parish. It is pertinent for Year 9 students to spend some time giving to the community, and this activity week provides a perfect opportunity for our students to become more considerate of others. The travellers who headed west were particularly grateful for the opportunity to assist others in remote areas and gained a new appreciation of their fortunate lives at home. The staff also gained a great deal from this experience and are keen to replicate the trip in 2018.

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.

Commentary & Reflection

During 2017, the Gold Coast has been a hub of activity in the lead up to the 2018 Commonwealth Games. Construction of facilities and road works have created some challenges for locals. Our College is located adjacent to the M1 motorway and the traffic issues continued to challenge us throughout 2017.

Our College has a high respect for intellectual endeavour, as is stated in our purpose to inspire excellence in teaching and learning. In 2017 our NAPLAN results for students in Years 3, 5, 7 and 9 were excellent, and again placed us amongst the top schools on the Gold Coast, if not the state. These results confirm our strong emphasis on literacy and numeracy across the College. Students continue to perform well on these diagnostic tests because of the quality of our teaching and learning programmes, and our commitment to excellence.

The reported 1-15 OP range for our College (94%), was well above state averages and reflects the hard work of our students and staff. We were delighted with our five OP1s and the high proportion of students achieving excellent results with 35% in the OP1-5 range. We were recognised as performing in the top quarter of Queensland high schools. Despite these pleasing results, 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.

The establishment of our Netball, Basketball and Football Academies has proven to provide a great benefit for our sporting programmes. In addition to adding to the general fitness levels of our students, the specific skill development obtained by playing in local club competitions resulted in better interschool sport results. 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 2017. 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 2017, our senior drama students performed exceptionally well winning the Gold Coast Drama Festival. The College Musical Hairspray was also a tremendous success and played to record audiences. This production also won a number of Gold Coast Musical Awards. The student actors and musicians were equally impressive in this fabulous production and along with the talented and dedicated staff deserve to be congratulated.

Four talented Year 10 students, student Mackenzie Brown, Madeline Hall, Genaya Bardsley and Hannah Dumbleton won #VideosForChange a National competition run by High Resolves. Their video 'We are worth so much more than the labels that divide us' won from a selection of over 120 schools.

Mackenzie chose the topic 'Social Inclusion', and together they filmed this incredibly moving video (link: <https://vimeo.com/241977704>). 2017 Winners were announced on Network TEN's *The Project* on Wednesday 22 November 2017!

Throughout 2017 we continued to work on our wellbeing framework across the College. During the year we worked with the other Gold Coast Anglican Schools and Griffith University to create a wellbeing tool to assess the mental state of our students. With mental health such a significant issue for schools and society, we have placed a lot of importance in developing a wellbeing framework for our student and staff. Our College is not immune to record rates of mental illness in society, and this area has become a real focus for us during 2017. We piloted the wellbeing survey tool in 2017, which provided us with some excellent data about our students. We will continue to develop this tool with Griffith University in 2018 as we continue to find the best way to cater for the needs of our students.

Building & Future Development

Construction of The Pod dominated our Primary campus during 2017. The Pod is a future-focused centre featuring the latest immersive and interactive technology, designed to take learning out of the traditional classroom. With robotics, interactive touchscreen displays, 3D printing, writeable walls, a 360-degree climate-controlled immersive environment, smart glass and an indoor drone flying space, The Pod encourages primary students to become the architects of their own learning. A climate controlled, 360 degrees Imaginarium is the centrepiece of the new learning facility, featuring six laser projectors and cinema-quality surround sound creating a seamless 360-degree sensory experience without the need for wearable technology. The climate-control technologies can teleport students from the icy cold environments of Antarctica to the sweltering Sahara Desert and even off planet to Mars with the wave of a wand. Students and staff are very excited about The Pod.

The Primary Administration and Staff room areas were also refurbished in 2017 and have provided staff with beautiful environments within which to work. Throughout 2017, we continued to work with our architects on the Master Planning which includes the addition of new sports fields on the land purchased from Anglicare during 2015.

The success of Coomera Anglican College has required the College Council to consider our future growth and development. There is heavy demand for places in the upper primary and lower secondary areas. Discussion commenced about the ultimate size of our College and the possible impact of further growth.

In the meantime, the next stage of buildings are being planned to maximise our facilities' development.

College Council

Our College Council in 2017 consisted of Archbishop Phillip Aspinall (President), Mr Stephen Knott (Chair), Mr Adam Gilbert, Dr Gordon Joughin, Hon Margaret Keech, Mrs Pam Roberts, Rev'd Canon Gary Smith, Ms Jan Bartlett (ASC Nominee) and Rev'd Ron Bundy (Archbishop's nominee). Professor Donna Pendergast joined our College Council in December, while Rev'd Ron Bundy completed his term and decided to retire.

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 2017.

Under the leadership of the Chair Stephen Knott, the College Council continued to oversee the College, on behalf of the Diocese, most effectively in 2017. Executive Director of the Anglican Schools Commission Ms Sherril Molloy and ASC Chair Bishop Alison Taylor visited our College Council during the year. During Ms Molloy and Bishop Alison's 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 monitoring of schools, quarterly financial reports and regular financial updates were sent to the ASC.

Our College continues to operate in a positive manner thanks to good governance, strong fiscal management and excellent commitment from our staff, students and families. The continued growth of the northern Gold Coast has assisted us in our growth, but surrounding population alone will not ensure our success. 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

Acting Principal: Joe Wright
MEd, BEd, BTeach

Fraser Coast Anglican College has faced many challenges throughout 2017; however, the College Council has handled these with courage and wisdom. We give thanks for the leadership of Mr Jonathan Hensman who concluded his time as Chair of Council in July 2017. We thank Mr Hensman for his commitment to Council. Mr Barnaby Eaton assumed the role of Chair and has demonstrated a high level of commitment to managing the challenges set before him. The staff of the College feel well supported by Mr Eaton, the College Council and the Anglican Schools Commission. The School Council farewelled Mr David Smith and welcomed Mrs Lorna Sutton, an alumni of the College who graduated in 2000. In October, the College mourned the passing of foundation Council member, Mr Trevor Cecil, who made significant contributions to the founding of the College.

Opportunity for Meaningful & Relevant Worship

At the entrance to the College, the Chapel aptly embraces the spiritual and prayer life of the College. In 2017, the Chapel building celebrated 85 years as a place of worship, having been transported from the Anglican Parish at Tewantin, and one of the first buildings erected at the College. The Chapel serves many purposes; it is used for student and staff worship services, baptisms and marriages, as well as a place to showcase students' religious artwork.

Throughout the year, the College conducts regular worship services for staff and students. At the beginning of each term a staff Eucharist service is held at St John's Anglican Parish Hervey Bay or the College Chapel. These are wonderful times of meaningful worship and reflection, allowing staff space to refocus on the mission of the church and the College. A staff band leads the sessions of praise celebrating the many blessings in both our community and the College. Additionally, once a week, staff devotions provide opportunities for staff to come together to share their faith journey and pray for students, each other and the broader community.

For students, Chapel services occur on a rotational basis. The Chapel is a key focus and entry point for students of the College with commencement services for Prep and Year 7 students as well as a twilight service for Year 12 students on the eve of their Valedictory Day. These worship services offer opportunities to further ground faith, worship and the Chapel as significant aspects of College life.

Key celebrations of the Church calendar are celebrated with a service for Years 5-12 'in-the-round', using the College outdoor assembly area. These distinctive worship services signify to students that Ash Wednesday, Easter and Pentecost are special times to come together for worship. As Chaplain, Fr Greg Loumeau took the lead role in delivering the message for these services with students and staff actively engaged in the liturgy.

During the year, our lovely Chapel was used for a wedding for someone who had been involved with the FCAC community as a university student. The Chapel held a special place during her time at the College. It was wonderful that our Chapel was chosen for this milestone event. Baptism and Admission to Holy Communion programs were offered and undertaken by a small number of students during the year. There have also been opportunities for students to travel with Fr Greg Loumeau for key Cathedral services throughout the year and the Bible Society Masterclass Seminar on the Gold Coast.

During the latter part of the year our College community suffered the sudden loss of three members of the College community including a parent, student and former council member. The School was inspired by Kate Watson's strong faith in God, which led to the renaming of the annual Award Triumphant in memory of Kate.

These losses were felt throughout the College and, in response, our Coordinator of Religious Education, Mrs Lana Priebbenow worked with Year 11 students to create a Prayer Space during Term 3. The prayer space utilised a corner of the library and featured 12 Prayer Stations. Students from across the College from Prep to Year 12 participated in reflective activities designed to encourage faith formation, reinforce God's message, and provide a space for prayer and stillness. The Year 11 students took ownership of the Prayer Space and ensured it was open to all at lunch times. The space also became a focal point for staff and students in the grieving and healing process. My thanks to Mrs Priebbenow for her efforts in quickly responding to and pulling together the resources needed to create the Prayer Space thus providing a physical and spiritual space for all during a difficult time.

Early in 2017 the College farewelled Fr Allan Paulsen and his wife Michele as they left St John's Anglican Parish in Hervey Bay to return to Brisbane to be closer to family. The close synergy Fr Allan and Mrs Leisa Harper established between St John's Parish and the College continued as our Chaplain, Fr Greg Loumeau was appointed Rector in Charge of St John's and resigned from his dual role as Chaplain of the College and Associate Priest at St John's. The College is grateful to Fr Greg for his five years of service to the College.

Late 2017, the College commenced the process of recruiting a replacement for Fr Greg and it is hoped St John's and the College continue to move forward together. The bridge built between the Church and the College will continue to grow and we will strengthen this mutually beneficial relationship. Whilst the recruitment process is being undertaken, an old stalwart and Foundation Chaplain, Father Jeffrey Jarvis, has returned to act as Chaplain and brings his own brand of warmth and pastoral care to students and staff.

Relationship with Parents, Local Parishes & the Wider Mother Church

One of the most exciting things for our College in 2017 are the increasing opportunities for a closer association between the College and St John's Anglican Parish. The year started with a Backpack Blessing Service for College students at St John's, and

throughout the year the Sacraments of Baptism, Holy Communion and Confirmation were celebrated by students and staff at St John's. There has also been a surge in College families attending Messy Church held once a month at St John's.

Through acts of service to others, the College community responds to Christ's call to, 'Let your light shine before others, that they may see your good deeds,' Matthew 5:14-16. Service to others is a central part of the Gospel message and 'Service Learning' utilises acts of meaningful community service as a teaching and learning strategy. Through reflection, students are able to see the positive results in serving others, setting up lifelong habits of civic responsibility.

As part of the Service Learning program developed by Mrs Lana Priebsenow, the close association between St John's Anglican Parish, Anglicare Southern Queensland and the College has been further strengthened with EDGE students undertaking various service learning projects. These include working in the Parish Op Shop, preparing food for Messy Church and Mainly Music, packing items for Operation Christmas Child, cleaning and weeding at St John's Parish, and visiting Anglicare clients in their homes to trim gardens and wash windows. The success of the program has opened up new opportunities to promote an understanding of the Anglican faith and is an area of growing interest and capacity in the life of the College. By caring for others, we can demonstrate the love of Christ and be a light to the world.

Throughout the year students visited Kirami Retirement Village, an Anglicare aged care facility in Hervey Bay. The vocal and musical performances by students from Prep through to Year 12 provided entertainment for residents on numerous occasions. The Year 11 students hosted a Melbourne Cup function complete with riding hobby horses and a Phantom Cup Call. The Art Department designed and painted a vibrant mural showcasing native Australian flowers for Kirami residents. Additionally, EDGE students visited Kirami to assist with garden maintenance. All these activities represent the special connection between the College and Kirami.

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

The Anglican Board of Mission was supported with a Year 9 Business Enterprise Project. Money raised from the student's business projects was donated to Water and Sanitation schemes in Myanmar and Vanuatu. Myanmar and Vanuatu were chosen as worthy recipients of the funds raised after persuasive speech presentations students gave as part of their summative assessment in Religious and Values Education.

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

The year ended on a high note with 'Carols on the Green' hosted by the College with Anglican communities from Hervey Bay and Maryborough invited to attend for a wonderful evening of carols, community celebrations and giving. The 'Christmas Gift

Tree', had its base filled with presents for the local women's shelter. Additionally, staff and students sold food, drink and crafts with proceeds going to local charities. The evening ended with all staff singing, 'We Wish you a Merry Christmas'.

As part of the Anglican Community we are blessed to have many points of connection with Kirami Retirement Village, Anglicare and our local Anglican Churches in both Hervey Bay and Maryborough. These are highly valued by all parties as we all strive to grow the mission of the Mother Church.

Chaplaincy

In a difficult year, where the College experienced personal bereavement and ongoing pastoral care issues, Fr Greg has been a tower of strength. His capacity to provide support, comfort and counsel to staff, and be generous with his time exemplified Christ's call to serve others. With his acceptance of the Priest in Charge position at St John's he continued to have 'a foot in the College', as well as meet his ongoing and pressing commitments to St John's Parish. We sincerely thank Fr Greg for his contribution to the faith life of the College, and his leadership in guiding our students and staff with his authentic servant leadership.

Implementation of an Appropriate Program of Religious Studies

Teachers of religious education often comment that the subject has its own particular demands. In the Junior School these demands are met by Mrs Leigh Bebington and in the Middle and Senior School, Mrs Lana Priebsenow. Both these teachers are popular because of their approach to teaching and learning and their commitment to engaging students in the classroom with innovative teaching methods. We are truly blessed to have teachers who inspire young people to engage with scripture on a deep level as well as focus on developing critical thinking skills.

From P-12, the Religious and Values Education (RAVE) curriculum covers a range of topics using the recommended six strand approach to Religious and Christian Education: The Bible and Christian Belief; Christian Traditions and Practice; Christian Living; World Religions; The Inner Life; Thinking about Religion. This is done using a variety of different technologies and hands on activities to engage our students. Lessons incorporate art, music, role plays, video clips, current news affairs such as *The Project* and *Q&A*, YouTube, vlogs, online discussion forums, animations, cartoons, films and various multimedia technology. RAVE lessons provide a forum for students to engage in topics such as faith, ethics, social justice, Christianity and other religious beliefs. Assessment in RAVE is student centred with both formative and summative approaches, with a focus on assessment for learning.

Junior School students follow the Connect curriculum program, which is designed to engage students' minds and emotions. The students focus on the time of Judges, through

to King Solomon's reign, concentrating on good leadership qualities. A recurrent theme was, 'with God all things are possible' and 'we need to follow and trust God'. Middle and Senior School RAVE seeks to encourage the development of religious knowledge and encourages students to broaden their understanding of what can be learned from religion. For each year level the centrepiece is a Service Learning Unit which links to a major theme. In Year 7, God's call to care for the environment; Year 8, Caring for each other; Year 9, Caring for those in need; Year 10, Making a difference by living courageously; and Year 11 and 12, Making choices to empower yourself and others.

Timetabling religious education is a challenge for all schools and this is the case at Fraser Coast Anglican College. In P-6 students have a 35 minute RAVE lesson and a 35 minute Chapel each a week. In Years 7 and 8, students have a 70 minute RAVE lesson each week with Chapel on a rotational basis. In Years 9-12 students have a 35 min RAVE lesson a week and Chapel on a rotational basis. We continue to seek opportunities to support the development of our students' spiritual journey.

The teachings and life of Jesus continues to act as the inspiration for our young people as they explore matters of faith in the classroom as well as in Chapel. It is hoped the faith base the College provides their students gives them a firm platform for the next chapter of their lives.

Opportunities for Christian Ministry & Service

The College reinforces the message that staff, parents and students are cared for and this 'care' extends in the wider community. In 2017, our students once again played their part in a number of significant community service and Christian Ministry events.

In the local community, students participated in ANZAC Day, Relay for Life, Clean Up Australia, The Hervey Bay Whale Festival, Blessing of the Fleet, 40 Hour Famine, Daffodil Day, The Salvation Army Red Shield Appeal, Donate for Life, Dunga Derby, The Fraser Coast Show and the 130th birthday celebrations for the Maryborough Hospital.

A whole school approach was adopted to raise funds for Lady Cilento Children's Hospital in Brisbane. Staff and students were challenged to use lunchtimes to walk a marathon (42 kilometres) around the oval during Term 3; just like the marathon of rehabilitation that critically injured kids have to go through.

2017 was also the inaugural year of Year 10 students being offered the opportunity to participate in the Duke of Edinburgh Awards. The group participated in community service as part of the award and their activities included helping at aged care facilities, soup kitchens and being kindy helpers.

Middle School students supported the Anglican Board of Mission with fundraising for various overseas projects. Senior students gave their time and financial support to Ovarian Cancer through a Formal Fashions afternoon. Staff supported the November Appeal with five male staff sporting substantial facial hair at the end of the month and funds for men's health to match. St John's Anglican Parish Op Shop is supported through

a collection bin at College administration. Interact raised funds for 'The Forget Me Not Foundation' and 'The Fred Hollow Foundation'.

Commentary & Reflection on the Characteristics of the School

The College community is one of diversity, with families coming from a range of socio-economic, religious and cultural backgrounds. Our community sees diversity as a strength and embraces those who come to us from all over the world and the ideas they carry with them. Our College is a place where students of all abilities and interests are nurtured and encouraged. Dignity and respect are at the heart of our College and we aspire to live the values Christ taught us.

Fraser Coast Anglican College, founded by dreamers, is a school with a long history of success. There was a real desire amongst the local community for a school of this stature, a school where excellence is not just valued but expected. The dreamers at the Anglican Schools Commission took on this challenge along with members of the first College Council and both of these bodies, under Mrs Sherril Molloy and Mr Barnaby Eaton, continue to dream about plans for the College's future. They would bring holistic schooling in the Anglican tradition to this regional setting and will continue to drive the standard of education across the region into the future. And FCAC, has risen to the occasion time and time again.

An Anglican approach to education seeks to nurture all aspects of the person, facilitating their intellectual, physical, spiritual, emotional and social development. Our wide range of curricular and extra-curricular offerings, and the dedication of our teaching and support staff means there are numerous opportunities for students to develop these aspects.

We understand that strong academic results will open doors for our students but much more than this is required for success. In 2017, a new initiative linked to 21st Century Learning and Skills Development saw the implementation of our EDGE program for Years 7-10. This program aims to provide students with additional opportunities to develop the skills that research tells us that employers seek in school leavers. A key part of this program is developing a sense of social responsibility in our students through community service and serving others.

We aim to provide our students with the skills that will provide them with an edge in a modern workforce. This program achieved strong support from students through feedback forms and surveys and won the ACEL Educational Futures award for the region. The EDGE program will continue to develop and expand in future iterations.

Commentary & Reflection on 2017

Although Fraser Coast Anglican College maintains a dominant academic force in the Wide Bay region, it is important to note that it is the highest fee charging school in one of

Australia's lowest socio economic areas, a context that continues to challenge the College Council and Executive Leadership Team of the College. We are working closely with the Anglican Schools Commission to develop a more financially resilient model for the operation of the school. This will be required for the school to keep pace with operational requirements and to grow enrolments to a level that will allow the College to meet its full potential.

Our priority for 2018 is reputation, stability and building confidence within our College community. For the College to be successful, its community must feel connected to the journey and leadership of the College. The reestablishment of the College's Parents and Friends Association will be a priority for 2018 and it is expected that they will play a key role in developing strong connections between the staff and leadership of the College.

Retention of quality staff has become a key priority. We will only be as successful as the quality of our staff and, like our parents, they need to feel valued and connected to the vision of the College. Throughout the most difficult times of the College's history, it has been the staff that has stepped up and shouldered the heaviest loads. Fraser Coast Anglican College is blessed with a talented, passionate team who continue to walk the extra mile for their students.

Academically, the class of 2017 achieved our strongest OP 1-5 results with 38% of students achieving an OP within these high bands. This result saw FCAC ranked 19th in QLD for OP 1-5 results, which were made more significant by the fact that 92% of our students were OP eligible.

The College continued its long tradition of achieving strong NAPLAN results, scoring above the National and State Averages in 19 out of 20 tests. FCAC continues to have the strongest academic results in the Wide Bay region and compares favourably to many metropolitan schools.

Other

The school's commitment to the Archbishop's 2017 message of Peace and Reconciliation 'Caring for the environment' is one of the College's core values. The College grounds are set on 70 acres of beautiful Australian bushland and students share this environment with a range of native animals including kangaroos, bearded dragons, koalas, possums and more. Our staff and students cannot help but be keenly aware of God's creation and they are tasked with preserving it in a range of approaches.

As part of the College's commitment to the Archbishop's 2017 message, 'Strive to safeguard the integrity of creation', Fr Greg Loumeau initiated the establishment of a native bee hive biome in the College grounds with some success. Even though it might seem a small project, our lives and indeed the whole world would be a much different place if bees didn't exist. We owe much to bees as one of the smallest yet hardest working creatures on the planet.

Bees are easily amongst the most important insects to humans on Earth. (<http://www.onegreenplanet.org/news/bee-the-buzz-and-take-action-now-to-save-bees-from-pesticides-video/>)

These humble, buzzing bugs deserve a huge thanks for helping provide us with our favourite fruits and vegetables, their delicious honey, and beautiful, flowery gardens. The hard work of the bees serves a model to students of the importance of our endeavours no matter how small, and how we are all linked as part of God's creation.

FSAC Ltd (Forest Lake, Springfield Anglican Colleges)

St John's Anglican College

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

St John's Anglican College is pleased to submit this report of its 2017 activities, in particular the enactment of the Vision for Anglican Schooling in the Diocese of Brisbane.

Ministry Development in Local Area

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

- Advertising special services like Easter and Christmas in *Ripples*.
- Rev'd Carol (Inala) and Rev'd Tania (Middle Park) take an interest in our Prayer Space. They support the Prayer Spaces by offering an afternoon to work with the students and they move through the Prayer Space.
- Rev'd Susan attends the Anglican Deanery meetings and the local Ministers' Fraternal.
- St John's students and staff do a lot of fundraising for the Inala Parish.

The College believes it is vital that we work with our local parishes.

St John's at St John's Cathedral

Once again, St John's and Springfield Anglican College held their annual Commencement Service at St John's Cathedral. This is a very special occasion of coming together to acknowledge the beginning of the school year and asking for God's blessing upon our work. In 2017, in keeping with our desire to make St John's Cathedral a central place of worship for our school, we hosted another special occasion at the end of the year by holding our year 12 Valedictory Service at the Cathedral.

St John's continues to take our Year 9 students to the Cathedral each year as part of their retreat. The Cathedral takes the students on a guided tour as part of reflective activities.

2017 marked the second annual St John's Cathedral Concert, an event designed for Performing Arts students and their families to gather for quality performances in this beautiful sacred space.

In 2016, the inaugural Year 6 Transition service, which included a Prayer Space, was also held at St John's Cathedral. Over three hundred Year 6 students from five different Anglican Schools attended. The feedback from staff and students was very positive. The 2017 Year 6 Transition service will be held on 22 November 2017. The concept of the Year 6 Transition service came from a church in Guildford, England. Recently, our activities in this regard were published an article about our Brisbane Year 6 Transition service in their paper.

It was very special to attend St John's Cathedral with our Prep students. This is the first time they have been to St John's Cathedral. Rev'd Anne and her helpers journeyed the Christmas Story with our students finishing with a craft activity. Our students also continue to learn much about homelessness when they attend the annual Anglicare Fundraising Cathedral Sleep Out.

Contemporary Approaches to Prayer & Worship

St John's is going into its third year of holding Prayer Spaces in Schools. Prayer Spaces in Australia have grown with many Anglican School in Queensland now holding their own unique approach to Prayer Spaces. The use of Prayer Spaces as a means of reaching out to people has also grown on a national level with many schools now holding Prayer Spaces. It has been very rewarding to be part of this movement and watch other school Chaplains embrace this type of worship in their schools. Each Chaplain interprets Prayer Spaces in their own way to suit their school culture.

The first Prayer Space Conference in Australia was held at the Performing Arts Centre on 9 August 2017, as part of the Anglican Schools Australia Annual Conference.

St John's have students of many different faiths and cultures. The Prayer Space seems to meet these students' needs. One student reflected that the Prayer Space is important to them because it meets them where they are and they can be who they are without judgment. The feedback forms which we gather from staff and students after each Prayer Space speak of peace, relaxation, times of prayer, time to catch one's breath, leaving worries behind, solving issues and having fun. All this informs us we are on the right track with Prayer Spaces. Prayer Spaces opens opportunities that may never have happened. We also keep the Prayer Space open for parents to have time for themselves. One parent told me that she felt empowered to change her whole life after quietly reflecting in the Prayer Space.

Prayer Space opportunities also encourage mindfulness in our students. Staff are resourced with mindfulness activities for their students and many staff are offering space for the students to be mindful during their break time.

Rev'd Susan works closely with Chapel Captains and staff at the Primary campus, and Chapel Prefects at the Secondary campus, to create meaningful and relevant services.

Mission in Schools

This year it is very exciting to have a third-year formation student placed at St John's under the mentoring of Rev'd Susan. Mr Peter Jeffery has been an asset, allowing the school to have a Chaplain at the primary campus when Rev'd Susan is at the secondary campus. Chaplain Peter has been taking services, preaching, and working on our RAP. In Terms 3 and 4 he will be working at the College three days a week. Rev'd Susan is in conversation in regards to Chaplain Peter having opportunities to help with RaVE.

Rev'd Susan also works closely with Stephen Harrison, the Director of Missions.

This year the College appointed a Head of Service Learning, Mr Andrew McCrohon. Mr McCrohon oversees the Service Learning part of the College's ethos and provides the following update on various service learning opportunities available to staff and students.

Wontok

Twenty Year 10 students attended the annual Wontok conference in Brisbane city. The WonTok conference engages secondary students in interactive learning activities to raise awareness about the complexities of global poverty. This was a fantastic opportunity for our students to not only learn about some of these issues, but also recognise the role that they as future leaders can play in social justice. The students presented their reflections to Chapel.

Inala Community House – Homework Club

St John's Anglican College continued its close link with the Inala Homework Club. Semester 1 saw students from Years 10, 11 and 12 volunteer on a Tuesday afternoon to help students of primary school age with literacy and numeracy.

Through these activities (Tuesday afternoons) we are seeing more students wanting to read and do extra worksheets. We are also conducting small science experiments and physical activities upon completion of school assigned homework. Our St John's volunteers conduct story time and organise the science experiments; and our students have become more engaged through this interaction.

ICH Homework Club' Coordinator, Anushka Abeyewardene

The semester concluded recently with a special performance from members of the Queensland Symphony Orchestra who played alongside Year Seven students, Ryan Nguyen and Ethan Nguyen. It was a lovely occasion for the children of the ICH community and our St John's Anglican College performers were exceptional. Thank you to Ryan and Ethan for your contributions, as well all students who have attended the Homework Club this semester.

Antipodeans Abroad

Forty students and four staff embarked on a three-week community service trip to Cambodia over the June/July school holiday period. Whilst there, the groups visited rural communities and lived with homestay families as they constructed housing for the village. They also visited local schools.

Student Coaches

During Semester 1, Ms Gramenz had the assistance of 30 student coaches who volunteered to help coach and/or manage a TAS or JTAS team. These students committed to an additional two training sessions per week as well as match days, and are vital to the growing sporting culture at St John's. In addition, a number of students assist Mr Murray and Alpine Place staff at their annual X-Country House competition. Our senior students provided a wonderful atmosphere for the junior students and were a big part of the running of the day. Thank you to all students for their service to the program.

QLD Day Awards

Year 11 students, Sarah Way and Tiarna Mundy, were formally recognised recently at the QLD Day – Many Cultures, One Community event. Local MP Leeanne Enoch awarded both girls with a 'Contribution to Community' award to recognise their outstanding service to a variety of organisations in the local community. We are extremely proud of their achievements.

Helping Hands Food Vans

Helping Hands is an organisation that operates a food van to residents of the Ipswich area who have fallen on hard times. Several St John's Anglican College students from Years 10, 11 and 12 accompanied the food van on a number of occasions this term to assist in providing food, tea/coffee and essential daily items to people in need. Students took great pride in this service and made a lovely impression on the people in which they were assisting.

Year 7: Homeless Care Packages

Our Middle School Religious and Values education program had the Year 7 students investigate the issue of homelessness in Term 2. Students examined some of the social issues that relate to homelessness and spent time reflecting on the stereotypes associated with people living on the street. They performed budgeting tasks to highlight the difficulties that some families face, as well as listening to song lyrics and writing poems. Students are now creating care packages to provide comfort for some of Brisbane's homeless population. These will be delivered to Anglicare representative Tiffany Berg next term.

Year 8: Social Justice Advocates

Year 8 students spent the term learning about social justice. Deputy Head of College, Mrs Robern Hinchliffe was a guest presenter, speaking to the students about her extensive travel experiences to South-East Asia and her role as an advocate for the Days for Girls organisation. Mrs Hinchliffe discussed her experiences relating to social justice and introduced the concept of advocacy to the cohort. Students are currently examining a social justice issue of their choice and will be advocating for change next term at the Advocacy Expo.

Students and staff are to be congratulated for their efforts throughout Semester 1, who, despite the busy workload of academics, sporting and performing arts commitments, never fail to contribute to their community and offer assistance to those in need.

Anglican Values & Ethos

As an Anglican priest, Rev'd Susan continues to plan and craft the weekly worship in the school so that it supports the Anglican Ethos of the College. The College's values, which are Gospel values, are embedded into the worship services.

Rev'd Susan continues to attend the Byam Roberts meetings. Here the School Chaplains host guest speakers and chaplains also learn from one another. This year Rev'd Susan attended the Byam Roberts weekend retreat.

Sacraments

The primary campus celebrates communion twice a term, while the secondary campus hold a communion service once a term. The staff also commence each term with the celebration of Holy Communion.

Several parents join in the primary campus communion services.

Rev'd Susan met with the entire Year 3 cohort to talk with them about the sacraments of Baptism and First Holy Communion. This year we also had several students from the upper grades who wanted to be Baptised and/or make their First Holy Communion. We also had a parent who asked for their baby to be baptised at the school. This year we had seven children (including a baby brother of year 1 student) baptised, and 14 children made their Communion.

Anglican Church Reconciliation Statement

Chaplain Peter has been working on the Draft RAP for the school. This is his major project for the year. Rev'd Susan attended a Byam Roberts day where their guest speaker was the new RAP coordinator, Chrissy Ellis.

“At St John’s I have had the privilege of working to develop a Draft Reconciliation Plan (RAP) for the school community. Currently, we are in the ‘building’ phase of our RAP. In developing a RAP Committee a big thank you needs to be given to Narelle Mullins as a St John’s Community member and Christine Ellis, Anglican Southern Queensland’s RAP Coordinator. Their experience and knowledge are assisting in our developing of stronger community ties.

“A Draft RAP has been drawn up and is being assessed by the various Committee members. While the formal processes are taking place, St John’s is committing to making inroads in educating and celebrating Aboriginal and Torres Strait Islander culture. The secondary campus held a specialised Chapel Service as part of NAIDOC Week celebrations. I look forward to the continued development of a formalised St John’s Anglican College Reconciliation Action Plan.”

Chaplain Peter Jeffrey

The Primary campus holds regular workshops around indigenous culture.

Archbishop’s Message: Safeguard Creation

At St John’s secondary campus, students reconnect with nature by means of various year level camps, excursions and research projects. Geography has a specific focus on biodiversity and the relocation of koalas. Students reflect on the vulnerability of our icon and what needs to be done to preserve the species. They look at specific habitats and case studies where local authorities placed economic development before creation. There is also a specific focus on the Nerang catchment and how open space is used to create a healthy system. They also focus on the implementation of damaging projects such as the new passenger terminal that was given the green light. In the classroom, a specific unit is dedicated to climate change and the implications for the world and Australia, in terms of political rhetoric, climate refugees, small island communities, disease and habitat change. World issues are debated such as “feeding the world” and the implications of resource scarcity and ecological footprints.

Conclusion

The Board understands that regular review of its strategies is an essential part of its role.

Whilst there are many facets to that responsibility, one of the most critical challenges for the Board is how to meet its financial obligations while at the same time providing the ongoing resources essential to develop and support the mission of the Church in delivering quality educational offering in the Anglican tradition.

The Board acknowledges the support and commitment by management, without which the improvements that have been achieved would not have been possible.

The Springfield Anglican College

Principal: Darren Pitt
BA (Hons), PGCE, MEd

The mission of The Springfield Anglican College is to provide a holistic education for young people, nourishing their bodies, minds and spirits. We aim to provide all students with opportunities to succeed, and to develop character so that they can take up roles as positive and active members of society as adults. We believe in instilling in our students a keen sense of justice, compassion and fairness, and a lifelong love of learning.

Throughout 2017, the College continued to grow and by the end of the year had a student body of 967 from Kindergarten to Year 12.

The College theme for 2017 was *Succeed and Flourish*, and our focus was on auditing and improving our teaching and learning practices as part of our holistic offering, and introducing Student Care programs to ensure that all students feel safe, happy and connected at school, empowered to do their best.

The year was marked by the arrival of a new Principal, Mr Darren Pitt, who moved to Queensland having worked in independent schools in South Australia.

At year end, College Chaplain Rev'd Josie Yarham left the College after three years of service to return to parish service, and was replaced by Erika Williams in the role of Chaplain/Parish Youth Worker – a joint role with the St Andrew's Parish Church.

Opportunity for Meaningful & Relevant Worship

Meaningful worship continues to be a defining feature of the culture of the College on both campuses.

On the secondary campus, Chapel is conducted weekly for Years 11 and 12 (45 mins), and fortnightly for Years 7 to 10 (25 mins). Chapel is conducted by our Chaplain, and is characterised by prayer, reading and reflection.

Also on the secondary campus, weekly assemblies are undertaken which include a reading, prayer and blessing. The assemblies are written to complement the delivery of the Religious Studies program being undertaken each week in classrooms.

On the primary campus, the students and staff meet each week for Chapel, which includes worship in the form of hymns, prayer, a Chaplain's reflection and a blessing. Many parents also attend Primary Chapel, providing an opportunity for parents to participate in worship and in building community. Chapel is a time of great energy, joy and celebration and is a highlight of the College week.

Relationship with Parents & Local Parishes & the Wider Mother Church

On 30 July 2016, the Parish welcomed its first full-time Priest-in-Charge, Rev'd Charlie Lacey, who was recruited from the Diocese of London. In October 2016, a new, regular Sunday service was launched to meet the needs of this growing community.

A change in name occurred, with the Springfield Parish becoming rebranded as St Andrew's Springfield.

By the end of 2017, St Andrew's was a fast growing church plant, with regular Sunday attendance in the region of 70 congregation members. A thriving Kids' Church, with as many of 20 young parishioners, is a particular feature of services. Many College families attend St Andrew's and pleasingly, current students also semi-regularly assist with the delivery of music for services.

As part of our Anglican tradition, we work very closely with St Andrew's, which has a vision to be an inclusive, welcoming Christian community: nurturing people, building disciples and knowing Jesus more deeply. The Church meets on our Secondary Campus, and is at the heart of the College community.

Rev'd Charlie Lacey also attends and participates in our Primary Campus Chapel each week, strengthening the relationship between the College and Church. As a College parent he is very engaged with the College, highly visible to the community, and very much respected and loved by them.

For the duration of Term 1, when our Chaplain Rev'd Yarham was off work with sick leave, Rev'd Charlie Lacey was the temporary Chaplain. This strengthened the relationship between Church and College further.

At the end of 2017, Rev'd Charlie Lacey and Principal Darren Pitt together recruited the College Chaplain/Parish Youth Worker. Erika Williams won this new position, designed to serve the needs of the College and the Parish and to draw the connections between those two organisations closer.

Chaplaincy

Our part-time Chaplain Josie Yarham worked on Mondays, Tuesdays and Fridays in 2017, attending Chapels and often conducting class visits. Rev'd Josie was also the Subject Coordinator for Religious and Values Education, ensuring a great deal of synergy between College worship and education.

In 2017, Rev'd Josie also ran First Communion classes with the Year 4 and 7 students, visited Kindergarten and attended the Kindergarten parent mornings such as Mother's Day and Father's Day.

Implementation of an Appropriate Program of Religious Studies

We continue our commitment to delivering a Religion and Values Education program which is relevant to the students, and which complements worship practices. Religion and Values Education is currently taught for one hour per week to all Grades 7-12.

A yearly scope and sequence for Religious Studies has been written for the students on the Primary Campus. Students from Prep to Year 2 are provided weekly lessons from *The Jesus Storybook Bible*. Students from Year 3 up, undertake lessons from the *Friends and Heroes* series of lessons.

Daily prayers are also delivered in classrooms, and the program for such prayer is based on the Bible and aims to teach the students the essential understandings of the Christian faith and how they impact our values and behaviour in everyday life.

Opportunities for Christian Ministry & Service

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.

Throughout 2017, a new service program was developed for implementation in 2018, and this will further develop and embed the College's mission work in local, national and international communities.

Commentary & Reflection

At The Springfield Anglican College, we clearly promote Anglican values through our mission and values statements, and Christian morals and values are modelled in all that we do, and supported by our families and communities.

As a Kindergarten to Year 12 school our goal is to develop a strong community in a Christian faith school. As such, all staff are encouraged to participate in and attend Chapel. Through all our daily interactions, focus is given to the Gospel values and for students to work to achieve their personal best to develop their God given gifts and talents. Each Term begins with a Eucharist on our Corporate Days.

As a physical reminder, a large wooden cross is placed in the central position of the courtyard of both campuses as a symbol of our values and connection to the Church.

The students of the College are warm, caring and service driven individuals who, regardless of their beliefs, are encouraged in aspects of their lives to model Christian behaviour and attitudes.

Contribution to the Wider Political, Social, Economic & Artistic Culture

In 2017 we had an increased focus on service, and on developing a culture of giving to the local community. We are engaged in numerous initiatives which support local charities through programs such as our 'Year 10 Study, Skills and Service', which offers service opportunities to work in local care and charitable organisations.

In addition, we actively encourage students to be involved in Anglicare charity events, which are publicised and supported through the College. As an example and as part of the Rite Journey, Year 9 students perform a rubbish collection at Robelle Domain as a community service. Further examples exist in a number of Creative Arts and Sports activities which have The Springfield Anglican College students involved in positive community relationship building.

Challenges & Opportunities for the Future

We face many of the challenges facing all Anglican schools in a largely secular society; finding ways to make faith and worship relevant, meaningful and a cultural norm.

We are aided in our pursuit of this by a committed and passionate staff, and a willing, caring and compassionate student body. New Principal, Darren Pitt, also made a number of changes to the formalisation of worship, particularly on the secondary campus.

Archbishop's Message: Safeguard Creation

'Strive to Safeguard the Integrity of Creation' is one of the five marks of mission where we protect, care for and renew life on our planet. In 2017, our key words were creation, sustainability and renewal.

To do this, 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 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 2017, we addressed these issues through Religion and Values Education and Geography, studying: liveability, erosion, biomes and food security, (including creating a vegetable garden), sustainability, climate change, and urban development.

Some of our students also attended a Sustainability Youth Council Conference at the Ipswich City Council.

St Andrew's Anglican College

Principal: Reverend Chris Ivey
BEd, DipTh, Grad Dip Ed (RE), MAICD, FACEL, MACE

Underpinned by our strategic intent, based on our Christian Foundation, we leverage our positive energy and supportive community to enable our students to move confidently into their futures. 2017 was another exciting year in the life of our College.

Throughout 2017 our enrolment grew to 1285 students. After a few more challenging years with enrolments in the lower years the College is once again fortunate to have full classes and strong waiting lists.

2017 was an exciting year as after many years of prayer, we have been fortunate to be able to appoint our first full-time Chaplain within the life of our College. With support from Bishop Jeremy and the Archbishop, we interviewed and appointed Reverend Gary McClellan to the role of Community Chaplain from January 2018. Gary was ordained in the Diocese of Melbourne where he worked as both a Youth Minister and Associate Minister. Gary completed his education training on the Sunshine Coast in 2017. We are so thankful to God for his provision of Gary to our community.

Opportunity for Meaningful & Relevant Worship

Our weekly Chapel continues to be an integral part of College life and students participate fully in the worship life of the College. In the primary school, year levels and classes have continued to be responsible for preparing and leading worship with Mr Lucas, and this continues to be an excellent way of engaging with both staff, students and parents. At the commencement of the year, during our weekly Chapel services, we presented all Prep and Year 1 students with their own *Jesus Story Bible* and our Year 7 students were presented with their own teen study bible. The positive feedback from our parents about Chapel, particularly in the primary years has continued and their attendance at these and formal times of worship has been encouraging.

A key component of secondary Chapel was about exploring Christians of influence throughout the ages as well as responding to issues as they arise. As a College, we continued to refine and develop our more formal services, including Remembrance Day, Valedictory and Christmas. Mr Lucas, Mr Barrett, the Principal and members of the Leadership Team have shared in leading worship at special events and we have seen a greater focus on the importance of reflection at several special events throughout the year including Grandparent's Day, Mothers' Day Chapel, Fathers' Day Chapel and a range of other opportunities. 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.

Relationship with Parents, Local Parishes & the Wider Mother Church

Despite some challenges in 2017, the Anglican Church of Noosa, Peregrin Springs congregation continues to meet and provides a tangible sign of the important link between parish and school. A key part of 2017 has been about sustainability. Given the small team who began the congregation, our focus has been on supporting these members as they picked up most of the work following the resignation of Reverend Ian Dredge.

As in the past, Noosa Anglican continues to provide opportunities for the wider community to engage with the church through some unique and engaging programs, it has been encouraging to see many of our parents and staff take up these changes of 're-connecting' with the church in ways that are real and relevant. It has been positive to see a real desire for greater connections between the parish and school, and our parents have really enjoyed having these opportunities.

The Christmas Spectacular held at the local ovals were a huge success, providing a visible witness of the College and Parish. Around 2000 locals enjoyed an evening of carols, readings, and reflection in a relaxed and family focused environment.

Our connection with Anglicare continued with 'St Andrew's serves'. This program sees around 15 students head into the local community each week on projects that assist those in need. Projects such as gardening, cleaning and general maintenance have been undertaken by our students, and the feedback from members of the wider community has been wonderful.

Chaplaincy

With the completion of our team from a teaching perspective and the establishment of a worshipping community within the life of the College, the role of Chaplain will fill this crucial void in 2018 as a critical link both with the parish, but also as a focus for our staff, students and parents; a visible witness of our commitment to our Christian foundation.

Implementation of an Appropriate Program of Religious Education

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 programs meet the diverse expectations of the Vision and Framework for Anglican Schools but is appropriate to the College and our approach to Christian ministry.

The College uses Canvas as its Learning Management system and the secondary curriculum is one of the leading faculties in terms of roll out and accessing the full gamut

of opportunities for embedding resources, direct feedback by and to students, reporting and so on.

The role of Christian Education teachers continues to grow and in particular, the pastoral care of students continues to be an increasing aspect of the role. It provides different avenues for individual students who are beginning to ask questions about aspects of faith.

Opportunities for Christian Ministry & Service

The College continues to regularly participate in charity programs. In 2017, the College was involved in the following activities:

- Charity Fun Run, raising money for Cancer research.
- Pink Day donation to Cindy Mackenzie Foundation
- Noosa Fun Run – Breast Cancer
- Walk for Breast Cancer – Coolum to Castaways walk
- Shave for a Cure
- Kokoda Challenge, Jim Stillman Cup, raising money for underprivileged boys
- Valentine’s Day roses for local charities
- 40 Hour Famine
- World Vision sponsor of child
- Hosting residents of the Peregian Springs Country Club for IT classes
- Overseas trips to Cambodia and Thailand to assist in the building of new homes out of flood zones and the more permanent gardens to support local families.

Commentary & Reflection

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 2017, the College appointed a Psychologist whose prime purpose is not just to work with particular cases, but to provide support to our Pastoral Care Teams and to bring some leadership to our Positive Education directives

The staff and student body are very open and supportive, and our rates of bullying are very low. 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.

Challenges & Opportunities for the Future

As part of our strategic plan, the College sought feedback from our key stakeholders in a recent end of year survey. The results of this survey were overwhelmingly positive with the number one reason people are choosing St Andrew's being our staff and the way they contribute to our positive culture.

Our academic results in 2017 were once again very strong, with graduates receiving, not only excellent results, but more importantly, the choice of further study. In addition, our NAPLAN results continue to be well above the state and national average. The College is equally proud of our students who choose alternate pathways and find meaningful opportunities through TAFE and other vocational programs.

We continue to attract and employ outstanding staff who go above and beyond. Our parents recognise that we offer a wide range of sporting, cultural and service opportunities. Our success in the areas of sport are particularly noteworthy. It is the extra opportunities that affirm for our parents why they value a St Andrew's education.

Our strategic plan entered its first year of implementation in 2017, with the five key pillars:

- we focus on knowledge and learning
- we encourage faith and service
- we build personal capacity
- we develop a strong sense of community connectedness
- we commit to envisioning and resourcing for the future

As part of this, we have developed several exciting and challenging projects that involve members of staff who are leading these within their areas of passion.

The College spent much of 2017 planning for our next development, a \$13m Aquatic Centre to feature a 52m pool, a learn to swim pool, associated food and office facilities, as well as classrooms and coaching facilities.

Archbishop's Message: Safeguard Creation

The College has always had a proactive approach to the environment, primarily born out of our location and our focus on the beach and water. With the Archbishop's focus for 2017, we continued to embed and refine our existing programs:

- Bundle and Bin days where students clean the hard-to-get-to locations around our College to ensure our waterways and drains are free from litter
- our Sustainability subject has been developed and more resources supplied to enable more students to undertake the course. This has meant an increased footprint but with a greater focus on more sustainable practices.
- A few excursions and trips now have an environmental focus. We are working collaboratively with the regeneration of the local sand dunes.
- At a more strategic level, all new buildings from 2016 have lights and air-conditioning controlled by motion. In addition, air-conditioning in our Learning Hub is controlled to respond to the air temperature outside and manage the building accordingly.

We have also focused on several new initiatives:

- our Year 7 Future Problem-Solving Team won the national competition with their focus on improving education for recycling. These students have developed a detailed plan to improve both education and easy access to recycling
- we have begun regular items at our Primary and Secondary at assemblies to focus on the individual impact on the environment.
- our surfing trip to Bali has a focus on rubbish and clean water projects.

Summary

St Andrew's is a place that continues to live and breathe its motto of Vision and Spirit, and I pay tribute to all those involved in making it such an exciting place to work. St Andrew's enjoys a wonderful reputation across the Sunshine Coast and I give thanks for the wisdom and support of our College Council and Executive Leadership team for their passion and commitment.

We are blessed with an engaged and wise Council and passionate and forward-thinking Executive team.

St Hilda's School

Principal: Dr Julie Wilson Reynolds
BA, Dip Ed, MA, Med, PhD, MACE

At St Hilda's School, we try to live by, and follow, the ideals outlined in the Homily attributed to our patron saint, St Hilda:

*Trade with the gifts God has given you.
Bend your minds to holy learning
that you may escape the fretting moth of littleness
of mind that would wear out your souls.
Brace your wills to action that they may
not be the spoils of weak desire.
Train your hearts and lips to song
which gives courage to the soul.
Being buffeted by trials, learn to laugh.
Being reproved, give thanks.
Having failed, determine to succeed.*

Trying to implement these early Medieval thoughts in the 21st Century might seem a hopeless task; but they speak to the role of a school now, just as they would have done when they were first written.

A school must draw out the talents and gifts of its students. A school must help its students develop the strength of character and resilience that they will need as adults and, in doing so, the themes of the Homily are lived out. Moreover, among the pressures of an educational institution, it is too often overlooked that at the centre of all endeavours should be the student and his or her growth and development. Additionally, in a Christian school, this development should not be restricted to the academic, physical or personal growth but also the spiritual.

Thus students at St Hilda's are encouraged to engage with the larger questions of human experience such as the essence of religious belief, the causes of suffering and the need for ethics. They are exposed to the various answers to these questions offered by the major world religions. But underpinning this exposition is the example of Jesus and the tenets of the Christian faith. Students not only experience this faith through classroom discussion and study, but also through chapel services and assemblies.

Girls are encouraged to not only participate but also to plan and organise activities which have a religious nature. Thus individual classes conduct the weekly chapel services at each year level, from Prep upwards, in the Junior School. Senior students speak of their faith at assemblies, especially those assemblies which deal with direct ethical questions. Individual students volunteer to be Chapel Wardens and Prefects and as such discuss service themes, hymns and prayers. Girls from Year 3 upwards are offered the

opportunity to make their First Communion while older girls are given the chance to make a mature commitment to the Christian faith through Confirmation.

The practical side of Jesus' command to love God by loving our neighbour is also not forgotten as girls are asked to participate in service learning activities as diverse as visiting Anglicare agencies, being reading tutors with the Smith Family, joining Amnesty International, filling Christmas boxes or running the Coffee Shop to raise funds for specific charities. This community outreach and service is not only a living out of the Christian faith, but also of the School's motto: Non Nobis Solum (not for ourselves alone).

Moving from the philosophical to the institutional, 2017 saw major changes in our school. New buildings have been opened such as the innovative Year 6 STEM Building and new members of staff appointed from cleaners to the Principal. Dr Julie Wilson Reynolds became the tenth Principal in January 2017, while the Reverend Patrick Duckworth from Perth's All Saints' College was appointed School Chaplain; a position which had not been filled by an ordained person for a number of years.

While there was change, some things remained the same such as the connection between the School and the local Anglican Churches. This is not only seen in the three Anglican clergy who are members of the School Board but also by the assistance the clerical team of St Peter's, Southport – Fr Don Parker and Fr Chris Tyach – have given to whole school, First Communion and House Eucharistic services.

St Hilda's musicians and choristers also continued the tradition of providing the music at St Peter's Church one Sunday in Term 2. This has been a feature of the Music calendar of the School for a number of years. The School looks forward to maintaining and developing these relationships into the future.

Junior School Report

Values of love, compassion, forgiveness, hope and grace were evident in the girls of Junior School through their many activities in the community.

Students of Acacia enjoyed the opportunity to continue developing relationships and sharing their compassion for elderly residents of the Abri Aged Care Facility through regular visits. The girls played games, sang songs and played musical instruments to the residents. Students were also invited to join them for a Christmas Party.

Junior School and the Houses raised funds in support of the following charities - Abri Aged Care Facility, Arundel Riding for the Disabled, The Animal Welfare League, Currumbin Wildlife Hospital and Surfers Paradise Anglican Crisis Care Centre.

Collections of non-perishable foods were also donated to the Centre for Christmas, vegetables collected for making soup during winter and cans of tuna and two-minute noodles for the homeless.

Junior School Students and their families also joined those from across the School in the Mothers' Day Classic to become once again the biggest team in Queensland supporting the event.

Students in Year 4 undertook preparation for Communion in Religious Education Lessons in Term 2. This year we had an increase in the numbers of students wishing to be Baptised and participate in their First Communion. In 2017, 22 girls participated in First Communion (eight of these were also Baptised) and five were Baptised.

Middle School Report

Each year St Hilda's students are involved in a variety of community service initiatives, which provide unique benefits to the students, the school and the wider community. Participation in these service projects helps to support a variety of causes and allows students to understand what it means to be part of a community.

Year 9 students were asked to contribute their different perspectives to help shape and influence the culture of the Middle School. In Term 1, students from 9S encouraged girls to Step Up and get involved, donating \$361 to the White Ribbon Foundation. Promoting the theme of Hand in Hand in Term 2, 9L sought to bring girls together by providing opportunities for them to connect with each other, whilst collecting \$180 for Rosie's; an organisation that assists those most in need in our community. 9H highlighted the need to be loving and supportive of one another; the girls organised a range of events that raised \$300 for the Black Dog Institute.

In Term 3, using the theme of COMMUNITY, 9B highlighted the diversity of our school community and the need to work together. Throughout the week the girls reiterated this message with a range of activities including the creation of an artwork based on the flags of the different countries to which students had connections; celebrating the richness and diversity of our Middle School community. Their efforts raised \$180, which was donated to the AEIOU Foundation for children with Autism. While 9M chose the Pyjama Foundation, which gives children in foster care the opportunity to change the direction of their lives; through their efforts they raised \$237.

An artwork created by Middle School students, used the symbol of the butterfly to celebrate the special women in our lives in particular the bond between mothers and their daughters. Proceeds raised of \$500 was donated to RizeUp Australia, supporting families affected by domestic and family violence.

Inspired by the words of Deng Thiak Adut, Middle School student raised \$247.40 in support of the John Mac Foundation a charity working to educate and empower refugees and people whose lives have been interrupted by war.

The formation of a student-led Diabetes committee helped to raise awareness and a greater understanding of the disease in our school community. The committee organised a variety of activities including a discussion panel at Middle School Assembly which

highlighted the power of personal storytelling and a Jelly Bean guessing competition which raised \$100 in support of JDRF Australia.

The Student-2-Student program saw a number of Year 9 girls volunteer their time over an 18-week period to help younger disadvantaged children, who have difficulty reading, to support the work of The Smith Family charity.

Year 8 students undertook the responsibility of selling the poppies for both ANZAC and Remembrance Day in support of the RSL.

Towards the end of the year Middle School students supported the Surfers Paradise Anglican Crisis Centre (SPACC), by donating toys, groceries and essential items as well as raising \$186.70 to assist to families within our local community to experience the joy of Christmas.

Senior School Report

Honoring the school motto is an important facet in the Senior School. A number of girls either individually or in a group organise activities and fundraising events for different charities. The Year 11 Hospitality students provide both savoury and sweet treats for the staff as part of the Biggest Morning Tea raising funds for Cancer. Once again, they rose to the occasion providing us with a great selection.

St Hilda's Amnesty International Group has once again been working to increase our awareness of human rights issues around the world. They informed us, encouraged girls to sign petitions and held an event called AmnesTEA to raise funds.

In a new initiative, members of the St. Hilda's Amnesty and International groups along with TSS Round Square group joined to support the Birthing Kit Foundation Australia (BKFA) and made 600 birthing kits for women overseas in dangerous and unsuitable conditions.

Charlotte Frampton (Year 10) collected blankets and towels for the Animal Welfare League during the colder months.

In 2017, we again participated in the Rosie's Friends on the Street Schools Outreach program. Rosie's is a not-for-profit organization that works with the homeless with an outreach program in Surfers Paradise and Southport.

The International Group continues to engage the girls on a number of topics regarding current events in Australia and Internationally. They continued to support Share The Dignity collecting menstrual hygiene products for distribution to homeless women across Australia.

The ethics Soapbox competition was held once again in Term 3. The number of girls who put themselves forward and the eloquent way they speak on topics that they are passionate about is wonderful to watch. At the Father-Daughter Breakfast we heard from

Lee Danahay regarding the work of OzHarvest. This led to Oz Harvest becoming the Charity supported by the Coffee Shop.

Boarding School Report

In 2017, the Boarders supported World Vision child Mendigui Lembaye, living in Chad.

Our support assisted improved nutrition in the Tandjile region. Next year, we look forward to assisting children impacted by the effects of early marriage. Malnutrition and early marriage are major issues for children, particularly girls in Chad and we appreciate, being a girls' school, being able to support addressing these issues for other girls.

In addition, the girls enthusiastically supported the Colour Run, run at Broadwater; Clean Up Australia Day was offered as a Boarders' Activity and girls served individually, taking up the opportunity to work with Rosie's in their street program.

Our inaugural full Boarding School Christmas Dinner saw us collecting goodies for folk in rural areas affected by the drought. This was in support of Drought Angels who distributed the gifts for us.

Our Boarders also participate in a weekly Chapel, which is in addition to the Chapel they attend as students within the day school. This service helps build community within the Boarding section of the School and does so on a foundation of Christian principles. This service helps the girls develop their understanding of the Christian teachings and allows them to participate within an active Faith community. Many staff also attended this service. Therefore, the benefits of this service are felt through many sections of the School community. These services have been developing an atmosphere that is fun and highly related to the needs of the Boarding girls.

Governance

The St Hilda's School Council has a clear commitment to school improvement – this includes the spiritual development of the girls, the quality of learning experiences offered and the authenticity of care across the community. In 2017, our programs, resources and processes were reviewed and a strategic planning process was put into place. The Strategic Intent is expressed through statements of the school's purpose, central tenets, core values, strategic platforms and key initiatives.

To assist in the strategic planning process, the Council commissioned a school-wide survey to provide useful data for our school improvement plans. The survey involved staff, parents, students (Years 7-12) and alumnae. The response rates were very positive: students 86%, parents 51% and staff 82%. The feedback was generally very positive; however, it also gave us areas of focus for further improvement.

Parents felt their expectations were met or exceeded in quality of teaching, academic standards, student wellbeing, safe and caring environment, Anglican traditions and social

and cultural diversity. Areas of focus for further improvement from the parents and students included co-curricular activities, communications and boarding. The data from the survey has been a useful tool for the Council in their deliberations for strategic planning. The Council continues to work closely with the Anglican Schools Commission in their strategic leadership and we continue to appreciate the links and support provided by the Diocese particularly in regards to spiritual, fiduciary and statutory responsibilities.

Our School motto “Non Nobis Solum” (Not for Ourselves Alone) continues to be a foundational message for our Council and our community.

Our contributions for charities is as follows:

Fundraising for Anglican Charities

Recipients	Amount Raised
Surfers Paradise Anglican Crisis Care Centre	\$3,764
Abri Aged Care Centre	\$4,000
Total:	\$7,764

Fundraising for Other Charities

Recipients	Amount Raised
World Vision	\$768.00
Drought Angels	\$500.00
Colour Run	\$1,200.00
Ozharvest	\$5,000.00
John Mac Foundation (Deng Adut)	\$247.40
White Ribbon Foundation	\$361.00
Rosie's	\$180.00
RizeUp Australia	\$500.00
JDRF Australia	\$100.00
Black Dog Institute	\$300.00
Pyjama Foundation	\$225.00
AEIOU	\$185.20
RSL - ANZAC Day Ribbons	\$186.70
Arundel Riding for the Disabled	\$4,000.00
Currumbin Wildlife Hospital	\$2,180.00
Animal Welfare League	\$2,210.00
Cancer Council	\$864.45
Support the Girls	\$1,000.00
Pyjama Foundation	\$1,000.00
John Mac Foundation (Deng Adut)	\$1,000.00
Chasing Charlie's Cure	\$1,091.00
Angels Kitchen - Southport	Tuna and two-Minute Noodle donations on a weekly basis
Total:	\$23,098.75

St Luke's Anglican School

Principal: Mr Craig Merritt
BA, DipEd, MEd (Leadership & Management), MACEL

2017 was a special year for St Luke's with the Commissioning of Mr Craig Merritt, as Principal of St Luke's Anglican School on Friday 27 January.

Archbishop Phillip Aspinall led the Commissioning with the opening words:

'As we commission Mr Craig Merritt to lead the School we assure him of our prayers and support. We ask the Lord to direct and guide him in the years ahead; and to prosper all that he, and the St Luke's Anglican School, will undertake in Christ's name. Craig, will you faithfully lead the staff and students under your care, honouring their gifts and cherishing their contribution to the building up of the School and the fulfilment of its vision?.....May the Lord who has given you the will to do these things give you the grace and power to fulfill them, through Jesus Christ our Lord.'

This was the beginning of a positive and exciting year, with many achievements celebrated, opportunities pursued and working together to be the best that we can be.

Opportunity for Meaningful & Relevant Worship

Worship at St Luke's Anglican School is all about having fun and worshipping God with songs and dances as well as with traditional scriptures and readings. Our worship services consist of a worship band, singers, dancers and occasionally a dramatic interpretation of biblical readings.

In the Primary School there have been many exciting services of worship, run by our very talented and dedicated young people. The various Christian groups around the school (SUPA club, Revolution and Crusaders) have provided their members with opportunities to develop their faith.

The worship life of our School community continues to be enriched by the program of daily prayers at morning roll call, prayers at all staff briefings, meetings and the various sports and other School events. Examination blocks are also covered in prayer and the green cross is erected in front of the examination classrooms as a visible sign of this prayer coverage and the presence of Christ in the community.

Each of the Houses has had their own services through the year, very ably put together and led by Year 12 students. These services are one of the few opportunities we have to gather the students from the entire House together from Preparatory through to Year 12.

'Prayer Space' continues to be a very important part of the grieving process where

students come together at the passing of a fellow student and again to mark the anniversary of that passing.

St Luke's continued with its liturgical events and celebrations including; five Baptisms, 12 Admissions to Holy Communion, Ash Wednesday, Easter, Christmas, Pentecost, ANZAC Day Services and marches and of course St Luke's Day.

There continues to be a weekly celebration of the Eucharist on Tuesday mornings to which students, staff and parents are most welcome. Eucharist is held at the beginning of each semester for the staff prior to their professional development activities. At the end of every term there is also a whole school Eucharist attended by staff and students from Preparatory to Year 12. The fortnightly Eucharist on a Sunday evening has also continued with the addition of a once-a-month 'bring a plate to share' for all those attending to spend a little time getting to know each other.

Relationship with Parents, Local Parishes & the Wider Mother Church

We continue to hold two appeals annually to assist the Bundaberg Parish and Christ Church Anglican Church. The School's Christmas Appeal and the School's Lenten Appeal. The Lenten Appeal was further inspired by the students who were helping in the Christ Church/Dorcas soup kitchen.

The Christmas Appeal, through the Primary School, is the source of keen competition between the classrooms resulting in a significant amount of appropriate items being donated to the Food Pantry Ministry at Christ Church.

The Lenten Appeal, through the Middle and Senior Schools, provides appropriate food items during the season of Lent. A number of staff and students attend the annual Anglican Men's Society Soup Night during the season of Lent both as guests and as helpers in the kitchen.

Our Primary School students regularly visit the residents of Meilene Aged Care Facility. Staff and students continue to build good relationships with the residents, especially with their writing of letters to those living in the Independent Living Units.

Many students regularly give of their own time and talent to assist at the Dorcas Soup Kitchen once a month, setting tables and preparing food. Members of staff also give of their own time to assist at the monthly Dorcas Sausage Sizzle, 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

We continue to use the Connect and Big Questions materials published by CEP in our Primary School as these give our students a good grounding in Biblical stories. They also provide opportunities for the students to relate these stories to everyday living.

Within our Middle School, we are currently using the course materials developed by the Reverend Elroy Mee as a way of exploring the gospels.

Our Year 10 course is broken into four different units:

- the Concept of Creation,
- links to Christianity through exploring the Abrahamic faiths,
- Living in the Kingdom - investigating social justice issues; and
- Christian Worship, and how our view of spirituality can have an effect our journey through life.

In Years 11 and 12 the students are involved in a number of seminars and workshop groups studying the Scriptures, social issues, cults and different religious traditions.

Opportunities for Christian Ministry & Service

The Mayoral Chaplaincy Support Breakfast is a gathering in early May of the State School Chaplains and representatives of their individual school communities. At the breakfast, cooked by the Bundaberg Rotary Club, there is an expose of school chaplaincy and a guest speaker, usually a prominent public figure. The Chapel Captain, Sacristan and I attend the Breakfast in support of them each year.

Students of St Luke's Anglican School and the Fraser Coast Anglican College, together with a number of staff from both schools, go on a week-long bus trip through the western region of our Diocese. They visit towns such as Longreach and Quilpie and a number of farms. During the trip they discover what it is like to live in these far out communities as well as to help out by doing some work for the farmers.

Commentary & Reflection

Our school prides itself on building a strong sense of tolerance and respect for tolerance amongst our staff and students. This is based on and adherence to our core values of Faith, Performance and Honour lived out in following what we call the *St Luke's Way*. All of these are grounded upon gospel values, which underpin the way our school operates.

As an Anglican School and as part of our heritage, our dedicated staff strive to give our students the benefits of being educated with a high sense of intellectual rigour. This is evident through the programs put in place and by the measuring standards used to monitor student progress.

St Luke's Anglican School follows the tradition of the Anglican Church and has also built its own traditions alongside them. Our worship and school life, are dedicated to preserving these traditions with the dignity they deserve.

As is evident from above, the staff and students at St Luke's Anglican School have built a strong sense of social responsibility during the history of the school and will continue to build upon it.

We expect our students to uphold the school motto of Faith, Performance, Honour through The St Luke's Way by serving God, respecting oneself and others. Being tolerant, being socially responsible, setting personal goals, being organised, becoming involved, showing commitment, doing one's best, showing pride in one's presentation, having pride in one's work and, of course, being proud of our wonderful school.

During the course of the year many of our students engaged in a number of activities centred around peace and reconciliation. As part of their art program, the Year 6 students explored Aboriginal art and they completed a wonderful piece of artwork in that style. The piece then became part of the student artwork which made up the items given to the Parish for their Silent Art Auction at the annual Parish Fare and was sold for over \$100.

During NAIDOC Week the students did many activities in Ethics and Faith classes to enable them to understand Aboriginal spirituality a little better.

To celebrate the Coming of the Light, we learned about the significance of the coming of the light to the Torres Strait Islanders. In class, the students made paper lanterns, which were then paraded around at our Worship Service.

Academic Results

Our 2017 Year 12 students have finished their schooling journey and are now on their way to fulfilling their dreams and goals beyond school life. Two students received an OP 1 result. As well, 21% of the cohort received an OP 1-5 with 26.3% receiving an OP 6-10. This was a fantastic result for the year and the high achieving academic students are excited about the opportunities for their future. Three students have commenced study at Bond University (two receiving a scholarship) and three students have been accepted into university in Victoria. All of our Year 12 cohort received a QCE and all applicants to QTAC received an offer.

Results from students at St Luke's far exceeded the mean national results in all domains, but particularly in Year 3 Grammar, Year 5 Reading and Numeracy, and 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 gains in the majority of domains.

At St Luke's, excepting some minor test readiness training, teachers do not engage in NAPLAN practice, or specific coaching with the goal of boosting NAPLAN performance. Instead, teachers focus on improving student outcomes in general, which clearly has an impact on student results when it comes to NAPLAN. As such, teachers use NAPLAN as well as other external and internal diagnostic tests to form a picture of where each student is at so they can be supported appropriately.

Service

Interact Club's first project for the year was raising awareness and funds to support The Unite Project to end youth homelessness. Not only were the members of the club able to supply a cold drink to the cross-country runners, they also raised funds and awareness for a worthy cause.

The Interact Club supports a variety of charities through fundraising and supporting a number of charities by volunteering their time. This list is just to name just a few: the selling of the Valentine's Roses with \$650 raised towards assisting those who have suffered from natural disasters in Queensland; the Relay for Life team raised over \$2,000 for the Cancer Council and the Interact Club hosted the Australia's Greatest Morning Tea with a further \$200 raised for the Cancer Council; funds were also raised operating a soft drink stall at Oceanfest, at the Bundaberg Port Marina in August.

The Interact Club also supported Rotary's Spectacles Collection Program. Reading glasses were donated by the students and parents of St Luke's Anglican School, which were donated to people in need of glasses in third world Pacific island countries by Rotary. The Interact Club collected over 200 pairs of reading glasses that would have changed the lives of people with sight impairment.

The Interact Club's Sno-cone fundraising stalls were held throughout the year with almost \$3,000 raised for the club's annual giving. Organisations such as AEIOU, Make-a-Wish, Phoenix House and Salvation Army were the beneficiaries of the profits from these stalls.

As a service to the community; members of the Interact Club served platters at a Movie Premiere which was held to assist with eradicating polio worldwide; and students attended the White Ribbon Day Breakfast to raise awareness of domestic violence and its prevention.

Cultural

A highlight for 2017 was the Cultural Celebration Evening. The event was held at the Moncrieff Entertainment Centre on October 19. This concert highlighted all the performing arts groups from Year 4 to 12. In total, 150 students and teachers were involved in the production. The Year 12 Music students devised the theme and the script.

The script was loosely based on a fairy tale closely linked to *The Bachelor* where Prince T had magical dates with a myriad of princesses. The tale was narrated by our female School Captain and each of the performing groups were a part of the magical lands for example: Fantasia, Cartoon Land, The Land of Oz, and The Land of Magical Beasts.

Another highlight of 2017 was the Year 10 Drama Performance held in our Performing Arts Centre. The students had studied Verbatim Theatre in Term 4. Verbatim Theatre is about interviewing a person to collect stories and anecdotes. The students then have to write a script using the exact words (verbatim) of the storyteller and then transform this

script to a performance. The Year 10 Drama class gave an honest and entertaining account of the life of the storyteller.

Sport

What an incredible year for sport at St Luke's. Not only did we excel on the sport field, but our students also showcased exceptional participation levels, great sportsmanship and what it means to be "The Best they can Be". As one of the smaller schools in Bundaberg, we certainly punched above our weight. Not only winning the Percentage and Championship trophies in Swimming and Cross Country, but we also won the majority of the trophies on offer at the Head of River Rowing Regatta, as well as the Percentage trophy in the BDSSS Athletics Carnival, where both our Seniors and Juniors finished in second place overall.

St Luke's also had over a hundred athletes who represented Bundaberg Schools in various sports and 70 athletes who represented Wide Bay Schools. Five of our students represented Queensland Schools, of whom one finished in third place at the School Sport Australia Triathlon National Championship. The Wide Bay School Sport 13-19 Years Sportsperson of the Year Award was also awarded to one of our St Luke's students.

Sport at St Luke's is not only about success and achievements, but our mission is to encourage students to participate in sport activities in a fun and safe environment, where they can develop their skills to improve their capabilities and have more success and to be the "Best they can Be". We also use sport as a medium to teach our students some very important life skills, where we believe that sport is not only building character, but rather revealing it. We expect students to exemplify the St Luke's Way and uphold the school motto of Faith, Performance and Honour, on and next to the sports field.

School Council

Another year has flown by and I know that everyone experienced joy amongst the challenges that life throws at us. Joy was the theme at the Anglican Schools Australia Conference in 2017 and I really enjoyed this as it reminded me of how important it is to find joy in everything we do.

St Luke's certainly is a joyful place to visit, seeing enthusiastic students and teachers, under the strong leadership of our new principal Mr Craig Merritt. We welcomed Mr Merritt to St Luke's in January 2017 and it is pleasing to see the positive changes at our school to benefit our students and staff. We also welcomed new staff and students to St Luke's and it appears that they truly enjoy being part of this amazing community.

Academic staff at our school, from the ELC through to Year 12, are enthusiastic about educating our students to enter a constantly changing world with confidence, to be the leaders and "change makers" of tomorrow. St Luke's students are performing extremely well at academic, sporting as well as cultural areas, which we are very proud of.

St Luke's operations align positively with the strategic plan and the School Council, in collaboration with the Senior Leadership Team and a consultant, started the process of revising its strategic plan– to keep moving forward towards even better outcomes for our students and staff so that they can be "the Best they can Be".

Conclusion

St Luke's Anglican School is a dynamic school of learners aspiring to realise our potential to embrace the future with confidence. We would like to thank our parent community for putting their trust in us to educate and develop their children to embrace the future with confidence.

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 has been working towards a vision for 2028; work that began with a scenario planning process in 2014 under the guidance of Rev'd Mark Vincent. Stage One of the Strategic Plan for 2028 was completed at the end of 2017, so the School Council spent the second half of the year reviewing the four scenarios created at the start of the journey. The Council found that the four possible futures for the world of 2028 as articulated in the scenarios still held relevance and, in fact, one was emerging as the more likely future. This confirmation gave us the confidence to continue the journey towards our vision for a school that will be very different to the one we knew in 2014.

Our scenario planning process undertaken in 2014 revealed an uncertain future where technology, artificial intelligence and robotics had replaced 50% of the jobs we know of today. Since that work was completed, we have seen evidence of that trend occurring. Members of the Synod might be familiar with media stories that speak of the impact of Artificial Intelligence and robotics and their disruption of the world of work: think Uber, and Uber Eats as two examples that have brought about disruption. In response to this trend, the School has been focusing much of its effort on supporting the development of key dispositions, or skills that students will need to have to navigate that future: empathy, resilience, creativity, innovation, entrepreneurialism, etc. To achieve this, St Paul's has developed unique ways of teaching that produce innovative thinkers. We call these Realms of Thinking.

Realms of Thinking help students to become innovative thinkers. They are approaches to learning which help students master the basics while also growing their capacity to ask better questions, navigate failure, develop empathy and spark their imaginations. The Realms encourage students to imagine and aspire to any possible future, from starting and shaping a business before they graduate; applying creativity and design thinking to real-world problems; and collaborating through global connections of learning and friendships. This work was the reason for the School's listing amongst the Top 40 most innovative schools in Australia by *The Educator* magazine in 2017 and, in March 2018, saw the School listed amongst the 100 most innovative learning organisations in the world by Cambridge University as part of their Innovation 800 series (celebrating 800 years of the university).

At the beginning of 2018, the School branded and registered the Realms of Thinking. We hope to further develop this work and support other schools to become Realms of

Thinking schools. Through our World School network (of which St Paul's School is the only Australian member), there are already a number of overseas schools that are keen to learn more about our approaches to teaching, including a school in the USA and one in Finland.

The Realms of Thinking underpin all aspects of learning at the School, including the development of our third pathway for learning: an entrepreneurial pathway. In 2016 we designed, prototyped and ran the first Australian Entrepreneurs' Club. Partnering with Brisbane's River City Labs, we ran a course teaching students from Year 7 to 12 and interested adults, the lean start-up model. Participants were paired with coaches from the corporate world. The outcome was a pitch night, not unlike Channel 10's *Shark Tank*. Investors heard the ideas and one business was successfully launched.

During 2017, we built on the success of that innovation, and early in 2018 we opened the Centre for Innovators and Entrepreneurs (CIE). This facility supports projects coming out of the Entrepreneurs' Club to ready their business for market. An investment fund has been established from which start-ups can loan money to launch their business. Our goal is to have one successful business operating out of the CIE by the end of 2018, effectively validating the provision of a third pathway for learning. To aid us, we have been developing partnerships with a number of corporates and are looking to develop intergenerational partnerships with Everaldo Compton's networks and the work he is doing with QUT in this space.

2017 saw the commencing of the new House system. The 10 Houses were merged to form five new Houses, each named for an aspect of the School's crest and to reflect the diversity of our community: Boek, Taja, Mitre, Scudo and Gladius. The system supports vertical tutoring, where students meet in a mixed-aged tutor group with two adult mentors each day. This system provides greater pastoral care as well as broader opportunities for the development of leadership and mentoring skills. While there was some grief for what had been, the new House system was embraced with greater enthusiasm than anyone would have expected, and the spirit amongst the students was palpable very early on in the piece. The new vertical tutoring system supports our vision and transformational process to become a place that delivers an education worth having.

A highlight for the year was World School, for which St Paul's School played host. World School is a network of 23 schools in 23 countries. St Paul's is the only Australian member. World School meets once a year, in one of its member schools. 2017 was the second time St Paul's had hosted World School, with 2006 being the first time. The event saw 80+ students and staff from around the globe descend on St Paul's for two weeks. We designed the program around our Learning Realms. Using Design Thinking, students worked in teams to come up with solutions to the world's water problems.

Academically, the class of 2017 achieved very solid results. 90% of the cohort followed an academic pathway and achieved an OP, with 25% of those students given an OP 1-5. The alumni from last year are studying medicine, law, medical imaging, engineering, nursing, education, the performing arts, plus a myriad of other pathways. Some gained early entry on the basis of their ability and achievements. Some were awarded

scholarships. Some even won scholarships to study at universities in the USA and Japan. NAPLAN results also continue to improve, which is very pleasing.

Faith

The Royal Commission into Institutional Response to Child Sexual Abuse has probably been felt by the St Paul's community more than any other in this Diocese. In March 2017, a garden was opened as a permanent reminder of the deep sorrow the community expresses to victims of abuse and their families, and as a reminder that those tragic events should never be repeated.

The garden is effectively an art installation. Called "The Beginning of Peace", it was designed by a victim of abuse in consultation with other victims and family members. The space is deeply spiritual and reflective of the Gospel. The Christ is central in the garden's meaning.

Since opening, it has been visited by many victims and families and has brought considerable healing to broken lives. Some have been brought back to a relationship with the living God. It is a space that can be visited by any person struggling with pain. They can spend time in reflection, and if they choose, leave their hurt with Christ.

Staff Eucharist services are held at the beginning of each term. These are wonderful times of worship and reflection, reminding staff what the mission of the School is and focusing us on our heavenly Father. A staff worship band leads the praise session, while our Chaplain and Youth Worker lead the liturgy and the Chairman of School Council presides as a Liturgical Assistant.

During 2017, staff devotions were held twice a week in the Chapel. These opportunities are for staff to come together, share a part of their walk and pray for each other and the broader community. Other prayer groups meet each week around the School, including a parent prayer group.

The Chaplain, Rev'd Mark Leam, developed a new course, "Understanding Spirituality" as a professional development opportunity, offered through the School's Centre for Research, Innovation and Future Development. This course was designed to open a dialogue with those staff wishing to explore their own spirituality, and to give them a broad understanding of the Christian gospel. The aim of the course to provide staff with the confidence to open conversations with the students in their class about the mystery of God. The course was extremely well received by those who attended, and as such will be repeated in 2018. Rev'd Leam will build on that course to develop a second professional development opportunity for staff.

Students worship each week and attend Religion and Values Education lessons taught by staff who are committed Christians.

I would ask that members of Synod continue to pray for our young people and the very important ministry of schools. For many students, our schools are the only place that

a young person will come into contact with church. We cannot underestimate the vital importance and responsibility our schools have for ministry.

Service

St Paul's has been a member of the Round Square organisation for a number of years, through which the concept of service was promoted. However, the decision was taken to withdraw from this organisation as at the end of 2017, primarily because they had changed their membership structures. Mr Tim Weal was responsible for the Round Square work in the School, including the service and adventure aspects of the programs. He concluded his term in this position at the end of 2017 and I would like to take this opportunity to acknowledge him.

While we are no longer members of Round Square, the concept of, and focus on service has not been lost. In fact, it remains an integral part of the delivery of a holistic education at St Paul's School. Mr Cameron Howes has been appointed to the position of Head of Experiential Learning Development. This role co-ordinates our service, camping, and leadership programs.

During 2017, students continued to serve the community in activities ranging from a reading program for indigenous students at a local primary school, a homework club, right up to our annual mission trip to Vanuatu. We require every student to participate in community service, for in giving do we realise that life is much more than "me". Students learn that they can make a difference, and through serving others can they find their life's purpose and fulfilment.

The School has now run seven outreach trips to Lorevilko, Santo, Vanuatu. As shared in previous Synod Reports, this is a lifechanging experience for the students who attend. It changes their perspective on the world, causing them to evaluate their beliefs, giving them a new sense of gratitude and desire to make a difference to others. Our wish is that more students could participate in this experience.

The School continues to raise money for a number of charities, including the work in Vanuatu. Not insignificant contributions have been made to a number of organisations on the part of students and staff, many of which are part of the Anglican Communion. The spirit of generosity is certainly evident in our school's community.

Archbishop's Message: Safeguard Creation

With a campus occupying 51 hectares, which includes the School's buildings as well as its sporting fields and grazing land bordered by the South Pine River and its associated wetlands, the notion of preservation, sustainability and renewal within the creation is embedded within the St Paul's culture.

The 2017 challenge to Anglican schools by the Archbishop provided an opportunity for the community to take stock of our current explicit and implicit actions in these areas. The St Paul's community of students, staff, school families and friends engage in a wide

variety of activities supporting the 5th Mark of Mission of the Anglican Communion. Discrete opportunities exist such as “Clean Up Australia” on and off site, Community gardens and related self-sufficiency and sustainability education programs, as well as recycling, composting and re-use projects within the School. These are complemented by relational activities engaging community groups directly, such as the Bald Hills Bushies Conservation Group meeting and working within the School site.

In 2017, St Paul’s School campus became a registered site within the Land for Wildlife project and the property and grounds program of tree planting has seen new trees planted in various areas of the School grounds. The establishment of a Native Bee Project on site, the planting of trees to increase koala habitat, and staff being trained in safe snake handling to relocate within the environment demonstrates our high regard towards native species. As the original custodians of the land, St Paul’s also has an ongoing relationship with members of the local indigenous community who are members of the School’s Indigenous Advisory Committee, adding their wisdom to various projects including the recently opened Bush Tucker Garden.

As technology provides new opportunities to examine resources and conservation on a daily basis, staff and students are encouraged to audit their resource and consumable use and consider better practices on an ongoing basis. A project to convert (where practical) other forms of lighting to LED lighting was carried out on a School-wide basis intending to not only be a long-term cost saver in power, but also an intentional act towards a reduction in our carbon footprint. St Paul’s School community engages with the 5th Mark of Mission from ground to sky and at all levels in between.

Furthermore, Global Sustainability is one of the five core Realms of Thinking used at St Paul’s for teaching and learning. Its focus is more than just environmental in nature and is concerned with all aspects of thinking and decision-making practices, providing students of today with the opportunity to develop the tools needed to find new and innovative ways to strive to safeguard the integrity of creation, and sustain and renew the life of the earth.

In conclusion, I would like to acknowledge the work of the St Paul’s School Council, and in particular, Mrs Heather Walker. Heather concluded her term as Chairman of the School Council after 11 years of service. Under her leadership the School was able to navigate its way through some very challenging times, including the Royal Commission. The role of School Councillor is a voluntary one; the commitment of a Councillor, and in particular a Chairman, is considerable. Heather faithfully served the School with a very real passion and love for the community and for her God. We thank her and wish God’s blessing on her family. Heather will always be a friend of St Paul’s.

The Glennie School

Principal: Mrs Kim Cohen
BSc, HDipEd, MEd (Educational Leadership)

Opportunity for Meaningful & Relevant Worship

Weekly Chapel services for Middle and Senior Years were mostly held in the Assembly Hall. Special services in smaller groups were held in the Chapel. Junior Years Chapel services were mostly held in the Chapel and conducted by Liturgical Assistants from the Junior Years. Holy Communion was celebrated weekly before school with a small number of regulars attending. Middle and Senior School assemblies began with a reading and prayer led by students and the Chaplain. Junior Years' assemblies were led by Year 6 students and began with prayers and a hymn. Services for boarders were every weekend.

Special Events & Celebrations

Special services in 2017 included:

- Commissioning of Mrs Kim Cohen as Principal by Archbishop Phillip
- Celebrations for Easter and Founders Day held at St Luke's Anglican Church.
- Junior Years Carol Service held at St Luke's, with Rev'd Paul Mitchell leading the service.
- Middle and Senior Years Carols Service at the Empire Theatre.
- This year saw the 100th anniversary of the consecration of the Chapel of St Alban. A special service was held in November.
- Admission to Communion service held during one of the term Eucharists held in the Junior Years
- Seven students were Baptised and 5 students were Confirmed by Bishop Cameron at a service in June.

Relationship with Parents, Local Parishes & the Wider Mother Church

We were very grateful for the support of local parish clergy assisting particularly with special services in Junior Years. Thanks to The Rev'd Paul Mitchell from St Luke's Toowoomba and The Rev'd Francis Andrews from Toowoomba West Parish for offering their time and expertise during 2017.

A family service was held once a term on a Sunday morning, followed by a morning tea. Parents were also welcome to attend any services and assemblies throughout the year. Parents may, and do, seek out the Chaplain for counselling or discussion.

Synergies between the school and parishes and between the school and other parts of the ACSQ (e.g. Anglicare Southern Queensland):

- Symes Thorpe/ Anglicare fundraising.
- Students and boarders attend Youth Group at St Bart's Anglican Church.

Chaplaincy

The Rev'd Kate Powell announced her retirement early in the year. A service of farewell was held in the Chapel at the end of October for guests invited by Rev'd Powell, and a picnic on the Chapel lawn with the students. A further farewell happened at Speech Day, where students made a speech and presentation on behalf of the school and Bishop Cameron read out a speech from the Archbishop.

Implementation of an Appropriate Program of Religious Studies

Curriculum Issues

In the Middle and Senior years, students in Years 7-10 undertake a program of religious studies focusing on the life and teachings of Jesus; the Bible; the spread of Christianity by examining the life and writings of St Paul and the importance of the monastic movement; Inspiring Christian Leaders in the 20th century, and the Reformation. Students in these year levels also complete in-depth studies on the Abrahamic religions of Judaism and Islam and their connection to Christianity. In Years 11 and 12, students participate in a discussion based course that examines a series of ethical issues in the modern world, such as social justice and racism; euthanasia; stem cell research; capital punishment and abortion. Students are given the opportunity to explore the complexities of these issues before considering the approach of the Christian religion.

In the Junior Years, the Godspace curriculum materials were delivered to all year levels on a weekly basis by Junior Years' staff. This three-year curriculum focuses on the Bible; sharing the stories with the children and introducing Jesus to the girls enabling them to develop a relationship with him. These materials formed the basis of the lessons and were supplemented with special units around the Liturgical calendar and our School's foundation and values.

Opportunities for Christian Ministry & Service

During the year, three staff members acted as Liturgical assistants at various services and Year 12 students, members of the Chapel Committee, also assisted.

Many of the girls participated in Chapel worship in a special way, by preparing and conducting Services, and offering reading and prayers at our main Liturgical celebrations, weekly chapel services and assemblies.

Outreach

We continue to actively encourage Glennie girls to be outward looking and to give back where they can. The girls fundraised in a variety of creative ways giving of their time and skills to support those less fortunate than themselves. Across Years 7 to 12, time and effort were contributed by many girls to visiting the elderly, donating blood to Red Cross, participating in Clean-Up Australia Day and sending shoeboxes filled with gifts overseas as part of Operation Christmas Child.

During the year, the Junior Years Student Representative Council continued the 'Adopted Grandparent' program, visiting the elderly at Glenvale Villas.

The Junior Years SRC conducted fundraisers throughout the year. They supported the RSPCA and the Salvation Army Red Shield Appeal, with many donations of money, warm clothes and blankets. They also attended a Daffodil Day Breakfast and raised money for the Cancer Foundation and Anglicare. A grocery collection to aid the Anglican Parish Larder for marginalised people was also undertaken each term and at the Carol Services. We are very proud of one of our Year 3 students who actively supported 'Rosie's Friends of the Street', and raised enough money to donate 16 backpack beds for homeless people, and she spent a night in the 'Outreach' program. She also grew out her hair and donated it to the Alopecia Areata Centre to be made into a wig. A substantial amount of the money that she raised was donated to the Leukaemia Foundation.

During the year, we held two Grandparents' days, one in the Junior Years and one in the Middle/Senior Years. At each, we hosted over 400 grandparents who were entertained and enjoyed morning tea, lunch and the day with their grandchildren. These are very special days in the School's calendar.

We have a strong relationship with Yalari and work with them in supporting the Indigenous students in our care. We attend various functions hosted by Yalari.

Our student School leadership team hosts an annual dinner for school leaders in all secondary schools across the Toowoomba region. Six students and the principals from each school attend. In 2017 the guest speaker was Deb Frecklington (at the time she was Deputy Head of the Liberal Party).

The Principal was the guest speaker at the 2017 Spouses of the Clergy dinner.

Staff Development

Prior to being appointed to a position at Glennie, staff must commit to being prepared to uphold the Anglican Ethos of the School. At induction, there is further conversation around what this looks like in the School.

Commentary & Reflection on the School

A Tolerance & Respect for Difference

In Years 7 to 9, students do a personal development program called Mindfit. They learn many skills in this course, as well respect for others and embracing diversity. At Glennie we encourage all students to not merely tolerate differences, but appreciate and grow from interactions with those who may appear or sound different. We have a cross-section of students in the school, from various socio-economic, intellectual, racial, national and religious backgrounds. All are welcomed as part of The Glennie family.

The Glennie community hosted visiting international students in homestay accommodation which immersed the visitors in an Australian cultural experience. All girls were “buddied” with a Glennie girl as part of the Study Tour/English Immersion program. The international girls attended ESL classes and then, at various times during the school day, attended English Immersion classes with their buddies. The buddies met and cared for their students at recess and lunch breaks. This fostered goodwill, cultural exchange and friendship between the girls.

As part of NAIDOC celebrations our Indigenous students educate and entertain the other students in the traditions of the Aboriginal and TI people. They also host a dinner which they help prepare, and they invite students from other schools as well as Yalari staff.

A High Respect for Intellectual Endeavour

All students are encouraged to adopt a growth mindset and develop to their full potential – this is in line with the School’s vision, ‘To develop in each Glennie girl the intellectual, physical and spiritual potential to be All She Can Be’. The idea of being all she can be is referred to on a regular basis by all members of the community.

In 2017, a new subject called Life, the Universe and Everything (or Big History) was introduced in Year 9. This subject challenged both students and teachers as it required a new way of teaching and learning. The content of the course focuses on developing critical thinking skills through inquiry-based learning. Students work collaboratively, ask driving questions, developing research skills, test claims and present solutions to real and relevant problems. This course adopts a transdisciplinary approach to studying the Cosmos, Earth, Life and Humanity. It examines long time frames and explores human existence in the context of this bigger picture.

The School took part in the QCAA English External Examinations Trial and fared well above the state average.

The seniors of 2017 achieved particularly well, with 86% doing an OP program and 27% of those achieving an OP of between 1 and 5, and 91% an OP 1 to 15. 95% were made university offers in their first or second preference. All students left school with a definite pathway, as those who were not academically inclined had at least one certificate (II or III) or diploma under their belts.

At Glennie Junior Years, we sought to recognise and value girls with varied academic abilities and provide suitable programs for them. A series of extension workshops were held throughout the year with each workshop focusing on different intelligences. The workshops were aimed to be complex, abstract, challenging, interesting, hands-on, motivating and multi-disciplinary.

Topics for workshops included strategic and lateral thinking, science, coding, philosophy, engineering and creative writing.

The IdeasPLUS@Glennie High Performance Program (HPP) continued in 2017 for all girls in Years 1 to 6. This program aims to allow all students to:

- engage with novel, complex problems with confidence and resilience;
- be able to access a range of strategies in order to investigate and solve problems;
- improve in their ability to communicate their thinking and reasoning.

The HPP for all junior year levels is taught within an area of STEM (Science, Technology, Engineering, Mathematics), aligned to the curriculum. All girls participate in 90 minutes per week, of ability grouped learning. The learning occurs within each student's zone of proximal development. Additional specialist teachers support classroom teachers with this program to allow for smaller groups. Within this program, development of problem solving, vocabulary and communication are of high priority.

Staff are engaged in a practice of peer-to-peer development; observing each other teach and giving feedback as we strive towards always improving what we do in the classroom and thus student outcomes.

A Commitment to Tradition & Dignity within Worship & School Life

During the School's 110-year history numerous traditions have taken hold, evolved and some, eventually, fallen away. We have a strong tradition of being a nurturing and supportive environment that holds high expectations of our students. Amongst our traditions that we hold dear is the idea of worship within our 100 year old chapel. All students had the opportunity to attend at least one communion service in the Chapel during the year, we are planning on increasing this to at least four from 2018. Junior year can attend more frequently due to lower numbers. Other services are held in the assembly hall or at St Luke's.

In 2017, an Archivist was employed by the School in order to get our records in order. She regularly writes snippets in eNews of historical interest with respect to the School and also welcomes groups of students to learn more about our history.

Communion services have been traditional and formal, with quiet prayer and traditional hymns. Students and parents are invited to attend weekly Eucharist before school. Unfortunately attendance is low.

Commentary on the School's Contribution

Here we look at the school's contribution to the wider political, social, economic and artistic life of our culture, and any significant achievements by pupils, staff, parents and the school council or major projects undertaken by the school in the past year.

The School is a member of the Chamber of Commerce. Senior staff and students represent the School at numerous mayoral functions, as well as Toowoomba focus groups such as Launch Toowoomba and Study Toowoomba.

The Principal and senior staff visited rural and regional areas, meeting current, past and prospective parents in Taroom, Dalby, Roma, Chinchilla, Inglewood, Goondiwindi, St George, Millmerran, Tamworth.

We hosted a Deputies' Collegiate meeting for 26 deputy principals from across SE Queensland, to discuss best practice in implementing the new senior curriculum in 2019.

During 2017 the School organised for external reviews of:

- our enrolment processes
- the learning support centre
- the boarding house

All feedback has been analysed and appropriate changes implemented.

A Year 6 student with cerebral palsy was presented with the Mayoral Medal in October. A large number of students take part in the annual Eisteddfods and Art Shows in Toowoomba. Glennie always walks off with many awards and 2017 was no exception.

JY students performed at the Toowoomba Languages and Cultural Festival, and MSY students were part of the United Toowoomba Choir with Josh Arnold at the same event. We also had staff and students take part in local productions, for example *Wicked* and *Sweeney Todd*. Both of these were performed at The Empire Theatre.

Students have once again excelled in the area of sport with girls representing both Queensland and Australia in a number of sports:

- Australia - Athletics - Gold in High Jump - Oceania Championships,
- Australia - Water Skiing
- Qld - Swimming - Gold 100back - Pacific School Games
- Qld - U15 Netball team - Vice captain
- Qld - Hockey U13
- Qld - Football U15
- Four as Qld Athletics representatives
- Three in Qld Orienteering Team
- One in All Australian Honour Orienteering team.

- Equestrian - overall Champion School in Regional Championships, and Secondary Showman Champion in the Interstate Championships

Challenges & Opportunities for the Future

With the appointment of a new Chaplain, there is opportunity to make some changes to how the Anglican ethos is witnessed and practised within the School. The following will be happening going forward:

- the Chapel is open all day during the week so that staff, students and parents can go in at any time for a period of quiet reflection.
- Prayer Spaces will occur a few times a year
- students will be taught to walk the Labyrinth
- the Chapel does prayers every morning at 8am in the Chapel. Anyone is welcome to attend
- for the first time we will be having whole school special services e.g. Ash Wednesday, ANZAC day, Founders Day
- the Chaplain will minister to the whole school - K to Year 12
- the Chaplain starts the week in prayer at the staff briefing on Mondays
- each day starts with a prayer during Morning Tutor, led by the Tutor teacher or students. The Chapel Committee provide the prayers.
- staff are encouraged to take part in the services through prayer and reading, and are consulted on preferred hymns

As a school we are excited to move over to the New senior Curriculum and ATAR system of tertiary entrance to be implemented in Year 11, 2019. We have done a lot of planning over the past year with staff attending numerous professional development workshops and seminars.

In the Middle and Senior Years, the curriculum for Religious Studies has been undergoing a review, in order to reflect the changes in time allocated to the subject. This process has been assisted by the new syllabus released by the Anglican Schools Commission, which staff are currently reviewing to ascertain if there are any strands in which the school could place more emphasis. The aim of the review is to modify the Religious Studies program so that it is more cohesive and sequential, which builds on the knowledge and thinking of students throughout Years 7-12. There has also been an increased emphasis from the school on staff development and sending staff to professional learning experiences focused on their teaching in religious studies.

Archbishop's Message: Safeguard Creation

The School has sustainable practices in place: Tanks supply the laundry and toilets. Solar power is not main supply but certainly contributes to the school's electricity supply.

Prep students encouraged to be 'planet protectors' who look after our world. They learnt about habitats and how important they are to living things. The girls investigated the effect

of water and oil on feathers and the devastation of oil spills for penguins and other sea life. They investigated the amount of rubbish we created at Prep and how they could reduce this - recycling, reusing, composting, nude food, etc. The girls discovered the many things that make trees so important to our world. They were also conscious of making sure lights and other things that use electricity were not left on when they were not being used. The girls presented the song 'Earth! We're in it together' at Assembly to share some of their learning with the Junior School.

Year 7s adopted a Bilby and raised funds which involved aspects of environmental awareness, social responsibility and ownership of ethical obligations towards the environment and introduced students to other species (plants and animals) that make up the unique Australian continent.

Boarders created a vegetable garden and both boarders and the kitchen created compost heaps for scraps. The compost is to be used in the school gardens.

The Junior Years garden club girls under the supervision of staff tended their vegetable garden at lunchtimes each week with seedlings donated by Landcare.

The SRC girls supervised by staff planted seedlings donated by Landcare in the front garden, and Year 4 girls created a native garden in the courtyard, in an attempt to attract birds. The girls placed recycling boxes in each classroom, collecting the waste paper weekly. Staff members were encouraged to ensure that students used these boxes.

The Southport School

Headmaster: Mr Greg Wain
KSJ, DipTeach, BEd (Psych),
MBA, MEd Admin., MACEL, FAIM

Our Vision

The Southport School is a world-class day and boarding school for boys, a balanced and holistic Christian learning community in the Anglican tradition, working with families to nurture outstanding young men who are confident, healthy and responsible, imbued with intelligent dispositions and advanced skills in academics, creativity, and higher order thinking, and who have developed leadership capabilities enriched by the principles of Positive Psychology.

Faith

The Chapel of St Alban, built on the highest part of the grounds, is the spiritual and community heart of The Southport School.

Senior School Report

By the senior school chaplain – Fr Jonathan Whereat

The Whole Staff Services

We began 2017 with the whole staff services (normally we only have one for the whole staff, but in 2017 it was split into two as we had a significant program for the whole staff looking at conflict resolution which needed to be done in two groups.) The theme was that TSS is like a ship with its captain and its crew. Fr Jonathan took great delight in dressing up the Headmaster as the Captain! While Mr Wain was not amused, the rest of the staff took great pleasure in this moment.

The main point being that as an organisation we all have our roles to play, and when we do them the whole school is ship-shape. The opposite is also true, that if we fail to fulfil our roles to a reasonable level then tensions arise and the atmosphere changes and the ship can become a toxic environment.

Pastoral Services

Baptisms

Fr Jonathan officiated at 18 Baptisms during 2017. Most of these families are already part of the TSS community in one way or another.

Confirmations

The Confirmation in 2017 saw eight boys of TSS confirmed.

Weddings

We continue to offer weddings to Old Boys and staff. Only five weddings were held at the Chapel of St Alban during 2017.

Funerals

Each year the Chapel hosts a number of funerals or memorial services and while these are again normally reserved for Old Boys and Staff we have been pleased that we could offer this hospitality to a couple of families who belong to the School Community. We are careful to ensure that these services do not impact on the day-to-day running of the School and most take place at about 4pm. Only one funeral or memorial service was held in 2017. It was not held at TSS but Fr Jonathan was asked as the Chaplain to assist in the service for Dean Mercer, as his eldest son was a member of the School. This was a very sudden and unexpected death of a person who was highly athletic and considered supremely fit. The surf life-saving community from around Australia honoured his life and contribution to the sport and competition associated with the beach and lifesaving.

Weekly Chapel Services

Every week during term time a short service of about 20 minutes is provided for all the School. The weekly Chapel services are held on Monday prior to lunch for two of the Day Houses; Monday night for the five Boarding Houses; Tuesday before lunch for three of the Day Houses; and concluding on Wednesday with the last three of our eight Day Houses prior to lunch.

These services typically include a song or two, a reading or two, prayers and a reflection on a Christian theme. Each House has an appointed Sacristan whose role is increasing to be the MC for these weekly house Chapel services. On a few occasions each term a visiting presenter or a staff member gives the reflection. Occasionally a quiz is held with prizes for those who can provide a correct answer for the quiz question. These quizzes help to revise the topics and content of previous Chapel services.

Annual House Services

Each of the 12 Houses has an Annual House Service that 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 also attend these wonderful occasions. In 2017 the focus was "the woman caught in adultery" from John's Gospel. The main message was how Jesus did not simply react in instinctive ways, or legalistic ways, he went beyond ethical requirements and offered a real way forward that was loving but yet did not diminish the nature of sin in our lives. Fr Jonathan encouraged the boys to be aware of all that motivates or drives them, their instinct, the legalistic and ethical behaviours and to aspire to treating women and all people in truly loving ways.

The Foundation Prefects' Service

At TSS we pride ourselves on the fact that the School Captain and Prefects are not only commissioned at a whole School assembly but they are also instituted during one of the

first Chapel services in the year. During this service, the School Captain is installed in his own stall at the back of the Chapel. New prefects are also appointed and instituted at the beginning of terms 2 and 3. During these services, the Headmaster addresses the congregation and speaks about the relationship between leadership and servanthood as taught by Jesus.

Year Group services

Added to the above services the School also sets aside one Year Group service each year. These are all non-Eucharistic services that require the students to focus on a significant Christian or life event. At the beginning of 2017 we have a School Council-led welcome service for the Year 7 cohort and their families as they enter the senior school. The Year 8 cohort attend the annual Ash Wednesday Service that the Headmaster assists in by being one of the two people to place ash on the boys' foreheads. All boys attend these services however, unfortunately, Year 9 missed out in 2017.

Chapel for Sports Teams

As Sport is a major part of TSS it is not uncommon to have a service in the chapel prior to the home games and the major competitions. The boys have a service led by Fr Jonathan, often with a palm cross given to them, reminding them of the School motto to the effect that he who wants to hold the palm of victory must merit it. Fr 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.

Religious Education – Our Life and Faith Program

All boys across Years 7-12 have two 50-minute lessons per week of Life and Faith. The syllabus has been developed over the last few years to a point now where it has a consistent approach that develops from year to year. While it is not what many in the church would recognise as traditional religious education we are confident that it is establishing a positive approach for our students.

A brief outline is as follows. Year 7 explore the nature of being human – the Body, Brain and spirit all coming together as one interrelated human being. Year 8 then focuses on the power humans have from the five sources of power namely physical, intellectual, spiritual/psychological, social and resource power. We consider how we can vary our power and amplify its use and abuse our power.

In Years 9 and 10 we begin looking at worldviews recognising that every person on earth has a worldview. We note that people can have religious worldviews or non-religious worldviews. We then begin the task of seeing how people apply their power and worldviews in real life and consider how they navigate through ethical issues. We focus on ethical issues in Year 11 with topics like medical ethics and business ethics, human rights and human needs. We have only just begun offering the Year 12 boys a new approach in which they work in a group to prepare a presentation on a topic. Term 1 is how we could help close the gap between the standards of most non-indigenous people in Australia and the indigenous people.

Connecting beyond TSS

Fr Jonathan is encouraged to participate in Anglican Schools Chaplaincy meetings that occur once a Term and also attends the state and national Anglican Schools conferences.

He regularly attends St James Biggera Waters in the parish of Gold Coast North and occasionally preaches and celebrates. Fr Jonathan attends the Gold Coast deanery meetings and special occasions when possible.

The Annual Chaplain's Visitor for 2017

Each year since 2011, Fr Jonathan has arranged a guest to visit the School and in 2017 it was Dr Wendell Rosevear OAM, a medical doctor and Fellow of the Royal Australian College of Obstetrics and Gynaecology.

Wendell was the 1996 Brisbane Australia Day Citizen of the Year, has been awarded the David Kopp memorial award for service to the gay and lesbian community and the 1997 Anti-violence Award for work with men affected by rape and sexual abuse. An Order of Australia Medal recipient, Wendell has also received the 2009 Gay & Lesbian Welfare Association Rev'd Ivor Holman Award for training telephone counsellors since 1990.

Wendell has worked in prisons as a Chaplain, organist, prison doctor, and is active in prisons reform.

Dr Rosevear is active in addressing how our community relates to individuals who use drugs and alcohol, and advocates nationally for understanding and drug law reform. He also lobbies for suicide prevention and against discrimination at all levels. He works with male and female victims and male and female perpetrators of sexual abuse. He has cared for 140 perpetrators in assisting their recovery from being abusive.

Dr Rosevear lobbies nationally to generate understanding about Drugs, Addiction, Recovery, Prisons, Sexual Assault, Sexuality, Gender, Relationships, Suicide and Prevention. He believes passionately in the value of each person and in nurturing honesty to deal with life's issues.

His visit to TSS was well received and very thought provoking.

Preparatory School Report

By the preparatory school chaplain – Robert Baker

Chaplaincy and Religious Education has again unfolded positively in the time since our last report to Synod. Chapel services are conducted weekly at both the Reception Year to Year 2 level, and the Years 3 to 6 level. We continue to use our Positive Psychology Bounceback theme for each week as the basis of our Chapel planning. These occasions are times when the boys show great awareness of the respect and reverence to be shown at Chapel services. Each week a class in Reception to Year 2 Chapel takes a role with

boys reading prayers and acting as cross bearer. In our Year 3 to 6 Chapel a House takes responsibility for setting up and participating. Boys read prayers and take roles as cross bearer and candle attendant. Having the scapula in house colours has given the boys a real sense of ownership and pride in these services.

As well as our weekly Chapel services we have evening House Chapel services in second term each year. These services are very much a family occasion, with boys sitting with their family rather than being "on parade". Other special occasions each year, are our Year 6 Clay and Candle services at the beginning and end of the boys final year at the Prep School. In these services boys are challenged to embrace their role of leadership, and to take responsibility for the choices they make.

Since the last report we have welcomed Mr Jonathon Scoones to the RE team. Jonathon teaches Religious Education to Preschool, years reception, one and three. He is a man of educated faith who brings a genuine energy and passion to his work with these boys. Religious Education classes are a highlight of this area. Boys have a very natural spiritual curiosity which leads to some astounding questions and discussions.

The pastoral role of Prep Chaplain continues to be an area of support to staff and boys alike. As a member of the ALN (Additional Learning Needs) Committee, I am able to be aware of those boys experiencing difficulty or needing support and encouragement. There have been a number of cases of bereavement over the last 12 months. This has affected both staff and boys.

The opportunity to offer this report is appreciated, and I encourage you to continue in prayer for our Anglican Schools, that they may continue to prepare students for a life of aware faith in a positive relationship with our creator God.

Service

Round Square

The Southport School is a member of the international Round Square group of schools that have emphasis on service, leadership, international understanding and adventure.

In 2017, the Headmaster, a staff representative and four boys attended the annual International Round Square Conference in Cape Town, South Africa. Many other boys and staff attended local and regional conferences during the year.

During the year all boys participate in Round Square fundraising projects.

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 2017 involved all boys at the School. Such projects included raising money and participating in services for: the School of St Jude in Tanzania; Queensland Cancer Fund; New Hope Project in Cambodia; sponsoring Kenyan boys to attend Starehe School in Nairobi; "Feeding Dreams" orphanage in Siem Riep Cambodia; Rosie's Youth Mission on the Gold Coast; Shave for a Cure; Red Cross; Beyond Blue; the Anglican Bush Ministry Fund; and the Surfers Paradise Anglican Crisis Centre.

During the September school holidays Year 12 students from TSS acted as 24 hour carers for a group of 25 disabled children at the Sony Camp for Disabled Children to provide respite for parents and a fun-filled holiday for the children. Some of our boys were one-on-one 24 hours per day carers for the three-and-a-half-day camp, and other students assisted with the various activities.

Indigenous Education Program

Over \$85,000 was raised during 2017 from the TSS Foundation Business Breakfasts to support the TSS Indigenous Education Program involving 26 indigenous boys.

Vocation

2017 OP Results

In 2017 the hard work put in by the Year 12 cohort was rewarded with a strong set of OP results. The most outstanding statistic was the School's most ever number of boys with OP 1 to 7; 60 boys. It was also pleasing to note that 30% of the boys scored in the top 15% of the State academically. Four boys received an OP 1, ten received an OP 2 and eight received an OP 3.

University Scholarships

We were pleased to be advised by Bond University that the following five boys have been awarded Bond University Scholarships for next year:

Jim Chapman	<i>Business/Commerce</i>	Collegiate Excellence Scholarship
William Layt	<i>Biomedical Science</i>	Collegiate Excellence Scholarship
Vikram Nedunchezian	<i>Biomed/Laws</i>	Excellence Scholarship
Kaimana Barry	<i>Health Sciences</i>	Indigenous Excellence Scholarship
Tyler Sherline	<i>Film and TV</i>	BPS Bartercard Scholarship

NAPLAN results

We are very proud of our Year 3 cohort which placed sixth of all schools on the Coast overall, and in the top five of schools for reading, grammar and punctuation and numeracy. They scored an incredible fourth placing in spelling, which is a great result.

Our Year 5 boys recorded an outstanding result to rank first on the Gold Coast in 2017 NAPLAN. This is an incredible achievement given that the Gold Coast is home to many

really fine schools. For a cohort of boys to come out on top in a test which is 80% literacy based is an exceptional result.

Overall, TSS scored above national average in all tests. (There are five tests: reading, writing, spelling, grammar and punctuation and numeracy, in Years 3, 5, 7 and 9.)

Preschool Year 'Excellent' Rating

In mid-January we received the good news from Head of Prep, Mr Jeff Symms, that TSS Preschool has been awarded the 'Excellent' rating by the Australian Children's Education and Care Quality Authority (ACECQA), the highest rating a service can achieve under the National Quality Framework.

The Excellent rating is very hard to earn and each year less than one third of applicants are successful. A key component of receiving an Excellent rating is that the service is considered to be the community leader in early years' education.

Queensland actually leads the way in this sector and the TSS Preschool will be the 17th service in Queensland to be awarded an Excellent rating, however we are the first and only service on the Gold Coast to reach this standard of operation.

A few statistics are provided below to help put this achievement in perspective:

- There are 2,861 services in Queensland alone and we are one of only 17 awarded the Excellent rating, and the only service on the Gold Coast.
- While Queensland has the largest number of excellent rated services (17), there are only 49 in the whole of Australia that have achieved this distinction.

Key Appointments

In line with the recommended ratio of psychologists to students in schools, we recently appointed a new full-time psychologist at Prep and an additional psychologist on the secondary campus.

Amelia-Rose Read - B Psych Science (Hons), M Clinical Psych, MAPS - is the new Prep School Psychologist. Amelia is a registered psychologist and has six years' experience working with children and families across a range of settings, including children with learning, behavioural and developmental concerns.

Ms Jordan Howley - B Psych Science (Hons), M Clinical Psych - is the new secondary psychologist. Jordan is a registered psychologist, newly graduated, who was recently an intern psychologist at St Michael's on the Coast.

Our existing counsellor Dr Angela Zagoren becomes the Director of Counselling and Wellbeing Health with a clinical supervision role for Amelia-Rose, Stacey and Jordan, and a new role involving teacher and housemaster professional development in the areas of Positive Psychology, Mental Health and Wellbeing.

Miss Caitlin Anderson was appointed to the role of Wellbeing Health Promotion Officer, a key role in our preventative mental health program, and comes to TSS with a Bachelor of Health Science and a Master of Nutrition and Dietetics Practice, and is an accredited and practicing Dietician and Sports Dietician. Caitlin has worked in programs for youth at risk and with recovering soldiers and their families and is also involved with high performance sports programs both at Bond and up in Brisbane supporting wellbeing strategies for players. Caitlin will be supporting both the Prep and Senior school from Prep to Year 12 and will be working closely with our student wellbeing and teaching teams supporting wellbeing curriculum pieces and programing.

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. There were no changes in the School Council during the year. The Council covers future, present and recent past parents with a keen interest in the School, all of whom 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 2017 enrolments were at the highest in the history of the school standing at 1,570 students which represents an enrolment growth of over 20% since the GFC hit.

This was the seventh year in a row of enrolment growth, and has been matched in boarding with 310 Boarders now living on site. Whilst this growth is very encouraging, we remain committed to listening to regular feedback through parent surveys and providing the best possible environment for the balanced and holistic development of the boys to ensure our parents feel positive about the School and rate The Southport School highly in terms of value for money.

Finally, we thank our dedicated and hard-working staff for their many contributions and service to the boys.

Toowoomba Anglican College & Preparatory School

Head of School: Mr Simon Lees
BA(Hons), PGCE, MEd(Leadership), NPQH, MAICD

Faith & Service

In 2017, TACAPS has continued to strengthen its foundation as a community of faith and service. With the addition of Zoë Browne as Student Chaplain (ASC Chaplaincy Scholarship; 3rd year Formation), Zoë has taken over coordination and development of worship and faith formation.

Staff and students still meet regularly in the Chapel of Saint Aidan for corporate worship. Part of this year's focus in worship has been on using a common message for all students, delivered in an age-appropriate manner. Students from Foundation to Year 11 have used the same Biblical passages and core messages, while integrating music, ICT and language that is suitable to each group of students.

All students participate regularly in Chapel, and make valuable contributions to the worship time. This year has seen the inclusion of the College Rock Band in worship. We are committed to encouraging students to grow in their own faith through their contributions to and participation in worship; and we hope to provide more opportunities for involvement in the future.

Our community continues to be ably supported by the local Anglican clergy who serve as honorary Chaplains. We bade farewell to the Rev'd John Dougherty and the Rev'd Dr Jo Inkpin, but welcomed the Rev'd Paul Mitchell to support our College students. The Rev'd Dr Daniel Rouhead continues to play an integral role in the worship for Foundation to Year 2, and the Rev'd Adam Lowe provides pastoral support and worship opportunities for staff. We are committed to continuing these relationships with Anglican parishes, and we hope to strengthen these links in the future.

With our first Year 12 cohort in 2018, we will also introduce a unique faith formation opportunity for older students. Confirmation and Reception into the Anglican Communion will be offered for older students and staff. Additionally, College Years boarders will be supported in attending local youth groups. The whole boarding community will also meet regularly throughout the term for worship. We will also continue to build and maintain strong relationships with local Anglican churches and agencies; including serving at concerts and functions at St Luke's and St Bart's for community events.

The Service and Charities Committee was proud to support the following events and charities in 2017: Clean Up Australia Day, Australia's Biggest Morning Tea, World's Greatest Shave, YGap Global Poverty, Indigenous Literacy Foundation, R U OK? Hear N Say, Operation Christmas Child, Weengallon Pink Ladies Day, Camp Quality, The Toowoomba Hospital Foundation and Anglicare. For the third year in a row, TACAPS hosted the Kokoda Challenge, which supports the Kokoda Youth Foundation in delivering programs, courses and opportunities to youth from all social backgrounds.

Vocation

The school's population has now risen to over 500 (560 including Kindergarten) students and this positive growth enables us to put into action a number of programs and developments. Our aim in the next few years is to grow to a total population of 650 which will still enable us to maintain our culture and offerings.

A key strength of TACAPS is its size and we are proud to be considered a smaller school. Parents and neighbours are more likely to be actively involved in a smaller school and students benefit from our community's ongoing support. We were very thankful to 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. The Executive team has continual fresh ideas and energy together with a strong set of shared values, which provides great cohesion. A particular thank you to the school's exceptional teachers, ground staff, administration staff and cleaning staff. They are a highly dedicated team and without them TACAPS would not be the very special place it is. Our staff retention rates were excellent and this stability is essential during times of change and growth.

At the end of 2017 we upgraded all classroom and learning spaces from Year 1 to Year 6 and redesigned additional classrooms and a careers space for students in Years 7 – 12. In total 15 learning spaces were upgraded. We introduced an IMAC lab in the Tech Box to further develop the technology, coding and robotics and Artificial Intelligence programs. It is essential that our students have the ability to work on both Windows and Mac platforms as they prepare for careers or further study. We purchased 20 new LED panels for classrooms and these will be ready for the start of 2018.

2017 Vocational Highlights included:

- TACAPS was the winner of the Heritage Bank Choral Aggregate for the 16th consecutive year at the Toowoomba Eisteddfod.
- TACAPS was the winner of the Clive Berghofer Instrumental Aggregate for the 15th consecutive year.
- The Year 7 – 12 Performance Choir won the Secondary Modern Choir section at the Toowoomba Eisteddfod, and the College Concert Band entered the Toowoomba Eisteddfod for the first time and won their section against 11 other secondary schools.
- Nine students were selected for the prestigious Gondwana National Choirs, and five students selected for the State Honours Ensemble Program (SHEP)

at the Queensland Conservatorium of Music in choral and instrumental ensembles.

- Year 9 Group, 'Adamo', received third place in the Australian Busking Championships, held at Stanthorpe.
- In Athletics, TACAPS came first at the Toowoomba Secondary School Sports Association (1st Anne Faithful Percentage Cup).
- Equestrian – TACAPS was awarded the Darling Downs Small School trophy.
- Rugby 7s – Our under 12 girls were crowned State Champions.
- TACAPS was one of four state finalists for the Most Outstanding School Category at the Queensland Tennis awards and our Under 8, 10 and 12 teams were crowned regional tennis champions.

In 2017 we said farewell to Mr Don Mackay who retired after 37 years. Mr Mackay was our longest serving member of staff and started teaching at the school in 1980. He was a student at the school from 1963 to 1969 and was the Dux in his final year. Don's father Jack Mackay served the school from 1949 to 1980 and between them their service to the school has spanned almost 70 years. The Mackay shield and Mackay cricket nets are named in honour of the contribution to our school.

It has taken 107 years to complete the journey from the vision that was started by EA Gill in 1911, and in 2018 we are complete as a Kindergarten to Year 12 School. On Prize Day, it was with a sense of pride that I was able to announce the inaugural Year 12 leadership group are Georgia Gleeson (Prefect), Ashleigh Martin (Prefect) Tom Elliott (Head Boy) and Eden Lingard (Head Girl). The pioneering students moving into Year 12 are the embodiment of TACAPS: students, who have endeavoured, aspired and achieved in so many areas of their lives already. Some of these students have been at the school since Kindergarten and in 2018 they embark on their final year with us. We are all immensely proud of them and we wish them the very best as they lead the way.

West Moreton Anglican College

Principal: Geoff McLay

BSc, MEd, MBA, Grad CertTh, FIML, GAICD

Opportunity for Meaningful & Relevant Worship

Weekly Chapel Services are integral to College life. All students attend one of four weekly Chapel Services that are age and stage appropriate to each group of students from Prep to Year 12. We have always made weekly worship a priority across our sub-schools. Additionally, faith life is foregrounded in weekly assemblies through prayers and reflections led by College Captains, Chapel Captains, members of staff, and guests from other Diocesan entities including local parishes. We are committed to engaging students in faith life not only as expressed in rituals such as weekly worship services, but as an integral element of every aspect of human life.

The Sunday congregation, affectionately known as Worship@WestMAC, continued into its fourth year during 2017. After an inter-regnum in the last quarter of 2016, the congregation dwindled somewhat during the first quarter of 2017 as we transitioned to a new ministry style under the leadership of Reverend Chris Beal. Following Reverend Beal's departure mid-year, the congregation met infrequently during the second half of 2017. As such, the worship life of many congregation members was supplemented by attendance at other local parishes, including St Paul's Parish Ipswich. There were no baptisms, confirmations, weddings or funerals conducted.

Relationship with Parents, Local Parishes & the Wider Mother Church

Especially during the time we were without a full-time Chaplain, the relationship with the Parish of Ipswich was strengthened and the Parish Priest, Reverend Steve McMahon, became a regular part of student services. It is hoped that this relationship will continue to grow and that the College will become part of the life of the Ipswich Churches.

The College was heavily involved with the local event, Proms at St Paul's under the direction of Mr Neil Flottmann. We hope to continue this involvement in 2018. Some College families are part of local congregations. There has also been a parent prayer group set up to pray for the College's needs and concerns as well as a seekers group known as Impact, in which students in the Middle School were able to meet and explore aspects of faith and Biblical knowledge.

Chaplaincy

The encounter between Jesus and his disciples, in which he rebuked them for trying to stop the children who wanted to come to him, is shared in three of the four Gospels. The words of Jesus, *“Let the children come to me and do not stop them; for it is to such as these that the kingdom of God belongs”* have always been a great source of inspiration.

Our weekly Chapel Services for the Junior, Middle and Senior Schools have continued throughout the year after Reverend Chris Beal's departure. Mr Doug Braiden (Head of Middle School) invited several inspiring speakers to the Middle and Senior School services, while Ms Kirsten Mullan (Head of Junior School) and Reverend Brenda Davis (Chaplaincy Support Officer) prepared the message for the Junior School. The Junior School continued to meet for Chapel in two groups: Prep to Year 3 and Years 4 to 6. This allows the messages to be presented in an age-appropriate way.

The Junior School students, together with their teachers, are rostered to lead Chapel during the year, choosing the songs, reading the Bible passages and writing their own prayers. Reverend Steve McMahon from St Paul's Parish, Ipswich, attended the College several times throughout the year to preside at the Middle and Senior School Communion services and encouraged the staff in many ways by his attendance at the Staff Communion services. God Gang continues to be a popular group for Junior School students under the leadership of Reverend Brenda and a number of Middle and Senior School students who attended as mentors and assistants.

Implementation of an Appropriate Program of Religious Studies

The Religious and Values Education (RAVE) program continued to grow and develop in 2017. Students have discussed and explored topics including faith, ethics, social justice, Christianity, Anglicanism and Gospel Study, which has led to the spiritual development and a faith journey for all students. This has been reinforced by formative learning and assessment. In a year of change, the students and staff of RAVE have shown an enormous capacity to adapt.

In Semester 2, with the guidance and support of Mr Doug Braiden, Head of Middle School, the Years 7 and 8 RAVE classes took ownership of preparing weekly Middle School Chapel Services. This provided opportunities for students to demonstrate Christian leadership as well as develop a sense of ownership of their Chapel Services. The Senior RAVE program has developed and been enhanced with the inclusion of a unit on discovering oneself through autoethnography in Year 12. Senior School teacher, Ms Justine Bomm, has been the driving force in this new unit of study, creating informative and interactive lessons using iTunes U.

Year 10 students visited St John's Cathedral and St Stephen's Cathedral in Brisbane. This excursion was a wonderful opportunity for students to explore the Anglican heritage of Brisbane and make links with the Catholic faith. These examples provide an insight

into the tremendous opportunities that staff are providing our students as part of the Religious and Values Education program, making it a time for reflection, contemplation and faith development.

Opportunities for Christian Ministry & Service

While the College as a whole undertook various fundraising opportunities, including the support of Orange Sky Laundry and the World's Greatest Shave, students were given opportunities to have fundraising stalls for various charities of their choosing. As is usually the case, in 2017 the generosity of WestMAC students was outstanding. Fundraising Friday was introduced in Term 2 and over \$2,300 was raised and distributed to charities nominated by the students. The major charity beneficiary in 2017 was Orange Sky Laundry. A cheque for \$5,187.05 was presented to the charity at the Term 4 Spirit Assembly. As part of our outreach, staff and students attended local nursing homes and participated in a number ANZAC ceremonies across the city. It is also a regular part of staff meetings to have a spiritual reflection, and each term begins with a staff Eucharist.

Commentary & Reflection

A recurring theme running across almost every curricular and extra-curricular program can best be captured by the words of students and staff describing their 2017 achievements as 'our best year ever' or similar terms. This descriptor applies particularly to our 2017 Overall Positions, highlighting our ongoing pursuit for improvement and excellence in academic programs. Having reflected on the possible reasons for these impressive outcomes and results, there seems to be a strong sense that part of the explanation lies in a changing culture amongst our student body.

In recent years, we've been encouraging our students to take up the challenge of establishing a strong, positive student-led culture across the College. At times, this has involved staff deliberately taking a step back, so our students can take a step forward. While this dynamic is making a significant contribution to producing remarkable outcomes, it also presents challenges from time to time. Despite any bumps in the road along the way, the level of success is indicative of an emerging leadership capacity amongst our students.

At the 2017 Senior School Presentation Night, we had the privilege of presenting the inaugural Foundation Chair's Cup – an award that recognises outstanding student leadership – thanks to the generosity of the College's Foundation Chair of Council, Dr Hugh Bartholomeusz and his family. This event marked an important milestone, both culturally and symbolically, for the West Moreton Anglican College community.

Leadership is an important attribute or quality to foster and encourage in our young people. As they take their place in the adult world, our students will inherit complex problems. These are sometimes referred to as 'wicked problems' because they have no simple solution, or perhaps no solution at all. The challenges we all face, but particularly the problems our students' generation will face, require innovative solutions – and

innovation doesn't come from a textbook. Cultivating a culture of effective student leadership necessarily requires individuals to develop, demonstrate and utilise social and emotional skills, like sensitivity, empathy and teamwork. These are critical qualities for our young people. Thinking 'outside the square' to attack wicked problems also requires insight, collaboration and genuine curiosity about, and openness to, the rest of the world.

We continue to build and equip our students with the knowledge, skills and attitudes needed to participate in contemporary society. Ultimately, we want our graduates to really make a difference in the world – to not just participate but contribute to change. Change-makers are leaders. Our desire is to develop, promote and recognise student leadership as an integral part of who we are now and who we are becoming – a community that produces young men and women who will in turn, make similar transformative contributions to their future communities.

Conclusion

2017 has been a very successful and exciting year for West Moreton Anglican College, with excellent academic results achieved by our students and outstanding success across all extra-curricular programs. Furthermore, significant progress has been made in developing enhanced teaching and learning environments for the future. 2018 will see College enrolments exceed 1400 students for the first time since 2008 and waiting lists to enrol are being managed for 2019 and beyond. This is a new reality at the College, and clearly shows the high regard for WestMAC held by parents in Ipswich and surrounding communities.

This year, the College completed the refurbishment and extension of the Science facilities which are utilised by students in Years 8 to 12. The specialist science facilities provide flexible and well-appointed learning environments suitable for contemporary learning. All laboratories provide for Extended Experimental Investigations (EEIs) which are an important aspect of the senior science curriculum. The facilities are located in the heart of the College's STEM precinct and represent a significant investment in the development of our students' futures.

During Semester 2, the College constructed the new Junior School Precinct, incorporating a new Reception and Administration Building, new drop off and pick up zone, and upgrades to the Junior School Car Park which accommodates 140 vehicles. This project has also created specialist classrooms for Mandarin and Computer Technology and refurbished two classrooms for Year 6 students to be relocated from the Middle School Precinct.

December 2017 saw the commencement of the Senior School Precinct construction. This project will boast open and flexible physical spaces that will foster collaborative learning environments between students, parents and staff. It includes modern classrooms, public and student receptions, offices, student services and study facilities, a student kitchen, covered amphitheatre/lecture space and a business innovation centre.

During 2017, a range of initiatives were implemented by the Executive Leadership Team in response to the current strategic plan. These initiatives continue to deliver significant improvements in student outcomes, teacher professional capacity and the built environment. This diligent commitment to improvement also extends to our key mission as an Anglican community – transforming our community by increasing engagement levels in the spiritual and communal life of the College.

At the start of 2017, College Council welcomed Wing Commander Brett Nansen as the RAAF Amberley representative. Mr Bruce Sackson and Dr Cathryn Hester have both agreed to serve a further three-year term on Council. It is important to also recognise the enormous contribution from the continuing College Councillors: Chair Dr Ian Lupton, Deputy Chair Mr Andrew West, Mrs Tanya Chilcott, Dr Andrew Ward, Ms Anne Marie Troutman and Mr Michael Flanderka. The personal dedication of College Councillors to due diligence in all matters of the College provides collective strength in achieving the strategic vision of the College.

Anglican Schools Associated with the Diocese

All Saints Anglican School

Headmaster: Patrick S Wallas
BA (Hons), PGCE

The familiar school mantra “Growing through Grace, Learning through Love,” places the greatest attributes of our loving, gracious God at the very centre of our community life at All Saints Anglican School. After much deliberation and visioning by our School Council in 2016, 2017 heralded the nascent implementation of our five-year strategic plan across all sectors of our school. Surely it is a combination of God’s grace and the stalwart loyalty and perseverance of our staff and students that has allowed its unfolding even in the reality of radically changing landscapes including ATAR, ever evolving Information Technology and the all-pervading necessity for compliance across a vast range of areas; which require an increasing investment of time in an already packed schedule. Despite these challenges, joy abounds and our school flourishes with an air of abundant life.

Ministry in schools is not always easy, and we never take for granted our Chaplaincy team of five. Dr Debra Tedman completed her formation training with us during the year to further her vocational training at The Southport School, before being ordained to the Diaconate in December. School Chaplain, Rev’d Ann McGuinness was overwhelmed by the care and support of the Anglican community, both within and beyond the school as she navigated the vagaries of immigration, finally and with great relief being granted Permanent Residency in September. Our Sub-School Lay Chaplains, Mr Mark Gladman (Senior School), Mr Brendan Callaghan (Middle School) and Mrs Milissa Gustafson (Junior School) work well together and have forged an increasing enthusiasm for Chapel and Christian Living through carefully presented Chapel Services and Christian Living programmes which are thought-provoking, intellectually robust and entirely engaging.

Prayer Spaces are being slowly introduced across campus, embraced by both staff and students. Our team’s increasing involvement in the Anglican Diocese through worship, conferences and other professional development opportunities has offered us an increased understanding of Chaplaincy and provided vital networking opportunities for shared ideas and ministry. The teamwork of the Chaplaincy team (which also includes

our Service Learning Co-ordinator) provides a model of Christ's ministry in which we can share our very different skills and gifts for the benefit of the whole community, including the team itself.

We have been delighted to slightly increase the number of Eucharist services on offer during the year, especially as some of these have been requested by staff, rather than suggested by the Chaplaincy team. Our usual services, (sport, celtic, traditional and fresh expression), continue to be offered and are relatively well supported. During 2017 we had 32 baptisms and admitted 79 students to Communion, the latter including an expansion of invitation to the Year 7 cohort, as well as Year 8. We are hoping to re-introduce a Confirmation programme next year.

Our Service Learning and Giveathon programmes continue to be well supported, and 2017 saw the introduction of a social justice unit in Senior School introducing Anglicare to the students through personal presentations to classes by Anglicare workers. This resulted in visits to nursing homes in the vicinity and an internship at our local Anglicare facility, prophetically embracing Archbishop Phillip's theme of intergenerational living. Mrs Catherine Carpenter continues to find new paths for service learning encounters, and raises awareness through her facilitation of an Amnesty Group on campus. Our annual fundraising drive, Giveathon, raised sufficient funds to pay out \$71,684.00 distributed amongst nine charities chosen by our SOS (Saints Outreach Service) students, World Vision and other commitments including Anglicare and St John's Crisis Care Centre.

Giveathon Payments to Beneficiaries

Name	Connection	Amount
Learning for Life – Zanzibar	SS/2017 SOS Choice (International) Tanzanian Trip Students	\$6,000.00
Teak (Volunteer Building Cambodia)	MS/2017 SOS Choice (International) Past Student Rhys Harris	\$6,000.00
Raw (Clean Water Cambodia)	JS/2017 SOS Choice (International) Yr 7 Teacher Mr Luke Roberts	\$6,000.00
Heal (Art Therapy for Refugees) Milpera State High School	MS/2017 SOS Choice (National) SS Teacher Ms Cheryl Frawley	\$6,000.00
Living' – Mental Health	SS/2017 SOS Choice (National) Senior School Students	\$6,000.00
Rainforest Action Network	MS/2017 SOS Choice (National)	\$6,000.00
AWL (Animal Welfare League)	JS/2017 SOS Choice (Local)	\$6,000.00
Riding for the Disabled	SS/2017 SOS Choice (Local) VET trainer Leanne Gordon nominated "Surfing for the Disabled" who kindly asked whether we would support RDA instead.)	\$6,000.00
Anglicare \$3000 each to Aged Care and Youth Care	SS/2017 SOS Choice Supporting Christian Living studies this year	\$6,000.00
World Vision	Ongoing	\$5,184.00
Baliwise	Cultural Studies/Andy Boswell	\$2,000.00
Annual Salvation Army Breakfast	SOS students attend each year	\$5,000.00
Daniel Morcombe Foundation	Junior School/Naomi Middleton	\$500.00
St John's (Formerly SPACC)	Service Learning/Cassie Carpenter	\$5,000.00
TOTAL		\$71,684.00

Please note that the shaded area denotes the nine Beneficiaries designated by the SOS Students of 2017. It also includes the names of those who nominated the request.

Giveathon Total Received as at end 2017	\$77,673.71
Donations paid to Beneficiaries	\$71,684.00
Balance	\$5,989.71

Perhaps one of our greatest joys is the continued growth in our partnership with the Anglican Church Robina. It is truly heart-warming to see an increasing number of the school community, students, staff and parents, attending services of worship at the Church. Reverend Stewart Perry has been a delight to work with as the Church hosts a couple of Messy Church and Family Service events for our Early Learning and Junior School students. The mutual hospitality offered by the School and Parish have allowed us access to one another's resources and allowed us to actively support one another in ministry and service. Happening! – a Christian experience for Senior School students is an example of where this is acutely exercised in a mutually staffed weekend experience which takes place at the school, and which is growing in number and enthusiasm each year. From this experience, two graduates of our class of 2017 have been accepted as interns at Robina Anglican Church in 2018. The School Council was recently delighted to welcome Stewart to join them in guiding the School over the coming years.

Perhaps the most exciting development over the past couple of years at All Saints is an increase in the number of staff, students and parents who actively seek the services of the Chaplaincy team for prayer, pastoral ministry and spiritual conversation. The unfailing Christian stance of our Chair of Council, Mr John Fradgley, has undoubtedly given the Headmaster and the Chaplaincy Team the courage to be bold and creative in their Gospel revelation, which has, in turn, empowered some of our students to do the same. This may also be a result of our intentionally relational ministry, but much like Aslan of Narnia fame, the Holy Spirit certainly seems to be “on the move” at All Saints on the Gold Coast.

Canterbury College

Head of College: Mrs Donna Anderson
**BA, GradDip Ed, Grad DipSchool Counselling, ATCL,
MED Studies, MRelEd, MACEL, MACE**

One thing that is special about Canterbury College is the way we acknowledge God at all times. In 2017, we celebrated our 30th Anniversary in many ways, beginning with the Foundation Day Chapel. Together with many of the clergy whose ministry had been a vital part of our journey, we thanked God for the vision he had given our Founders of a Christian College of excellence at Waterford. We thanked God for the faith and passion of our Founders, who caught that vision, inspired others to join them, and worked so hard to bring it into being. We also gave thanks for all the people since then who have re-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 2017, Canterbury College expressed the Anglican Ethos, Vales and Service 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 two baptisms, and for the funeral of three former students.
- running Year level Retreats for Years 6 to 12.
- celebrating the Eucharist at Staff Chapels, Retreats, and the Yr 12 Valedictory Chapel.
- having posters in every room stating our Christian Values and Code of Conduct.
- providing Daily 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 to take active roles in the Chapels.

Relationships with the Wider Church

- attending the TAS Chapel at St Columban's College in Term 1.
- supporting St Mark's Church, Daisy Hill, with their food pantry and Christmas Appeal.
- supporting TRACC Logan with necessities when required, and donating Easter Eggs, Christmas gifts and food to bless the foster families.
- attending the Principals' Retreat.
- attending the PD at St Francis' College: 'Revisoning Belief: Interpreting the Bible in a Fractured World.' in August.
- attending the ASAS 'Joy' Conference in Brisbane, in August.
- holding the Cantabile 'Voices from Heaven' concert at St John's Cathedral in October.
- attending special services, such as the Synod Eucharist, and the Ordination Service at St John's Cathedral in December.

Religious Studies Program

- teaching our own P-12 Christian Education Program. It is fully resourced, and has Teachers' Books for every year level, to support the staff and to provide hyperlinks to a wide range of songs, YouTube videos, and research articles.

Christian Service

- serving the local community by supporting local Anglicare Agencies and St Mark's Church, Daisy Hill, and the Uniting Church Blue Haven Aged Care Facility.
- supporting a wide range of community groups, as outlined in the statistics for 2017.
- 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 Yr 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.

We thank Reverend Elroy Mee for returning to Canterbury College after Father Jon Cornish resigned. We wish Father Jon the best with his travels overseas and future happiness in all he does. Rev'd Mee has again assisted our College to develop further its sense of community and faith inspired environment. She is to be complimented for her outstanding approach to faith and spiritual development for staff, parents and students.

Hillbrook

Principal: Mr Geoff Newton
MEd (L'Ship & M'ment), BSc DipEd GradDip Computing,
GradDip Educational Admin

2017 was our 30th year of operation and it was a great year at Hillbrook. Celebrations of what has been achieved over the last 30 years were intermingled with the process of designing the next phase of our growth. The school is now at 720 students in Years 7 to 12, and will grow to 900 by 2024. We have high demand for places, and with cuts in government funding, we have decided to increase the school gradually from Year 7, 2019.

Our focus continues to be on student learning, and the following areas lead the way in terms of the development of our students and our community:

- sustainability
- student support and wellbeing
- curriculum innovation and curriculum mapping
- philosophy Matters
- project active and community engagement
- teaching and learning
- eLearning
- student voice
- giving tree

Each committee's focus areas are as follows:

The Sustainability Committee is investigating the next phase of the solar panel installation with eventual zero emission policy including reducing the use of electricity through student and staff initiatives. Continuing work on our Creek Revegetation Project and continued engagement with community groups, Brisbane City Council, Student Committees and Healthy Waterways.

The Student Support & Wellbeing Committee has a new framework and continues to develop the social and emotional intelligence of our students.

The Curriculum Committee will focus on developing and implementing our new curriculum for 2019. It will strengthen the mix of learning experiences and personalise these more.

The Community Engagement Committee will review international project based learning, and extend involvement of our engagement with Indigenous communities.

The eLearning Committee has developed a Digital Education Strategic Plan and a Digital Citizenship Program. These have been in conjunction with the development of digital technologies policies and procedures.

The Student Voice Committee is looking for additional ways students can be an integral part of influencing the school's future, including a review of our uniform.

The Giving Tree Committee will continue to focus on supporting the community through establishing a philanthropic fund to which past, current, future families and staff are able to contribute. The Committee is raising awareness of communities in need and instilling a sense of generosity and gratefulness through Home Class projects.

Expressions of our Anglican Ethos

Opportunity for Meaningful & Relevant Worship

Students and staff attend Chapel each week in house colour groups led by our school Chaplain. Staff, subject areas and other groups within the school are encouraged to contribute to presenting Chapel services throughout the year. This adds a rich variety to our Chapel worship themes and topics including special interest groups such as Green Justice connecting with a spirituality of ecology and SRC supporting mental health. Along with celebrating the main events in the Christian calendar, Chapel provides opportunities for students to reflect on current social issues and topics relevant to adolescents with an emphasis on scripture and Christian teachings.

Relationship with Parents, Local Parishes & the Wider Mother Church

2017 saw many opportunities to build community with our parents, local parishes and the wider Church. We continue to have strong connection with local parishes including teaming up with St Paul's Anglican Church at Samford in supporting Foundation day.

Chaplaincy

The Rev'd Sharon Baird continued as full-time Chaplain in 2017. Her role included priestly ministry of pastoral care, leading Chapel and other services, Subject Co-ordinator of Religious Studies, membership of the Student Support and Wellbeing Committee, classroom teaching and coordinating school ceremonies.

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, 8 and 9 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 vehicle through which students experience and explore Religious Studies particularly in Years 7 - 10. During the transition period of Year 10 and into Year 11 and Year 12 awareness and appreciation of other faith traditions and expressions of spirituality are studied. 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.

Year 10 students were challenged to reflect on their place in the world and their responsibility as individuals and a community to consider how they can make a positive difference in the lives of others. As a result of these lessons 40 students took up the challenge to participate in a mission trip to Cambodia at the end of 2017 to build houses for a remote community and work alongside local people. We look forward to reporting the success of this program next year.

Community Life & Service

Hillbrook values both community involvement and leadership. We also believe that one way of implementing the aim of intellectual, spiritual, personal and physical growth is having the school function as a small community involved in the life of the wider community. Our Community Action Program provides opportunities for students to expand their experience in these areas. This is achieved by students taking a proactive role in seeking out and obtaining placements with a community based program that makes a positive difference to the lives of others.

In 2017, all the Year 11 students were involved in a minimum of 20 hours of their own time to help in local charity and community organisations. A new initiative was involving some Year 11s with an international charity. A trip to Cambodia with 40 Year 11 students was a highlight. We worked with Raw Impact, an NGO, and were involved in building a home for a Cambodian Family and a bamboo nursery, which will ensure the sustainability of their building program. 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 assist refugees to integrate into the community.

Green Justice is another means for serving others, and had a very successful year in 2017, 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. This was also supported by the profit from our Sustainability Day.

Academic Life

At Hillbrook, we simply do not view curriculum as subjects studied, but as all learning experiences, whether in or out of the classroom. We place emphasis on the fact that learning experiences for our students must include balance, and offer them opportunities to learn important skills for life after school.

Our colleagues are confident and prepared for the introduction of the new senior system to begin in 2019, with our Subject Coordinators and subject-area Teachers having attended the syllabus training for the new suite of subjects offered from next year. We have made decisions about the subjects that we will offer, and have hosted the QCAA for information sessions with our current Year 10 parents and students to share the developments and changes in the Queensland Certificate of Education (QCE). We introduced two project-based courses for students in Year 9 to offer opportunities for students to collaborate and work on complex problems in combination with the core subjects of English, Maths and Science.

We are extremely proud of our Year 12 students of 2017 for their outstanding contributions and achievements during their time at Hillbrook, and were very excited to share with our community the pathways that students have decided to take beyond their time at Hillbrook.

As a whole, our Year 12s of 2017 achieved exceptionally well. The 1-5 OP range is the highest in recent years, along with the OP 1-10 bands. It was wonderful that five of our students achieved an OP 1, which is only bettered by our 2007 and 2009 results. Our OP 1-10 cumulative percentage is 12% higher than that of the state (with significant percentage differences to the state in the OP 1-14 range), then trends closer to the state average from OP 15 onward. A further outcome to celebrate is that 57% of our students received an A or B in the QCS Test, eclipsing the statewide percentage of 45%.

Finances

The school continues to be in a strong financial position. The 2017 Financial Statements reflect the school's net surplus of \$1.82m and total equity of \$29.4m. The school invested approximately \$800,000 in property, plant and equipment for 2017 with \$800,000 of borrowings repaid, reducing the final balance of borrowings in 2017 to \$5m.

Overall Positions (OPs) for 2017

OP	Male	Female	Hillbrook %	State %
1-5	15	20	31.3%	22.1%
1-10	28	45	65.2%	53.1%
1-15	38	54	82.1%	82.3%
1-20	47	62	97.3%	98.4%
1-25	50	62	100.0%	100.0%

Year 12 2017 Snapshot

Year 12 Results for 2017	
Total number of Senior Statements awarded	114
Number of Students Awarded a QCE at the end of Year 12	113
OP 1-15 Percentage (Eligible Students)	82%
Percentage of QTAC Applicants Receiving an Offer	97%

School Board

2017 saw the addition of two new board members, Mr Michael Gillard and Mr Mark Mugnaioni, and the addition of the new Company Secretary, Mr Brent Durham. The work of the Board this year centred on the revising of our Board Charter, and the establishment of a Capital Works Committee to guide our new masterplan for the School. Board members have been engaged in reimagining the school as part of our thinking over the next five years at Hillbrook. The Board also approved a brand refresh, and as part of this we have a new logo.

The new school logo



The members for 2017/18 are:

- Mr Robert Seljak (Chairperson)
- Ms Shannon Woodrow (Deputy Chairperson)
- Mr Andrew Devenish
- Ms Deborah Enright
- Mr Michael Gillard
- Mr Scott Kennelly
- Mr Damian Larkin
- Mr Mark Mugnaioni
- Mrs Judith Nagle
- Mrs Loris Phair
- Mr Geoff Newton (Principal)
- Mr Brent Durham (Company Secretary)

Conclusion

Hillbrook continues to be part of the Anglican Community and supports the Anglican Schools Commission in its endeavours. We hope that what we do continues to enrich the quality of not just Hillbrook students but all Anglican school students.

Matthew Flinders Anglican College

Principal: Stuart Meade
BA, Dip.Ed., M.Ed., FAIM, MACE, MACEL

It is with pleasure that I present the activities of the College during 2017.

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.

Opportunity for Meaningful & Relevant Worship

In 2017 we welcomed to the College our new Chaplain, The Rev'd Lizzie Gaitskell. Her inclusive, highly relational style of religious leadership has been embraced by students, staff and parents. Lizzie's 'message' has been heard and she is developing a caring and meaningful ministry within the Flinders community.

The leadership of the College trialed an adapted format and pattern of Chapel Services during 2017, the net aim being to enable a dedicated 40-minute period of worship time for each cohort, within a fortnightly timetable.

The Chapel Services in 2017 were grouped:

- Senior School (Years 10-12)
- Middle School (Years 7-9)
- Year 6
- Year 5
- Year 4
- Year 2-3
- Prep-Year 1

We celebrated Holy Week and Christmas Services in sub-school groupings in the larger space of the Performing Arts Centre. Over the course of 2017, we recorded approximately 160 acts of worship in the College over the year, in addition to the time of prayer or short reflection led by the Chaplain at sub-school and whole-of-college assemblies of different kinds as well as on Grandparent Days.

In 2017 we celebrated the Commissioning Services of both the Principal and the Chaplain, one baptism, one marriage (off-campus), two Memorial Services (off-campus) and two private services of remembrance for family members of the Flinders community who passed away. The Chaplain also assisted local parishes when required and participated in Deanery and regional gatherings.

Our observations during 2017 were that the sub-school worship Services would benefit from being held in the Chapel of St Nicholas, a more intimate space. So in 2018, we moved to entirely cohort-based worship services each fortnight in order to facilitate this change.

We have continued with early morning mid-week services in the Chapel, but this has always been a small gathering, held at a time which is less than convenient for most staff and parents. In 2018, the Chaplain plans to explore Sunday worship during term-time, likely commencing in Semester 2.

Our Head of RAVE (Religious and Values Education) in the Primary School, Mr Joshua Christie, enjoyed professional development opportunities in 2017, and is exploring Prayers Spaces for 2018.

Relationship with Parents, Local Parishes & the Wider Mother Church

In the latter part of 2017, the Chaplain conducted an audit of all social justice partnerships and activities throughout the College. The Audit pointed to the need for consolidation of the range of work we do in this area. Further, it revealed that a need existed for further service-learning opportunities. To this end, we have begun a partnership with the Leichhardt-Chinchilla Anglican Mission District, commencing with a charity drive to collect EFTPOS gift cards for distribution through the Murilla Community Centre via our contact, Mrs Cecily Brockhurst, who is also a warden of St Luke's Anglican Church in Miles. This was very successful with \$2,000 worth of cards collected to assist families in need over the Christmas and back-to-school period.

The Chaplain went to the Leichhardt-Chinchilla Mission District to assist with a further nine Christmas and New Year's worship services over several consecutive weekends in late December and early January. The College is now engaging with some other opportunities to support our friends in these communities and exploring the potential of a small group 'camp' with service and experience components.

Our second social justice partnership is with the Sunshine Coast organisation, Buddies, a group of volunteers who support refugees and those who seek asylum, with opportunities to learn conversational English. Buddies uses Sunshine Coast schools as venues for their week-long April and September programs, and invites students to participate as volunteers and companions. We have had several volunteers speak at Chapel Services recently and in 2017 several of our senior students participated in the September program off-campus and were transformed by the experience. We are

delighted that the College will be the permanent host of the Buddies April program, commencing in 2018.

Long-standing relationships exist between Anglicare and the College with annual commitments to fund-raise for different projects of Anglicare, including a Christmas Hampers project in the Primary School and a Can Appeal in the Secondary Campus.

We were delighted to be the venue for General Synod's opening Eucharist in 2017, and are grateful for the continued support and guiding presence of our Bishop, The Right Reverend Jeremy Greaves, who is also a member of the College Board.

Chaplaincy, Counselling & Wellbeing

A further initiative that germinated towards the end of 2017 in response to a well-attended lecture by Madonna King, was the Flinders Wellbeing Compass. The Compass aims to be a curated and created online platform of resources to encourage discussion on a range of subjects including values, wellbeing, cybersafety and spirituality. The site is open to the public, and is curated by a team of staff including the College's Psychologist, Counsellor and Chaplain, and two teaching staff who specialise in Digital Learning.

We endeavour to be innovative in this area, incorporating a range of resources from different specialists and groups. In 2018 we aim to further develop themes on the Compass that consolidate our College-wide discussions on the four core values identified in our recent strategic plan – courage, compassion, respect and integrity.

Implementation of an Appropriate Program of Religious Studies

The College is fortunate to have teachers committed to the delivery of a meaningful RAVE program. Students in Years P-6 receive one lesson in Religious and Values Education per week delivered by one staff member, and in the Secondary School, six teachers share the delivery of the RAVE program with students receiving, on average, three lessons per fortnight.

Throughout the year, the following curriculum-based excursions were organised for students at the College:

- 2017 WonTok Conference – attended by seven students and one staff member
- Year 8 students visited St John's Cathedral in Brisbane
- Students were addressed by the Right Reverend Bishop Jeremy Greaves – Bishop of the Northern Region
- Year 12 students attended Dr Peter Vardy's presentation on Ethics at Immanuel Lutheran College. Topics included:
 - Session 1 - The Nature of Truth in a post-truth world
 - Session 2 - The Ethics of Sport

In 2017, the College conducted a school-wide survey of parents, students and staff. One section of the survey related to the curriculum-based Religious Studies program. From a student perspective there was acceptance of the program and, as one read the responses from the older cohorts, a sense of understanding and eagerness to discuss and debate issues became evident.

Among the parent body, the religious association was not seen as a key driver for choosing Flinders as the school for their children; however, the College's core values rated highly as a factor. The fact that these values are explicitly core Christian values provides comfort.

Opportunities for Christian Ministry & Service

The College is a place, like all Anglican Schools, where there is great energy for charitable causes. Each year many thousands of dollars are raised to benefit different groups. In 2017, staff, students, and families, engaged in fund-raising or drives of different kinds for over 30 different causes. Some highlights included:

- the Sutherland House Colour Run – a first – which raised around \$7,000 for the Cancer Council,
- the World's Greatest Shave,
- a Year Six student and his friends walked in Relay for Life,
- the Year 9 and Primary School Market Days which raise funds and awareness for Hair Aid and a variety of local causes chosen by the Primary School Student Council, and
- Interact – the Secondary School social justice group raised funds at several events for Zonta International Birthing Kits and YoungCare and hosted several inspiring speakers.

The College also runs a Foodbank where parents, staff and volunteers cook meals to give away to members of the community going through difficult times. Throughout 2017, Flinders Foodbank cooked 220+ meals for use in the College community.

Commentary & Reflection

The College takes seriously the Archbishop's challenge to be people of welcome and peace and demonstrate this radical inclusivity through our enrolments. Flinders enjoys a reasonably diverse cultural population with students from Muslim, Buddhist and Hindu backgrounds enrolled with us.

We annually mark Harmony Day in worship services across the College. We have a range of programs in place that aim to encourage Habits of Heart and life-skilling, and also daily engage with the challenges that living in a digital age brings us – endeavouring to assist

our young people to become digitally responsible people whose online and offline lives are marked by our values: courage, respect, integrity and compassion.

Anglican Schools, perhaps unlike many Anglican Parishes, are places where community members come from a range of walks of life. We'd estimate that 90% of our student population do not have a particular faith background, or one that is not specifically Christian. As noted earlier, the College survey conducted in 2017 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.

Conclusion

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. It is my contention that the College's Mission to equip students with the character and competencies for achieving academic excellence and a future of contribution and leadership in local and global communities is predicated on clearly articulated Christian Values and an understanding of our place in the wider world and how we can serve to make it even better.

St Aidan's Anglican Girls' School

Principal: Toni Riordan
BEd, MEd Le, MACEL, MACE, GAICD

It is with pleasure that I offer this report to Synod on St Aidan's Anglican Girls' School.

*There are things you can't reach. But
you can reach out to them, and all day long.
The wind, the bird flying away. The idea of God.*

The St Aidan's Way

St Aidan's was founded by the Society of the Sacred Advent, and in our 89th year we continued our focus on academic excellence and student formation within the Anglican and SSA (Sisters of the Society of the Sacred Advent) traditions. As an intentionally smaller school we have strived to care for and nurture the whole person of each student in physical, academic and spiritual development.

As a school, our core business is always academic excellence, and in 2017, St Aidan's students demonstrated their capacity for achievement at all levels. 40% of the students in the senior cohort received an OP score between 1-5, and 96% achieved an OP score of 1-15. More importantly, 100% of the senior students achieved a Queensland Certificate of Excellence, and all graduating students attained at least one qualification, either an OP score or a VET qualification.

In the lower grades St Aidan's NAPLAN scores once again reflected the commitment to basic literacy and numeracy skills, with the Year 7 cohort achieving the highest ranking of all schools in Queensland and all year levels finished in the top ten in NAPLAN results, St Aidan's being the only Queensland school to achieve this outcome.

Beyond academic achievements, the school continues to develop in a myriad of ways. Through intentional marketing around the world, we have increased our cohort of international students, with nearly 6% of students enrolling as international students. This strategy has increased the school's exposure to other cultures and traditions, enabling us to learn from others and to have confidence in our identity as an Australian Anglican school. We have been challenged to develop greater empathy for others and to find commonalities on which to build lasting relationships.

And it can keep you as busy as anything else, and happier.

St Aidan's as Gathered Community

As an Anglican school, St Aidan's is also a gathered community forming around the story of God revealed through Jesus Christ. This means that the telling of our story happens in the context of God's story, and we endeavour to understand all that we do as expressions of our vocation as people of God.

The reality of our context is that most of our families are not Anglican and many are not Christian, so we are called to introduce staff, students and their families to the Christian tradition afresh. This presents both challenges and opportunities, as we seek to contextualise the good news in the busy high-tech, message-rich lives of the members of our community. Story-telling is embedded in daily life, through regular prayer with staff and students, the monastic rhythm heralded by the daily ringing of the Angelus Bell, and the conscious embodiment of the spiritual values of the SSA.

As a gathered community we are shaped by the Christian rites of life, from baptism to funerals. Baptism is celebrated with current students and their families, especially in conjunction with the Admission to Holy Communion, and we also welcomed into the family of God the children of staff and past students. We also gave thanks for the lives of past students, and the family members of the wider St Aidan's community in recognition that for many in our community, St Aidan's is their church.

The Religious and Values Education (RVE) program is the major opportunity for us to involve the community in the story of God with God's people. In the Junior School the emphasis remains on telling the major narratives from the Old and New Testaments and highlighting the values that we draw from these narratives. In the Senior School there is the opportunity in weekly RVE classes to go deeper into Christian formation. In 2017 the areas covered in the Senior School RVE program included the St Aidan's story, our Biblical Ancestors, Relationships, Spirituality and Personality, and World Religions. Two new topics were introduced: Spirituality and the Environment in Year 8, and Indigenous Spiritualities in Year 11. The Indigenous Spiritualities unit was developed in consultation with members of local Aboriginal and Torres Strait Islander communities and forms part of our conscious development of curriculum which highlights Aboriginal and Torres Strait Islander cultures.

The Year 7 Quiet Days continue to be an important formative occasion for these students. A whole day spent at the Brookfield Centre for Christian Spirituality, free from technology and mostly free from noise, can be both confronting and a welcome change for our younger girls who find that quiet free time is rarer and rarer. The Quiet Day is set in the context of the rhythm of religious life, as we observe some of the traditional offices, reflect on the lives of the Sisters, and spend time in quiet contemplation and prayer.

*The snake slides away; the fish jumps, like a little lily,
out of the water and back in; the goldfinches sing
from the unreachable top of the tree.*

St Aidan's in the Wider Community

Like fish jumping or finches singing, our students and staff continued to flourish in 2017 across a range of external activities, which contributed to the richness of the wider culture.

Achievements not only contribute to a student or staff member's sense of self; they also have the potential to enrich us all through insight, creative expression and passion.

St Aidan's was awarded the title of Champion School of the 2017 RNA show, with individual students and the Prep class winning prizes for their school work. Year 9 students Alisa Timofeeva, Aeshlein Ralston and Liliyan Sullivan were world semi-finalists in the Global Technovation Challenge for their app, Speechability, and won the Australian Conrad Spirit of Innovation Challenge. Jessica Garcia (Year 12) was a National Finalist in Headspace Photographic Students' Competition and was offered a Vice-Chancellor's Scholarship to study Art at QUT. Emma Schoutrop (Year 12) received an Award of Excellence in Creative Generation Awards for Visual Art and Design.

St Aidan's students also excelled in a range of sports, including both team sport and individual competitions. The Cross Country team retained the Joan Benson Percentage Shield in the QGSSSA Cross Country competition, and the athletics team retained the Dell Mellafont Percentage Cup in the QGSSSA Athletics Competition.

Staff excellence was recognised through a number of external awards. Most notably, our Junior School librarian, Mrs Megan Daley, was awarded the prestigious Dromkeen Librarian Award, and outgoing principal, Mrs Karen Spiller, was awarded a Medal of the Order of Australia for service to women and education. Staff also contributed significantly to educational literature through journal articles, research and textbook authorship.

2017 saw the completion of our major building project, the Innovation and Design Hub, now named the Link. This building project saw the renovation of existing buildings to create an interactive, design-led network of teaching spaces and creative workshops. The Link was officially opened by Bishop Jonathan Holland in October 2017, and has already seen service as classrooms, conference facilities and worship space. The Link invites community participation and collaborative teaching and learning and we look forward to welcoming other community organisations and events into the Link in the near future. Landscaping of the Link and surrounds are a continuing project for 2018.

Other projects in around the school included the renovation of the Tuckshop area into Ptula's café precinct, and the installation and blessing of Hilda, a bronze deer sculpture which calls to mind the story of St Aidan and the deer, and also remembers the close friendship between Aidan and Hilda, abbess of Whitby Abbey.

St Aidan's entered into partnership with the Science of Learning Research Centre at the University of Queensland and is taking part in a range of projects designed to improve teachers' understanding of how learning happens, through neuroscience, psychology and educational theory. This partnership has already effected positive change in pedagogy, study skills and classroom design. We believe the outcomes of this partnership will equip our students to better engage with significant changes to the Senior Curriculum and the commencement of the ATAR tertiary entrance system.

St Aidan's was presented with a significant challenge during 2017 when Mrs Karen Spiller announced her intention to resign as Principal after 18 years. Mrs Spiller oversaw a period of sweeping change at St Aidan's and an increasing focus on our standing as a school of

academic excellence. Mrs Spiller's legacy has been recounted in many places, and we are particularly grateful for her unwavering commitment to the ethos and legacy of the SSA and her determination that academic excellence should never come at the expense of Christian values and the care of the whole person. We wish Karen the very best in her new role as Principal of John Paul College and we are confident that they too will flourish under her leadership and vision.

Mrs Spiller's resignation heralded a period of significant restructuring of the Educational Leadership Team, as the Dean of Studies Mrs Kim Wickham also resigned to take up the role of Principal of Loreto College Coorparoo. The Deputy Principal, Ms Toni Riordan was appointed as Principal of St Aidan's commencing in January 2018. The Dean of Students, Ms Cate Begbie was appointed as Deputy Principal, also commencing in 2018. We welcomed the appointment of Ms Lynda Wall to the role of Dean of Studies and Ms Holly O'Sullivan Williams as Dean of Students.

*I look; morning to night I am never done with looking.
Looking I mean not just standing around, but standing around
as though with your arms open.*

St Aidan's as Worshipping Community

As an SSA school we hold dear the Sisters' philosophy of education: "To nurture 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)."

As a gathered, worshipping community we live a spiritual common life alongside and entwined with academic, sporting and cultural commitments. Indeed we would argue that it is only through our shared spiritual life that we make meaning of our other achievements. So we began the year with staff and student services that set the theme for the year, and focused on the God story that brings us together.

2017 marked the 125th anniversary of the founding of the Society of the Sacred Advent, and St Aidan's celebrated the legacy of Mother Emma and the Sisters with a joint Eucharist with St Margaret's in St John's Cathedral on Mother Emma's Day. It was a beautiful celebration of the order which has given so much to Queensland and the Anglican Church. The anniversary was also marked by the presentation of SSA crosses to all staff and students at both schools. We anticipate that the celebration of Mother Emma's Day will become an annual event for both schools as a means of maintaining the legacy of the Sisters.

We celebrated the major Christian festivals of the year, including Ash Wednesday and Easter, Ascension Day, which holds a special place for our alumni, St Aidan's Day, St Francis Day with the Blessing of the Animals, and Christmas. Messy Church has become embedded in the school calendar and was held four times in 2017, for students in the Junior School and their families. Messy Church offers inclusive all-age worship which engages staff, students and parents and grandparents in activities which help to teach

the stories of the faith, including the story of Abraham and Sarah, and of St Aidan, as well as the Easter and Christmas messages. All students are welcomed to Year Level chapels throughout the year, and all assemblies begin with a hymn, prayer and reflection.

The Sisters' educational philosophy includes service to others, and service still occurs through service learning placements, other service activities and fundraising. In 2017 the Year 11 cohort and their Year 7 buddies raised \$5000 for the Tour de Cure, to assist with cancer research. The St Aidan's team who participated in the International Women's Day Run/Walk raised over \$10,000, taking out the trophy for largest school team and largest fundraising school team again. Penguin Aid in the Junior School raised over \$1,500 for local and global charities throughout the year.

*And thinking: maybe something will come, some
shining coil of wind,
or a few leaves from any old tree –
they are all in this too.*

St Aidan's as Anglican Community

St Aidan's is proud to regard itself as part of the wider Anglican family, engaged in the mission of God. To this end, we participated in a range of activities with the wider Anglican church in 2017. The Year 12 Valedictory Service moved to St John's Cathedral for the first time, and students and parents were happy to be welcomed into the mother church of the Diocese. We have sought out other opportunities to bring our students into the Cathedral including the Year 3 cohort who have established a pattern of celebrating St Aidan's Day with a visit to St John's and the Year 6 cohort who joined Year 6 students from other Anglican Schools for the Year 6 Transition Prayer Space in November.

St Aidan's continued to work closely with the local parishes of St Matthew's Sherwood and St David's Chelmer to develop an approach to Anglican Ministry in the local area. We have begun with closer collaboration in the liturgical life of our various communities and we are looking forward to seeing how we might also share resources, facilities and services going forward.

Our Chaplain was part of the organising committee for the Anglican Schools Australia national conference held in Brisbane in August, and is an active member of the Byam Roberts community of Anglican School Chaplains. We have begun to explore the possibility of greater networking with the students of other Anglican Schools in the Diocese for social and faith formation purposes.

*And now I will tell you the truth.
Everything in the world
comes.
At least, closer.
And, cordially.*

St Aidan's as Reconciling Community

One of our most significant achievements in 2017 has been continuing work in the area of reconciliation, leading to the establishment of a Reconciliation Action Plan (RAP) Working Group consisting of staff, students and parents. We have begun the work of developing a RAP and look forward to seeing how we can make St Aidan's a welcoming and inclusive community, not only for our Aboriginal and Torres Strait Islander brothers and sisters but for people from all backgrounds and cultures.

The School embarked on its first Red Earth cultural immersion and service trip in September, and students and staff who participated in the trip have been significant actors in the establishment of the RAP Working Group. We continue to benefit from our association with the Benarrawa Community Development Association in Graceville, which has encouraged and equipped us for this work and helped us to build close relationships with Aboriginal and Torres Strait Islander elders in the local community.

The RAP Working Group sits under the wider umbrella of the Empathy Project. The Empathy Project is a project intended to assist all members of the St Aidan's community to develop a greater awareness, understanding and empathy for diversity and difference among us.

Like the nibbling, tinsel-eyed fish; the unlooping snake.

*Like goldfinches, little dolls of goldfluttering around the corner of the sky
of God, the blue air.*

Following in the Steps of St Aidan

As we reflect on 2017 and the challenges and opportunities that the year presented, it becomes clear that there is much to celebrate and much to look forward to. Amidst the almost constant changes, we are inspired by St Aidan of Lindisfarne, who treasured relationships above almost all else – relationship with God, and then relationships with his fellow humans and the whole of creation. We welcome the call to pay close attention to the little things: the goldfinches, the blue air, the cares and concerns of our community, and to treat them as important and of value. It is in paying attention to the little things that we find we are engaged in the work of sharing God's good news of peace, reconciliation and love with one another. We recognise the privilege of being an Anglican School and Faith Community and celebrate all that we are.

Quotations are from the poem *Where Does the Temple Begin, Where Does it End?* by Mary Oliver.

St Margaret's Anglican Girls School

Principal: Ms Ros Curtis

**BA (Hons), DipEd, MLitSt, MEd (Leadership & Management),
ASDA, FACE, FACEL, FIML, GAICD**

St Margaret's has a proud tradition and a strong ethos firmly grounded in the traditions and ethos of The Sisters of the Society of the Sacred Advent (SSA). Since 1895, the education of young girls and women has been paramount and the school focus is the 'education of the whole child', in body, mind and spirit.

The Sisters are, for us, an example of Christian living. Our students are influenced by their example and from Years 5-12 are involved in a structured community service program, either through our Cornerstone Projects in Primary, the Community Service Passport (Primary and Secondary), ToCH or the Philanthropy Group (Secondary).

Our students are very aware of the great achievements of these women and their legacy of work in caring for young women and children. In fact, our St Margaret's Day celebration in 2017 saw us focus on the achievements of our Sisters, particularly Sister Caroline Amy (1834-1915) who began the Order that started St Margaret's. Her story is one of great courage and vision. Those who knew her described her as 'kind, benevolent, liberal minded, a real worker, patient and willing to co-operate'; it is these very attributes to which members of the St Margaret's community ascribe and aspire. The theme for our St Margaret's Day service in 2017 was 'to go gently with courage' and this was a very appropriate theme for our celebration of the service of the Sisters of the Society of the Sacred Advent to the state of Queensland.

St Margaret's is proud of its Anglican heritage and connections with the wider Church. In creating and sharing faith experiences with members of the community, deliberate attention is given to ensuring that all ages and stages of the spiritual journey are considered. Each member of the community has opportunities to encounter the sacraments, sacred stories and a variety of liturgical expressions.

Our boarding community enjoy their own mid-week Eucharistic celebrations. In February, the baby of a boarding staff member was baptised along with his young cousin, adding to the community feel and joy. The boarders also appreciate their own annual Pet Blessing, this year held as part of the mid-week service. It is a powerful moment for those who hail from regional and far flung properties to give thanks for creation itself, as well as for their domestic pets and working animals. We are fortunate to continue to benefit from the organ playing of Mr Charles Clark throughout the year.

Throughout the school term, all staff and students have the chance to participate in a variety of liturgies from Year Level Chapels, Family Services to Whole School services for Ash Wednesday, Easter, St Margaret's Day and Christmas. Students from years 6-12

gather at St John's Cathedral in November for the annual Thanksgiving Service during Valedictory Week.

In 2016, a Sunday service began with the intention of assisting families with young children to feel free to worship in a relaxed church setting. This Service was intentionally a traditional Eucharist, following the prayer book (indeed, holding the prayer book!) whilst talking aspects of the service through with children, allowing them to engage fully, with their parents often being able to listen to an "adult" sermon while the young ones were engaged in a short activity. In 2017, the "Young Families' Service" continues twice a term on a Sunday morning. Whilst numbers vary from one family to 10 or more, there is most certainly a need for this kind of "doing church" within our school. The largest gathering for this service is the St Margaret's Blessing of the Pets around St Francis' Day, where the beautiful gardens can be used for the many animals who attend!

Year level Chapels now occur on days specifically set aside each term for pastoral care days for each grade, thus the Chapel service not only picks up on the theme of the Day itself (e.g. leadership, decision making, friendship, sexuality and goal setting), but the connection between the spiritual, academic and social emotional development is highlighted and strengthened. Religious and Values Education remains an important part of our school teaching and learning program. In 2017, there was the exciting introduction of RVE Masterclasses for our Senior Students where there was the opportunity for greater engagement and discussion.

In May, the Primary Family Service was held on a Sunday morning in Eton Hall when 22 young people from years 3-7 were admitted to Holy Communion. Bishop Jeremy Greaves Confirmed six candidates in August at a beautiful service in the Chapel.

One of the most powerful "outreach and mission field" achievements has been realised through the growing ministry of Prayer Spaces. In 2017, our spaces were named "Dadirri", an Indigenous term which means "inner deep listening and quiet still awareness". Initially Dadirri was set up for a week each term, but this year extended to two weeks each term in order to allow as many students and classes and other visitors to engage with the prayer stations. Gazebos, pop-up tents, couches and cushions all contribute to the experiences found within Dadirri each time. No matter the faith, religious background or attitude to God, there is something for each individual. The place of Dadirri in our school has been a powerful and engaging way of building a sense of space, stillness and silence in the lives of many. Our Year 6 students joined with others from Anglican Schools at St John's Cathedral in November for the annual Transitional Prayer Space and service.

The year 11 and 12 Family Service was held at St Mark's Clayfield and the Year 9 and 10 Family Service was celebrated at St Augustine's at Hamilton. This partnership helps to provide connections between the school and the local parishes, offering for some the chance to visit these churches for the first time. The Year 7 and 8 Family Service will remain at the School Chapel each year.

Rev Nicki continues to be licensed to the Church of the Resurrection at Aspley – Albany Creek and she has offered her assistance throughout the year to the Stradbroke Island community. She preached at Evensong at St John's Cathedral on Celtic Christianity, and

she continues in her role as President of the Byam Roberts Community of School Chaplains in this Diocese.

St Margaret's students have attended the Diocesan Ichthus camps, the Anglican School Student Network Conference and our students were involved in the Conference Eucharist at the Anglican Schools Australia Conference in August at St John's Cathedral.

St Margaret's remains committed to The St Margaret's Way – essentially a framework to think about how staff, students and members of the community interact. It is focused on our school's six core values: Spirit, Faith, Integrity, Courage, Respect and Passion. At St Margaret's we know that positivity and gratitude have an immense impact on our emotional wellbeing, thus creating an environment where we can all flourish. We ask ourselves 'How do I want to feel every day when I come to school?', "What am I doing to ensure others can feel this way?" By appreciating others and being aligned with and accountable to the St Margaret's ethos, we can ensure honesty, positivity and authenticity are all part of The St Margaret's Way.

Since last year's Synod report, St Margaret's has continued to strengthen and develop and there were many highlights throughout the year – too many to mention in this report. We have chosen just a few to remind us of some of the highlights of the year.

The year began with *The Sound of Music* – which played to four sell-out performances in March.

St Margaret's also retained the RLSA Champion Girls' Sheena Dyason Shield in Life Saving (for the 19th consecutive year) and the Aggregate Judith Beal Shield for the RLSA for Champion School (for the fourth year in a row). We also won the Aggregate Cup in Rowing and were named Champion School.

The school councils of both St Margaret's and St Aidan's have a joint Ethos Subcommittee, whose charter applies to both SSA schools. This committee brought to fruition a guideline for transgender students for each school and a joint celebration of Mother Emma's Day in March. (Mother Emma was the first Mother of the SSA order.)

A new garden area – Toorak Gardens – opened for the students to enjoy. The school also opened M's Café, a café right in the heart of the school for students and staff which has a school history theme. Supported by the Old Girls' Association, one large wall in the café holds the timeline of the school from 1895 to 2017.

St Margaret's, with the support of the Foundation and the Old Girls' Association, continues to have success with the Professional Women's Network events. Held four times a year, these events not only showcase past students of St Margaret's but keep alumni and members of the community connected and engaged with the school. They also raise funds for the school's endowment fund.

This year, our students were again involved in the Pony Tail Project, raising over \$50,000, which was divided between a donation for the Queensland Cancer Council and support for the education of the children of past student and staff member, Amanda Minotti, who

passed away from cancer in 2016. 67 students with hair long enough cut off 20cms – 35cms to be used as hair for wigs for children and adults undergoing cancer treatment.

The quality of the teaching and learning program of the school was again affirmed with nine members of both primary and secondary staff being nominated by the community for the National Excellence in Teaching Awards. Just short of 50% of St Margaret's teachers have Master's degree qualifications or are currently studying towards Masters.

2017 also saw the introduction of our new Strategic Plan, *A Local School with a Global Outlook*. This plan is focused on five goals:

- pursuing academic success
- empowering young women
- inspiring staff
- broadening horizons
- nurturing faith.

All the work we do at St Margaret's is focused on pursuing the strategies, actions and targets of these goals.



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Community Services Commission

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- *Archbishop of Brisbane*, The Most Reverend Dr Phillip Aspinall
- *Chair*, Mrs Cathy Grant
- *Executive Director*, Mrs Karen Crouch
- The Right Reverend Cameron Venables
- Mr Rob Freeman
- Mr Gary Brady
- Dr Kim Forrester
- Mrs Glennis Hinton – *Retired December 2017*
- Dr Rachel McFadyen – *Retired December 2017*
- Mr Alan Dann – *Retired December 2017*
- Ms Kate Hillman – *Appointed July 2017*
- Mr Alex McNab – *Appointed July 2017*
- Mr Ken Thomson – *Appointed July 2017*

Sub-Committees

- | | |
|---------------------------------|-----------------------------------|
| 1. Care Governance | <i>Chair</i> , Mrs Glennis Hinton |
| 2. Audit and Risk | <i>Chair</i> , Mr Gary Brady |
| 3. Nominations and Remuneration | <i>Chair</i> , Mr Rob Freeman |
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Anglicare Executives

Executive Director, Mrs Karen Crouch

Director of Services, Mrs Susan Cooke

Director Mission and Social Justice, The Reverend Canon Linda McWilliam

Director Quality Learning and Workforce Development, Mrs Amanda Davies

Director Strategy and Service Enablement, Mrs Alison Zappala

Introduction

Anglicare SQ moved into the final year of its three-year strategic cycle in 2017. This plan maps service goals and mission priorities until June 2018, and impacts all aspects of our services, from our governance framework to service delivery and compliance. The benefit of such a clear path forward is particularly welcome given the pace of reform, the ever increasing demand for our services and funding pressures.

In preparation for delivering the 2018-21 Strategic Plan, commissioners attended a two-day workshop in November to address lessons learnt from the current plan and to develop a collective ambition for Anglicare into the future. Commissioners established a list of projects which were classified as critical, significant and valuable to the ongoing success of Anglicare in delivering on the mission we provide in the community.

In a period of continuing change relating to multiple federal government reforms the 2016/2017 financial year delivered a total revenue of close to \$191m with an operating deficit of \$0.2m, down from an operating surplus of \$1.8m from the 2015-2016 financial year. This deficit was in part related to delivering on a number of strategic initiatives and key projects including the National Disability Insurance Scheme (NDIS) transition programs; homelessness outreach services; the St Bart's Youth Accommodation service (Insync); the refurbishment and extension of our residential aged care homes and supporting our counselling service for male survivors of sexual assault and abuse and their families, Living Well.

Throughout the latter part of 2017 Anglicare worked with the church to establish a new model for shared services. This has resulted in Anglicare having internal corporate support services that are now specific to the community services sector which is very beneficial as Anglicare is facing significant reforms. Anglicare will continue to be supported by the FDSC via services such as payroll, insurance, legal advice, crisis communications, procurement, strategic property and internal treasury.

The following report is provided for a more in-depth overview of our services and on behalf of the commission we are truly grateful for the support of the church, our government partners, staff and volunteers who partner with us in delivering our mission.

Mrs Cathy Grant
Chair

Our Services – Overview

The State and Commonwealth Government reforms reported to Synod in 2016 continued to impact the community service sector and shape our service delivery models in 2017.

For our community aged-care services, 2017 saw the commencement of home care package portability and consumer choice of service provider on 27 February 2017. Anglicare SQ remained confident in the quality of relational service provision to the aged living at home with our optimism validated by a 60% growth in packaged care clients by the end of the year. In order to understand our success, we have invested in client engagement and feedback activities to evaluate the home care package program and inform ongoing service delivery and design.

As an ongoing sustainability strategy, in June, the Community Services Commission endorsed a service redesign proposal for our aged and disability community services, which will deliver an efficient 'in-home' service delivery model and enhanced client experience. This included a review of the regional management structure and alignment of the community services to the group management structure introduced in 2014 across residential aged care and, children and families. As a result, the new positions of Group Manager – Community Aged and Disability and, Group Manager – Mental Health and Wellbeing were developed and recruited.

The good news stories continued to emerge for people living with a disability who have transitioned to the NDIS and are now receiving service plans to realistically meet their goals. The Roma, Toowoomba and West Moreton regions transitioned to the NDIS in 2017 and with over 200 NDIS clients by the end of 2017, our optimism for growth as the remaining regions rollout, is moderated by pricing and the cost of delivery.

An integrated electronic care and resident management system was implemented across our eight residential care homes, delivering improved documentation and reporting and care alerts that prompt timely clinical management of resident care needs. The EM Tooth Home at Manly, and Symes Grove Home at Taigum, residential aged care building projects progressed with completion of both projects scheduled for October 2018.

With the recruitment of a Group Manager – Mental Health & Wellbeing we have continued to review our internal capabilities and strengths within this service portfolio. We established a new service – Alcohol and Other Drugs Psychosocial Interventions for Young People (South West and West Moreton), and also received notification of funding for three years for the Victim Services Funding Program – Trauma-informed support, for young and adult male victims of sexual violence which is delivered through our Living Well program.

Children & Families

The program supported over 1000 young people in out-of-home care across Roma, Logan, Gold Coast, Brisbane, Caboolture, Sunshine Coast and Gympie. Aboriginal and Torres Strait Islander children continue to be over represented in these figures with 27% of young people identifying as Indigenous. 2017 saw Anglicare SQ take a contemporary practice approach to this by employing Indigenous staff across our programs with the inclusion of a new position, the Cultural Support Worker (CSW). This position supports the caseworkers across foster care and family support programs with a specific role in connecting our Aboriginal and/or Torres Strait Islander children in non-Indigenous foster care placements to family and community. This role has been vastly successful in Gympie with the CSW developing welcome packs for our young indigenous people coming into care, as well as arranging regular events between our non-Indigenous carers, elders and community agencies. We have also created 'come and have a yarn' meetings with our Indigenous staff which occur six weekly with all of our Indigenous staff, and gives them opportunities to connect and consider best practice with our Aboriginal/Torres Strait Islander families.

We continue to support high-risk families through our family intervention and family support programs and were successful with two new contracts for secondary family support services in Gympie and Sunshine Coast. We provided over 10,500 hours in our intensive and secondary family support program and supported over 100 families across our family intervention programs.

Anglicare SQ has also become a provider of choice for the Department of Child Safety, with our 'fee for service' contracts (referred to as child-related costs placement and support or CRC-PAS) particularly in the residential care area. This means that we provide emergency residential care to young people in immediate need and we are currently operating four new residential services all on the North Coast for young people 12-17 years of age.

In summary, the Children and Families program continues to see growth in our programs and considerable confidence from our funders in the services we provide, as demonstrated by continued requests for fee-for-service programs as well as the awarding of new contracts. Our work with families and children is both rewarding and challenging as we work and hope for brighter futures for all.

Community Aged & Disability

In the second half of 2017, the Community Aged and Disability Group of services was formed, with a redesign of the management of these services. There are now six geographical regions, Far North, North Coast, Brisbane North, Brisbane South, South Coast and West as well as a Home Maintenance and Modifications Service for the greater Brisbane area. The coordination of services was reviewed with the creation of new roles of Service Coordinator and Multidisciplinary Team Coordinator. This has allowed a key focus on client centred care with decision making as close as possible to the client.

Community Aged Care

In 2017, Anglicare SQ continued to provide support for clients to enable them to live the lives they want through use of a wide range of quality, fully-accredited aged-care services. In addition to our services in southern Queensland, we also provided services for the communities in and around Longreach and Townsville.

In February 2017, the Australian Government introduced portability of Home Care Packages with funding allocated to consumers who are able to exercise choice and control by choosing their preferred provider. The number of Home Care Packages grew significantly over 2017 with introduction of the Net Promoter Score demonstrating positive client satisfaction with services received. Growth funding was received for the Commonwealth Home Support Program for some of our regions in priority areas of Home Maintenance and Allied Health.

Throughout the year, our teams travelled millions of kilometres to deliver services to more than 26,000 clients in their own homes. Our diverse range of services delivered included:

- social support and activities,
- help with personal care, housework, transport, meals and food preparation,
- nursing care,
- allied health support such as physiotherapy, podiatry or a dietician,
- spiritual and pastoral care,
- help staying physically active and independent,
- counselling,
- facilitating access to goods and equipment,
- minor maintenance and modifications to the home.

Disability Services

The National Disability Insurance Scheme (NDIS) was introduced in 2017 to our services in Roma, Toowoomba, West Moreton, Kilcoy, Bundaberg and Longreach.

In 2017, Anglicare SQ delivered specialised disability services to more than 200 individuals through the following services:

- developing and practicing daily living skills,
- social support and help building connection and inclusion,
- help with housework and shopping,
- personal care,
- meals and food preparation,
- support with being physically active,
- help with transport,
- nursing care,
- respite services – day respite, out-of-home and in-home and respite for carers,

- allied health support such as physiotherapy, podiatry, facilitated communication or a dietician,
- minor maintenance and modifications to homes to meet care needs,
- access to goods and equipment.

By delivering great services to people with disabilities, we hope that our clients will be able to achieve more than just meeting basic needs. Our primary aim is to help people with disabilities achieve their personal goals, develop their abilities and be active members of their communities living a full life.

In 2017, our NDIS Transition Team continued to support the ongoing development and implementation of a sustainable disability service model which engaged with all elements of our service to allow us to thrive in an increasingly competitive market by ensuring we have staff, systems and processes that always place the client at the centre of their purpose.

Mental Health & Wellbeing

The Anglicare SQ Mental Health and Wellbeing portfolio of services is a diverse range of services and programs including those that provide supports and services to the population across the age spectrum – from young children, youth, adults to older adults.

The team delivers services to:

- youth and adults who are homeless or at risk of homelessness;
- people with a psychiatric disability and/or mental health issues;
- families and people dealing with domestic violence;
- men who were sexually abused in childhood or later in life as adults; and
- adults with drug and alcohol issues .

These services are delivered through Anglicare SQ key service programs:

- A Place to Belong
- Homelessness Services Women and Families
- In-SYNC Youth Homelessness Services
- Living Well
- Family Wellbeing & Counselling

The portfolio delivered services to almost 15,000 people during 2017.

Family Wellbeing & Counselling

Anglicare SQ's Family Wellbeing and Counselling services are dedicated to improving the lives of families and children, with a focus on prevention and early intervention.

In 2017, we provided support and counselling to 13,896 men, women, and children by providing services across southern Queensland to meet 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

All of our services work in partnership with other stakeholders such as other service providers, schools, employers, churches and police and justice services to target the drivers of disadvantage in the communities we serve, and to provide great outcomes that are sustainable for our clients and their communities.

A Place to Belong

In 2017, A Place to Belong (APTB) provided community-based recovery model services to 35 people who live with mental health conditions and other disabilities across the Brisbane region. APTB has supported people to gain housing, manage their lives in a community setting, access mental health supports and services and respond to the various crises that occur. APTB has worked alongside community mental health teams, medical supports and other key stakeholders in sustaining people's participation in their communities in the face of the various fragilities and vulnerabilities they experience.

A Place to Belong began preparation for The National Disability Insurance Scheme (NDIS) which will roll-out in 2018 and 2019 in Brisbane. The NDIS will provide support services to existing and new participants with a psychosocial disability.

Homelessness Services, Women & Families

In 2017, Anglicare SQ provided temporary accommodation and outreach support for women and children experiencing homelessness or at risk of becoming homeless. Support was provided to 207 women, 79 children and outreach support to 38 families.

The program is for adult women, young women and their children, vulnerable families and people with intellectual disability, offering holistic support as part of a range of homelessness services. The support is provided within a trauma-informed framework, based on knowledge and understanding of how trauma affects people's lives and their individual support needs. Through a case management model the service provides education and learning for sustainable tenancy practices, positive parenting and skill development for their future and that of their children.

In-SYNC Youth Homelessness Services

Our In-SYNC program continued to support youths who were homeless or at risk of homelessness in 2017. In-SYNC services provided 5470 hours of support for young people living in the community from our centre based offices. Also under this program, Anglicare SQ provided 130 young people 2642 crisis accommodation bed nights and 5448 transitional accommodation bed nights, supporting them to develop life skills and achieve family relationship, housing, employment and educational goals. Our In-SYNC programs are delivered from Cleveland, Beenleigh and Mt Gravatt (St Bart's Nathanael House), Carina and Greenslopes.

Living Well Service

The Living Well service continued to provide information, counselling, advocacy and group support to men who were sexually abused in childhood or sexually assaulted as adults, as well as to partners, families and friends – plus consultation and training to service providers (see www.livingwell.org.au). The service received grants from the Commonwealth Department of Social Services to provide Royal Commission community-based support services and the Queensland Department of Justice and Attorney General to provide trauma informed support to male victims of sexual assault, in addition to internal funding from Anglicare.

In 2017, Living Well developed and launched its new online eLearning platform in partnership with Griffith University; partnered with the Aboriginal and Torres Strait Islander 'Didgeri' to produce the 'Support: Contributions to Healing' resource and promoted awareness through the 1BlueString initiative. Whilst Living Well continues to provide direct face-to-face counselling and group support for men, parents and partners in South East Queensland, it received increasing requests for telephone counselling, particularly for those in Correctional Facilities. The Living Well website is recognised nationally and internationally for its provision of quality information and support, including online access to well-being assessments, mindfulness and relaxation exercises 24/7, and this year the service received 16,445 visits throughout Queensland, 87,369 visits within Australia and 471,428 visits worldwide.

Residential Aged Care & Retirement Living

The official opening of the extension to Kirami Home for the Aged, Hervey Bay, was held in January and it was a pleasure to welcome the Archbishop and Commissioners Cathy Grant, Glenis Hinton and Rob Freeman plus many local community members. Significantly, the residents, their families and staff have been very satisfied and happy in their new living environment.

Building of the new Symes Grove home at Taigum and the extension at Edwin Marsden Tooth home at Manly commenced, with both on schedule for completion in October 2018. The Village Taigum is being expanded significantly and this development is proceeding as planned. At the end of 2017 the village had grown from 43 to 92 units.

Throughout the year, Anglicare SQ operated eight fully-accredited Residential Aged Care homes and four retirement villages across Southern Queensland providing care and support:

- EM Tooth Memorial Home (Manly, Brisbane)
- St Martin's (Taigum, Brisbane)
- Symes Grove (Taigum, Brisbane)
- Lota Court (Manly, Brisbane)
- The Village Taigum (Taigum, Brisbane)
- The Glebe (Toowoomba, Darling Downs)
- Meilene Court (Bundaberg, Wide Bay)
- St John's Home for Men (Toowong, Brisbane)
- Symes Thorpe (Toowoomba, Darling Downs)
- Meilene (Bundaberg, Wide Bay)
- Kirami (Hervey Bay, Wide Bay)
- Abri (Southport, Southern Coast)

Mission and Social Justice

The nurturing and ongoing development of important 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 & Social Justice.

1. Spiritual & Pastoral Care

The Reverend Ray Clifton continues to provide regular supervision, support and training for 11 Chaplains and 21 pastoral care volunteers across the different service streams within Anglicare SQ. A number of regular liturgies were held in aged care homes, as well as Anzac Day services and memorial services.

Mission and Social Justice (MSJ) expresses appreciation for the generosity and faithful support of Mothers' Union, as it continues to provide financial support for the training and professional development of our network of dedicated Chaplains and volunteers. This generous group also donates substantial quantities of large hand knitted blankets, baby clothes and teddy bears for our services.

2. Education & Professional Development

MSJ provided the input on spiritual care for the Dementia Awareness workshops held for Anglicare volunteers in the Northern Region. These sessions were greatly appreciated by the volunteers who attended.

Five pastoral care skills training sessions for second year MEC formation students were provided during their intensive weekends. The sessions included topics such as Blocks to Communication, Loss & Grief, Aging & Transitions, Dementia & Mental Health. This was the first year trialling five sessions per year level.

Three chaplains have completed a three-month part-time unit of Clinical Pastoral Education, and another completed the Spiritual Care Certificate. The chaplains attended two annual professional development training days held at St Francis College facilitated by the Reverend Ray Clifton. Topics included spiritual care in palliative care and dementia contexts. Role plays and interactive skills sessions continued to be helpful learning tools. The Director presented a paper at the Spiritual Care Australia (SCA) on "Biblical Storytelling" as well as co-facilitating a workshop on Gender Issues.

Five lunchtime sessions on **What it means to be Anglican** were facilitated for 15 staff within the Cathedral precinct. These sessions provided staff with an opportunity to explore the theology of the Anglican Church through a series of five short videos featuring Archbishop Aspinall. These sessions included time for Q&A and lunch was provided.

Monthly **Precinct Staff Orientation sessions** were offered to assist new staff to settle into the Cathedral Precinct. These sessions offered staff an opportunity to understand the intricacies of The Anglican Church and enjoy a detailed tour of the Cathedral.

Thirty staff from Anglicare and the Cathedral Precinct attended a **Staff Spirituality Retreat** led by the Reverend Dr Steven Ogden at Ormiston Retreat Centre. The following feedback reflects the success of the retreats: *"I walked away with a sense of clarity and renewed energy. It was an opportunity for one to reflect on their own journey"*.

3. Key Events

- Nine presentations to various parishes highlighting Anglicare SQ services,
- Eight presentations to Mothers' Union groups across the Diocese,
- 13 annual Services of Remembrances across Anglicare services, held in partnership with local parishes,
- Kirami opening & blessing of extension,
- National Volunteer Week Service in St John's Cathedral,
- Mental Health Week Service in St John's Cathedral,
- Four Cathedral Precinct morning teas with guest speakers,
- Lady Day Service in St John's Cathedral,
- Play & Grow Luncheon

4. Partnerships

Mission and Social Justice continued to strengthen relationships with parishes, schools, and Mothers' Union as well as local community groups. A new initiative, **The Anglicare Parish Ambassador Program**, has been implemented by Anglicare SQ to provide the opportunity for collaborative partnerships with Parishes and local communities. Using a 'whole of church' approach, Anglicare SQ is looking to work alongside our parishes, and provide an avenue for Christians to use their gifts and talents to build meaningful networks and relationships within the community to support those in need.

Twelve enthusiastic parishioners were commissioned at a Sunday service in their parish and were presented with an Ambassador's badge. A full page story with photos of the commissionings was placed in *Focus* to further advertise and highlight the program. The Anglicare Parish Ambassador Program will continue to be rolled out to more parishes over time as interest in the program rises. The following statement reflects the enthusiasm of the recently commissioned Ambassadors. *"By growing further awareness through local church parishes there can be a mutual beneficial situation as Ambassadors help facilitate stronger connections with Anglicare and so grow the church's mission in reaching out to the wider community"*.

Through the Ambassador program St David's Anglican Church joined with Anglicare SQ to host an information session 'Understanding Aged Care and your Choices'. The event helped the local community to learn more about the services that can be accessed to support independence, how to access funding, the My Aged Care system and starting a Home Care Package.

Christchurch Bundaberg organized a gathering of key people from St Luke's Anglican School, Meilene, Wide Bay Community Care and the Church of the Good Shepherd, West Bundaberg. This event proved to be very beneficial in exploring further options of working together as a whole church.

Our partnership with Anglican schools continues to be strengthened through the ongoing engagement with the schools by the Anglicare SQ fundraising team.

- A night in the Cathedral provided students from Anglican Schools an opportunity to spend a night in the Cathedral as well as raise funds for Anglicare homelessness services.
- Six Anglicare senior staff worked with All Saints Anglican School at Merrimac to support their Social Justice unit for year 11 students. A speaker was provided for each class offering an overview of all the services Anglicare SQ provides in the community and how these services benefit those who receive them. It was particularly important for the students to have an understanding of the foundations of Anglicare and why the Anglican Church of Australia does, in fact, care and have a social justice arm. The students' assessment in each class, following the presentations, involved four groups preparing a response to a case study by preparing a brief of Anglicare services they might suggest

to varying circumstances as well as investigating three other social services that may also assist their "client".

5. Social Justice Advocacy

The Anglicare Social Justice Advocacy Unit continued to provide research, advocacy and secretariat support to the diocesan Social Responsibilities Committee (SRC) in the first half of 2017. Our research and advocacy activity included providing input to the Queensland Government on issues including poker machine gambling, climate change and youth justice; and we continued to explore avenues for active engagement and collaboration in addition to the more traditional channels such as submissions and correspondence.

Similarly, we sought to reflect the SRC's vision of outreach in our increased engagement with parishes, agencies and communities around justice issues. This included supporting the SRC's involvement in initiatives such as a 'carbon fast' and the Sun Powered Pledge campaign; as well as working actively with diverse groups and organisations such as the Diocesan eco-justice group, Angligrreen; the Australian Religious Response to Climate Change, the Queensland Churches Environmental Network, the Queensland Community Alliance, Australian Churches Refugee Taskforce and Stop the Traffik Australia. The SRC's quarterly Senior Business Leaders' breakfast series, held in collaboration with international accounting firm BDO, also continued to provide a space for engaging conversations about justice issues.

With the SRC's ongoing focus on the challenges we face living and working collaboratively in a complex world, the Social Justice unit also facilitated discussions across the Diocese about different spaces, places and channels for dialogue and shared learning. These have been a firm foundation for future growth in this important area.

As at 1 July 2017, the unit restructured to take on new challenges, with support for the SRC now complemented by a new research and advocacy role focusing on the core service delivery concerns of Anglicare.

Parishes & Other Mission Agencies Commission

This report reviews the work of the Parishes and Other Mission Agencies Commission (PMC) for the year 2017.

Commission Membership & PMC Staff

Membership of the Commission for the year 2017 was:

Chair:	The Most Reverend Dr Phillip Aspinall
Members:	The Right Reverend Jeremy Greaves The Right Reverend Geoff Smith (until April 2017) The Right Reverend Alison Taylor The Right Reverend Cameron Venables The Venerable Olaf Anderson The Venerable Mark Carlyon The Venerable Michael Chiplin (until August 2017) The Venerable Keith Dean-Jones (from February 2017) The Venerable Michael Faragher (from September 2017) The Venerable Denise Ferguson The Venerable Valerie Hoare The Venerable Chris Johnson The Venerable Greg March (until August 2017) The Venerable Rod Winterton Mr Neil Crisp, Northern Region Dr John Murray, Northern Region Dr Chris Raymont, Western Region Mrs Sue Taylor, Southern Region Mr Jeremy Thewlis, Southern Region (March to October 2017) Ms Sandy Vigar, Western Region

The Commission met formally four times during 2017.

PMC Staff

Executive Director:	The Venerable Greg March (until August 2017)
Parish Health	
Coach/Consultant:	The Reverend Canon Dr Ralph Bowles (until March 2017)
Administrator:	Ms Belinda Macarthur
Administration Assistant:	Mrs Joanne Rose
Hospital Ministry	
Coordinator:	The Reverend Canon Cheryl Selvage
Prison Ministry	
Coordinator:	The Venerable David Lunniss (until March 2018)

The PMC acknowledges and gives thanks for the work of The Venerable Greg March and The Reverend Canon Dr Ralph Bowles, who concluded their ministry with the PMC in 2017. The PMC also acknowledges and gives thanks for the work of The Venerable David Lunniss, who retired from the role of Prison Ministry Coordinator in 2018.

The PMC appointed a search committee to search for potential candidates to fill the role of Executive Director. The committee developed a revised position description for approval by the PMC and conducted a search for internal candidates and across existing networks and contacts in Australia and New Zealand to identify appropriate candidates, before moving to a targeted advertising campaign in 2018.

Parish Support & Development

The PMC provided support and resources for clergy and parishes through the following initiatives in 2017:

Pathways Program

Developed by Ken Morgan from the Diocese of Melbourne, the Pathways Program is designed to help congregations to become more intentional about making and growing disciples. Three parishes continued to trial the program in 2017, with teams of people from each parish participating in two workshops (Pathways Foundation and Pathways Implementation). In addition, the Parish Priest participated in regular, Pathways-specific coaching to help implement and embed the Pathways approach in the life of the parish.

Coaching Program

Throughout 2017, approximately ten clergy received regular coaching from an external coaching provider and three clergy completed training to become accredited coaches.

Flourish – Wellbeing Program

Clergy, staff, and members of their household continue to have access to the wellbeing program, Flourish, which provides wellbeing resources and services, including up to six free counselling sessions per year. In 2017, there were 124 visits to the Flourish web portal. There has been an increase in the use of the counselling service, with 39 people receiving counselling face to face or by phone in 2017, in comparison to 17 in 2016.

Parish Dashboard

In August 2017, each parish received a dashboard of key metrics profiling attendance trends and other parish data spanning the past six years. The dashboard was accompanied by a suggested process for using the data and a series of questions to help facilitate reflection and discussion at a local level.

Lay Conferences

Two regional lay conferences were held in August 2017, with church health specialist, Tim Dyer, speaking and providing practical training on the topic of 'Building Healthy Congregations'. The northern region event was attended by 70 people, and the southern region event was attended by 41 people.

Parish Administrators Gathering

Parish administrative and support staff gathered for their annual networking and training event in May 2017. The event was attended by 33 people.

Clergy Retreats

Two clergy retreats were held at the Santa Teresa Spirituality Centre in Ormiston, and one retreat was held at the James Byrne Centre in Toowoomba. Attendance at clergy retreats has remained relatively steady over the past four years.

Clergy Retreats	2014	2015	2016	2017
Total attendance	57	61	65	55

Grants

The PMC provided financial assistance to three parishes in 2017:

- The Lakes
- Springfield
- Freshwater

The PMC also contributed financially to following ministries:

- Queensland Churches Together
- Queensland Churches Together — Indigenous People's Partnership
- Wontulp Bi Buya College, Cairns
- National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC)
- The Ecumenical Tertiary Chaplaincy Committee

Draft Parish Growth Framework

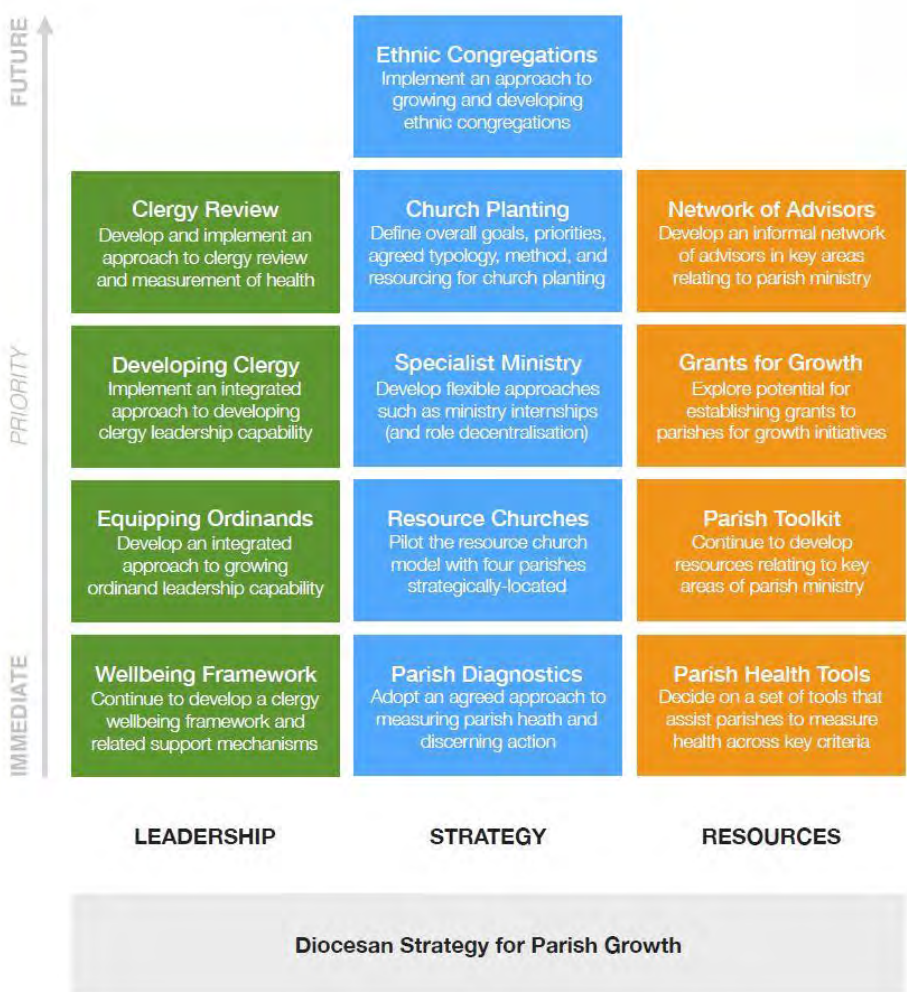
In August 2017, a Draft Strategic Framework to Enable Parish Growth was considered by the PMC. The Framework seeks to address parish decline and enable growth by partnering directly with parishes, identifying broader support mechanisms, developing leaders, and implementing medium-long term strategic initiatives.

The Framework is conceptualised as three key pillars set upon the foundation of a clear Diocesan vision and strategy (as shown in Figure 1). The three pillars are:

- **Leadership:** Referring to key initiatives that will assist in developing, supporting, and sustaining effective (current and future) leaders of parishes. These initiatives recognise the critical role of ordained leaders in parishes, along with the significant challenges that they face and will potentially face in the future.
- **Strategy:** Referring to key initiatives which help provide core mechanisms that will stimulate growth in our Diocese. These initiatives will not necessarily effect every parish (except for 'Parish Diagnostics'), but are vital in order to create growth overall.
- **Resources:** Referring to a key set of initiatives that are accessible by parishes to address decline and enable growth locally. These initiatives are multifaceted, inclusive of tools, guides/research (specific to the context of parishes), potential grants and relevant expertise.

The PMC further considered the Framework with a view to establishing a resourcing and implementation plan in 2018.

FIGURE 1. DRAFT PARISH GROWTH FRAMEWORK



Church Closures

The PMC approved the closure of two churches in 2017:

- Holy Trinity Anglican Church, Geham (Parish of Crows Nest)
- Holy Spirit Anglican Church, Cherbourg (Parish of Barambah)

Prison Chaplaincy

Report by David Lunniss, Prison Chaplaincy Coordinator (Retired)

Anglican prison ministry is a ministry of pastoral and spiritual care offered to those incarcerated within the 11 correctional centres located within the Diocese. It is a ministry delivered by a small but dedicated group of voluntary lay men and women licensed by the Archbishop having fulfilled the requirements established by the Diocese, Professional Standards, and the Queensland Corrective Services as administered through the State Chaplaincy Board.

As Coordinator of Anglican Prison Ministry for Queensland in 2017, it has been my privilege to train, nurture and continue to provide professional development to prison Chaplains in the Diocese and to continually pray for them as they minister on behalf of the church in this important role. The chaplains walk alongside those who have been incarcerated for various reasons, for minor offences, others more serious. The definition of pastoral care which we seek to uphold is:

Pastoral care or spiritual care is a ministry of support to any person in their pain, loss and anxiety and their triumph, joys and victories. Pastoral care reaches out to such people wherever they are, offering consolation and encouragement, in whatever form is appropriate to the person at the time. The type of support needed may vary from day to day. The carer must accept them irrespective of their condition, their religious background, their strengths and their crimes. The carer shows no prejudice, judgemental attitude, or superior air toward their social position, their faith belief, use of language or their ethnicity. A pastoral person must respect the theological position or otherwise and not set out with an agenda of proselytisation of the prisoner. In fact, where faith beliefs differ there must be an acceptance of the common elements that exist in all religions and provide reassurance and support through their own faith.

Representation on the State Chaplaincy Board

The State Chaplaincy Board, of which I am the Anglican Representative and active Member on behalf of all three Anglican Dioceses in Queensland, is anticipated to transition in 2018 to a Company Limited by Guarantee, requiring a Constitution and new governance structures, including the appointment of Directors to the Board of the new Company.

Our Archbishop, along with the Heads of other Churches and organisations represented on the State Chaplaincy Board, has given agreement in principle to the formation of a

company. In anticipation of the Archbishop's approval to move towards the formation of Prison Chaplaincy Queensland Ltd, I have been heavily involved in writing and editing the Constitution and other related documents such as the Memorandum of Understanding for how this ministry will work between the three Anglican Dioceses in Queensland in the new governance structure.

I would like to acknowledge the work of the Diocesan Legal Advisors, Susan Horton and Michelle Newick, along with the General Managers, The Right Reverend Geoff Smith and Tim Reid, who have been particularly helpful in commenting on the proposed Constitution and amending other relevant documents for the new structure. The draft Constitution is now in its sixth version and the Board believes this final version is ready for distribution back to the Heads of Churches and organisations for their deliberation.

The State Chaplaincy Board this year sought to increase the Chaplains' accountability regarding respect for one another's traditions and rituals. At the 2017 February In-Service, at which approximately 150 chaplains from across the six service providers were present, some unrest occurred with exclusive theology and practices becoming evident. This does not sit well with the definition of pastoral care presented at the beginning of this report and to which all chaplains must abide. Much of the conversation this year by the State Chaplaincy Board has been centred on how chaplains might work more ecumenically, respecting each other's traditions and beliefs, and learning from one another. It has also become apparent that there is a degree of proselytising by some members within the Chaplaincy, and this causes dissension, fractures the body of Christ, and is against the Board's policies. Sadly some chaplains have therefore had to be stood down or questioned as to whether this ministry is what they should be involved with.

My work as a voluntary member of the State Chaplaincy Board has at times been challenging and very rewarding, and I have enjoyed being a member of a very professional ecumenical group that is passionate about delivering a valuable service of trained chaplains to those incarcerated within our correctional facilities.

Chaplaincy Movements

In 2017, Mrs Rimaati and Mr William Skyner were welcomed to the Diocese having previously served as prison chaplains under The Right Reverend Bill Ray's authority in the Lotus Glen Correctional Centre at Mareeba, North Queensland since 2011/12 respectively. Rima and Bill previously served as chaplains in New Zealand and now form part of the Chaplaincy team in the Maryborough Correctional Centre.

Mr Kevin Bell enjoyed extended leave from the Brisbane Correctional Centre to tour Australia with his wife. During his absence, Mr Neil Pennell, a new chaplain who commences this year at Arthur Gorrie Correctional centre generously added the Brisbane Centre to his weekly commitments.

Dr Ness Goodwin was invited by the Board of Somerville House College to return as Acting Principal for six months. As a consequence, Ness resigned her position as Chaplain to the Borallon Training Correctional Centre, where she had exercised a valued

and much respected ministry as inaugural Chaplaincy Team Coordinator. Her leadership, pastoral skills and friendship within our organisation are greatly missed.

Mrs Catherine Stalley has remained on extended leave throughout the year. Her passion for this ministry at Wolston and Brisbane Women's Correctional facilities are greatly missed by the prisoners with whom she had established good rapport.

The Reverend Sue Wilton, Assistant Priest at St John's Cathedral, has continued to engage with the women at Brisbane Women's Correctional Centre when her cathedral commitments allow.

Mrs Suzanne Barker undertook training and commenced as a qualified Chaplain at the Southern Queensland Correctional Centre. Suzanne is a student at St Francis' College and the use of her student-free day to assist in Chaplaincy work at Gatton is most welcomed and greatly appreciated by the prisoners in that centre.

Mr Grant Law travels over 200km every week from Cooroy to Woodford to participate in the training regime under the supervision of the chaplaincy team. I welcome Grant and pray that his training will equip and reinforce his sense of vocation as a pastoral carer and prison chaplain.

I thank all of the above new Prison Chaplains, along with the existing members of Anglican Prison Ministry – Queensland, who give of their time and energy freely as volunteers to bring the message of Christ's redemptive love to those incarcerated in our heavily over populated prisons.

Vacancies

Throughout the years it has been possible to supply Chaplains to all correctional facilities within our Diocese. Sadly, through illness, resignations, or inability to recruit more Chaplains, Palen Creek and Helena Jones Correctional Centres have not enjoyed the presence of an Anglican chaplain for the entire year, whilst Borallon Training Correctional Centre has been without an Anglican Chaplain for the latter part of the year with no current prospect of fulfilling these vacancies at the time of writing.

Episcopal Visitations

The prisoners were pleased, if not a little awed, to speak with our Regional Bishops who all made visits to prisons within their regions during the past year. The Right Reverend Alison Taylor accompanied by Chaplain Margaret Hampson visited the women at Numinbah Correctional Centre in the Gold Coast Hinterland. The Right Reverend Jeremy Greaves visited the Woodford Correctional Centre with Chaplains Archdeacon David Lunniss, Grant Law and Paul Bryden. The Right Reverend Cameron Venables visited the re-opened Borallon Training Correctional Centre with Chaplain Dr Ness Goodwin.

Professional Development & Care

The Prison Chaplains gather at St Francis College bi-monthly for a day of professional development. This aspect of continuing nurturing and support is an essential and integral

part of caring for our voluntary Chaplains. It provides a venue for debriefing, sharing experiences, learning new skills, being made aware of Diocesan and State Chaplaincy Board policies, and advising of upcoming courses of interest. I am grateful to The Reverend Canon Cheryl Selvage who provides a session at each gathering on spiritual development.

I am pleased to report that all active Chaplains attained the required 100 points by the end of June to be reaccredited with the State Chaplaincy Board for another year.

Diocesan Support

While prison chaplaincy and pastoral care have previously been endorsed as key contributors to our Diocese's ministry, I have sought to encourage the PMC to provide a clearly articulated mission and vision statement for this and other chaplaincies. Without a stated mission and vision for chaplaincy, it is unclear where accountability, governance, ownership, advocacy and direction sit for this work. It is hoped that through the coming year, a cohesive mission statement and Diocesan plan for chaplaincy, including prison chaplaincy, can be established.

A major development in 2017 was approval gained for prison chaplains as volunteers to access the resources of the Diocesan wellbeing program, Flourish, which has previously only been available to clergy and employees. Our Prison Chaplains now have access to four paid and confidential sessions per year with a professional counsellor for debriefing to ensure their continued wellbeing. This is especially important given the stressful nature and potential vicarious trauma that can result from conversations and experiences within the prison system. I take this opportunity to thank Rebecca McLean and Sally Isles for advocating on our behalf to make this valuable resource available for our prison Chaplains.

In December 2017, I wrote to the Archbishop of Brisbane advising that on 3 March 2018, I would be resigning my position as Representative on the State Chaplaincy Board, and also Coordinator of Anglican Prison Ministry – Queensland. I have thoroughly enjoyed serving Christ in this ministry and I will have a few months break before returning as a Prison Chaplain to Wolston Correctional Centre. I take this opportunity to thank Archdeacon Greg March and Belinda Macarthur for their support of prison chaplaincy within the Diocese of Brisbane, and for being available to meet and discuss issues relating to the ministry within the Diocese. Chiefly I thank the current and past chaplains with whom I have had the privilege of working during my time as Coordinator. We do not always see the fruits of our labours, but the Spirit of God continues to work in the hearts of those to whom we have proclaimed God's redemptive love and we pray those seeds will germinate and new life be gained in his Grace and to his glory. "I was in prison and you visited me." (Matthew 25:36)

I am pleased to advise that Sally Isles has been appointed to the role of Interim Manager, Chaplaincy Services, from March 2018. Bishop Bill Ray has met Sally and provided his approval for Sally to continue to work with our valued North Queensland prison chaplains. Based in Brisbane, Sally will also represent the Dioceses of North Queensland and Central Queensland on the State Chaplaincy Board.

Hospital Chaplaincy

Overview

Report by The Reverend Canon Cheryl Selvage, Hospital Chaplaincy Coordinator

Hospital Chaplaincy is a growth ministry. Statistics from the Queensland Government show that our population is ageing as a result of sustained low levels of fertility, increased life expectancies due to medical interventions and movement of the large baby boomer cohort. We are pleased to say then that Anglican Hospital Chaplaincy continues to work to rise to the challenge of offering ministry to those in need in this critical space.

In 2017, we were able to launch an interactive “find a hospital and contact” via the Anglican Church Southern Queensland website. Our sincere thanks go to Joanne McDiarmid for her persistence with this project. Of course now the challenge is to keep this information up to date in an ever changing world.

From our four regional centres (north, south, west, and Brisbane), we attempt to assist as many patients, families and parishes with their requests for hospital support along with all those who find themselves in one of the many hospitals situated in the southern area of Queensland. We welcomed Jodie O’Shannassy as Pastoral Care Coordinator in the western region as we farewelled David Johnson after his long and faithful service with us.

Whilst all hospitals throughout Queensland operate with their own governance, there are many similar needs for those we serve. Training continues to be an essential beginning. The Reverend Ann Shepperson has worked incredibly hard to develop a “Pastorally Caring for your Community” training package. We now have a group of suitably trained Pastoral Care trainers in each region who will take the training into parishes to help equip parishioners to serve in Pastoral Care ministry.

Once someone has discerned they might wish to become involved in Pastoral Care they will need to undergo several levels of training before they will be able to serve in this ministry. Unfortunately during this past year the Multi-Faith Academy closed and we are still seeking suitable alternatives. The option to study with The Queensland Institute of Clinical Pastoral Education (CPE) still remains.

We are happy to report that we continue to have good numbers of Anglicans training in Pastoral Care (many are our Ordinands). It has been a joy to see others considering working towards more advanced units and the possibility of becoming supervisors into the future. I have begun conducting CPE through The Princess Alexandra Hospital to work towards this and Logan Hospital has again begun training this year.

Another area of concern for all in more recent times has been the move to compulsory immunisation for all assisting with Hospital Pastoral Care. This, along with the move by hospitals to shift the cost to the consumer has meant added cost to the Pastoral Care budget. Health Care for all is of course our primary concern. We have also been able to offer the Diocesan wellbeing program, Flourish, to our qualified volunteers and staff. We must take care of those involved in this ministry if we are to continue to support others.

Thank you to all, volunteers and clergy who offer their time freely to continue this ministry.

Brisbane Region

Report by The Reverend Canon Cheryl Selvage, Pastoral Care Coordinator, Brisbane Region

In the Brisbane Region we have maintained our Pastoral Care Coordinators based at The Prince Charles Hospital (TPCH), Royal Brisbane and Women's Hospital (RBWH) and Princess Alexandra Hospital (PA). From these three major hospitals, seven of Brisbane's largest, critical and acute hospitals are serviced, covering some 4230 beds. At least one tenth of these patients would identify themselves as Anglican on any one day. Of course this would not be possible without the small army of volunteers who assist on a daily basis offering literally tens of thousands of volunteer hours each year. There is also our wonderful clergy who offer themselves and their precious time to look after out-of-hours calls and since our Pastoral Carers are only employed part-time, that is a large number of additional hours. Our sincere thanks go to them for keeping this ministry functional.

This year has been no different with all the usual daily visits continuing and plenty of special projects and events. In all major hospitals we are now privileged to serve as part of a wider Multi-Faith Team and this year saw TPCH reopen their worship area as a Multi-Faith Centre. The opening was a fabulous time of sharing with so many community faith leaders, along with prayers being offered by all groups attending. There has also been consultation and collaboration in planning the Multi-Faith Chapel for the new hospital to be built in the Herston Quarter (on the site of the old Royal Children's Hospital), as part of the Herston Quarter Development.

Throughout the year there is also the opportunity to interact with patients, family and staff with a number of memorial services and events. RBWH was pleased to be involved with a sensitive new landscaping of the Baby Memorial Garden, including new plantings, low sandstone wall, paving and decorative screen. This will be completed by their Annual Interment of Ashes Service in May 2018. At TPCH too there was a restarting of the Memorial Service for the Palliative Care Unit as well as the introduction of a Blue Christmas Service. The PA has also been instrumental in leading a number of staff memorial services.

Pastoral Care Week usually conducted during the month of October also presents a unique opportunity to speak in a public space. This year at the PA we hosted our first Death Café and were ably supported by the Palliative Care Team. This event provided an open opportunity to get all talking about death and dying in this death denying culture. At RBWH the theme was, "Peace is possible....with forgiveness and love". Their activities to reach out to staff and patients were very meaningful and well-received!

Other areas being focused on include greater communication with medical and allied health staff. At TPCH with ward chaplaincy in Palliative Care, visiting and being able to write up spiritual assessment in this area has become a reality. At the PA, ethical and

hospital approval has been given for increased sharing of information between pastoral carers, and medical and allied health staff.

This report has only captured a brief glimpse of the wide range of activity and development that happens in this space on a daily basis. It is, we hope, possible to see how much training and commitment is required to keep this ministry functioning smoothly. To show Christ's love through compassionate presence to those in hospital is such a privilege and blessing!

Northern Region

Report by The Reverend Ann Shepperson, Pastoral Care Coordinator, Northern Region

2017 was a very busy year for Pastoral Care Services on the Sunshine Coast. Over the past few years, and more intensively during last year, planning was undertaken for the opening of the new Sunshine Coast University Hospital (SCUH). This happened in March; however, chaplaincy services commenced two weeks later with a team of 16 trained Pastoral Carers from various denominations offering support to patients and staff. Three of this team are Anglicans. Another Anglican has chosen to remain at the Sunshine Coast University Private Hospital.

Worship Services in SCUH were planned and background procedural documents were finalised. It is planned to have a Morning Prayer, the Eucharist and Meditation Groups each week to be televised to the patient's rooms. Services for Pregnancy Loss and Still Birth were conducted each month with an Annual Service held in October and open to the public in conjunction with Sudden and Neonatal Death Syndrome Week. Memorial Services for staff members who died tragically were also held in the Multi-Faith Room. Pastoral Care Week, also in October, again brought our Pastoral and Spiritual Care area to the attention of patients and their families.

Teams in our other major hospitals continued to provide quality care for Anglicans in their area. Our two Pastoral Carers in Bundaberg and Maryborough are the only Anglicans currently visiting Anglicans and recruits are desperately needed in both these hospitals as well as in Hervey Bay, where we have no Anglican representatives. On a brighter note, however, Caboolture, where the hospital is currently being redeveloped and expanded, now has two extra Anglicans who joined the team this year; while in Gympie, Nambour, Redcliffe and Caloundra Hospitals, our numbers have remained stable. My sincere thanks to each Pastoral Carer who offers their time and skills so generously to help ensure the patients are aware of the value we place upon our ill, frail and damaged.

The past year has also seen the development of "Pastorally Caring in Your Community", a short course which aims to provide all Anglicans with the knowledge and skills to enhance, develop and maintain welcoming, supportive communities in our churches. Specific focus is placed on providing practice for participants in scenarios common to various ministries offered in our churches. The pastoral skills taught in this course also provide the basic training for those who realise that pastorally caring is core to being a Christian and choose to offer ministry in hospitals, prisons or Anglicare aged care facilities

as well as in parishes. A team of nine trained parishioners are ready to commence courses in churches and can be contacted through the Anglican Church Southern Queensland website.

So 2017 has been a busy and exciting year for Pastoral Care in the Northern Region and we are grateful to God for the opportunity to share in this vital ministry.

Southern Region

Report by Michelle Philp, Pastoral Care Coordinator, Southern Region

Pastoral Care continues to shine here on the Gold Coast. I commenced as Coordinator in August 2017, in a role that I am absolutely enjoying. However I am continuing to learn and grow with the support of many of our volunteers, clergy and the continued learning from the Clinical Pastoral Education (CPE) training course.

We have 12 active volunteers and eight on-call clergy, covering six hospitals and a total of 2157 beds on the Gold Coast. The amount of voluntary time, energy, ministry and love given by our volunteers to approximately 200 plus patients is to be congratulated.

However, with the number of hospitals in the region we struggle to cover the number of patients. As my predecessor reported last year the major barrier is the cost of CPE training course. I have been approached by a number of willing volunteers who are interested in ministry within the many hospitals; however the cost of the course is not within reach for those that enquire. I wonder if there is another way that we can support the volunteers with paying for the CPE course.

This year has seen the Spiritual Care Service at Gold Coast University Hospital and Robina Hospital being invited to participate in many staff events, such as, 'R U OK? Day'. This allowed our service to interact with staff we would otherwise not have the chance to do. During these times, we share in a fun, interactive environment.

Other areas being focused on include enhancing our relationship with the intensive care unit and the emergency departments. This focus has come about due to increased referrals and the need to support not only the patient, but the family and staff. As a service we are offering information sessions for volunteers. These sessions will have guest speakers from the hospital and other spiritual leaders. We are in the process of offering monthly 'time outs' for certain wards, where staff can spend their breaks with us. We will offer complimentary services and snacks. As a service we feel this small way of ensuring self-care for the staff and meaningful relationships are formed, therefore supporting all in the hospital environment.

With the upcoming election for the Spiritual Care Services Coordinator at Gold Coast University Hospital I am looking forward to new energy and even a different direction for the service.

Western Region

Report by David Johnstone, Pastoral Care Coordinator, Western Region (Retired)

Across the region pastoral care has continued to be offered in Stanthorpe, Warwick, Goondiwindi, St George, Dalby and Toowoomba public hospitals. These hospitals all offer ecumenical pastoral care support for patients, families and staff. This is different to other regions as we have access to all patients across the hospital and are not restricted by denominational barriers. While the visiting is generally ecumenical an effort is also made, by Anglican pastoral carers, to ensure that all Anglicans we are aware of are visited during their hospital stay.

We are very fortunate that pastoral care in this region is held in very high regard by senior hospital management and viewed as an important part of patient care. Ward staff in general are very cooperative while working with the pastoral care team and many patient referrals come from the nursing staff.

In the two private hospitals in Toowoomba, pastoral care is provided on a denominational basis and we have carers working in those facilities to minister to Anglican patients. Pastoral care is also offered at the Ballie Henderson Mental Health Facility on a weekly basis. One of our Anglican ladies is responsible for coordinating the mental health visits to ensure good coverage.

In Toowoomba Hospital, 2017 was a very busy and challenging time with some major changes to personnel and location. Following a year of disruption and working in very cramped conditions we were very blessed to move into a brand new office space, chapel and prayer garden, all supplied by Queensland Health as part of a refurbishment program at the hospital. The new facilities have made the day-to-day practical running of the department so much more efficient and enjoyable. We are very grateful to the hospital management for their support and consultation over this refurbishment period. This is another example of how pastoral care is valued by hospital management.

At the end of September 2017, I retired as the Pastoral Care Coordinator for the region, after six years in role. I continued to serve part-time until Christmas while the selection and interview process for my successor took place. A new Coordinator, Jodie O'Shannassy started at the end of January 2018 and is settling into the role very well.

The coming year looks to be a positive one for pastoral care in the region with some good training days planned for the volunteers as well as an ongoing mentoring program for all pastoral carers.

Police Chaplaincy

Report by The Reverend Rod Wood, Chaplain, Queensland Police Service

Police chaplaincy continues to provide excellent opportunities for parishes to engage with their local police stations and provide support to Police Officers and support staff.

The work of the Police Chaplain is diverse with no two days being the same. Daily calls for assistance or information vary and include enquiries for baptism or marriage, hospital visitation, palliative care support, funeral information and funeral services. Chaplains also respond to individual requests for support by providing emotional, spiritual and practical assistance in times of family or individual need. At the request of police, Chaplains will respond to calls for assistance from the public.

Chaplaincy Team

In 2017, there were ten Anglican clergy serving as chaplains within the Queensland Police Service. Of these, four were voluntary, five were engaged part-time, and one was engaged full-time. In July 2017, the one remaining full-time chaplain moved to a part-time working arrangement of 16 hours per week. There continues to be an ongoing need for part-time and voluntary Anglican chaplains.

Multi-Faith Chaplaincy

Police chaplains rely on clergy and members of other faith traditions for advice and assistance when providing pastoral care support for members of those traditions.

National Police Remembrance Day

The 2017 National Police Remembrance Day Service in Brisbane was held at St Stephen's Cathedral, with celebrations being held in other centres across Queensland, Australia, New Zealand and the Pacific Rim. The 2018 National Police Remembrance Day Service in Brisbane will be held at St John's Cathedral on Friday 28 September 2018, at 10am.



Lindsay Farrell opening an exhibition of his work depicting the Noosa Camino for Auchenflower-Milton

Missions

Anglican Board of Mission

The Anglican Board of Mission (ABM) believes in a world where all people enjoy God's promise of love, hope and justice, and works to see this belief become a reality.

As the national mission agency of the Anglican Church of Australia, ABM aims to connect the Anglican Church of Australia with overseas and Aboriginal and Torres Strait Islander people, and communities.

With a holistic view of God's mission, ABM partners with Anglican Churches and others to see lives empowered and transformed spiritually, materially and socially. ABM also helps Australian Anglicans and the wider community realise and respond to the invitation for all to be a part of God's hope for the world.

In 2016/17, ABM partnered with Aboriginal and Torres Strait Islander ministries across Australia as well as 13 Anglican overseas partners. ABM's programs are diverse and reflect the needs of our different partners and their communities:

- improving incomes for low income families,
- improving water and sanitation facilities,
- training communities to prepare for and recover from natural disaster,
- supporting partner staff to better manage their programs in-country,
- supporting local theological and ministry training,
- enabling evangelism and outreach into local communities and Sunday School programs,
- reconciliation and advocacy work with the National Aboriginal and Torres Strait Islander Anglican Council.

Support for ABM's projects in these areas totals over \$1.7m.

ABM also ran the 'One World Wontok' Schools Development Conferences, attended by delegates from secondary schools across the Diocese, and the Transforming Service Conference in Brisbane, where Anglican Chaplains and teachers from across Australia met to discuss how best to use service learning projects to benefit students and partners.

For more information, please refer to ABM's 2016/17 Annual Report, available online from ABM's website <https://www.abmission.org/pages/annual-reports.html>.

ABM is only able to do this work with the support of so many Parishes and individuals, who uphold ABM and our partners in prayer, and generously give their time and money to support our work in practical ways. During 2017, The Anglican Church, Southern Queensland, supported ABM with \$184,237.66, approximately 15% of the total given by all Dioceses. We give thanks for those many Parishes, Deanery meetings and organisations, with which one of the committee was able to meet and relay the ABM message. The ABM committee members visited 20 parishes in 2017.

The Diocesan Committee especially appreciates and gives thanks for the support and positive promotion of ABM by the Archbishop, our Diocesan Regional Bishops, the past Diocesan General Manager – Bishop Geoff Smith, and the clergy and congregations of the Diocese. The work of ABM has always been close to the hearts of the members of the Diocese and we recognise that they continue to support and promote that work at all levels. We extend our thanks to all who have supported ABM and those who will continue to do so. We thank all who supported the Lenten Appeal and the Archbishop's November Appeal. The proceeds of the latter reached almost \$30,000 and was directed towards support for the Church in Myanmar.

We give thanks for and appreciate the support, guidance and expertise of the staff from the ABM office in Sydney, especially Brad Chapman (Education Missioner), Christopher Brooks (Communications and Fundraising Manager), Michael Begaud (Marketing Manager) Michael Robinson, (former Speakers' Program Organiser), Robert McLean (Church to Church Missioner), Sarah Gover (former Education Officer) as well as Meagan Swarz Committee Support Officer), Fiona Richardson (Receptionist and National Auxiliary Secretary) and The Rev'd John Deane (Executive Director).

A close relationship has continued between this committee and the members of the ABM Auxiliary, particularly though the Auxiliary President, Mrs Lynette Keyes, who is a member of the Committee. As part of this, one of the committee attends each alternative Auxiliary meeting.

In 2017, three Youth Ambassadors, Misses Sarah Crisp, Mel Scheuch and Ash-Lee Lund were sponsored on a one-week visit to Vanuatu to live in the local villages and observe the ABM Projects of WASH (Water, Sanitation and Hygiene) as well as the Language, Literacy and Numeracy Project. On their return, a number of Parishes and other organisations, invited them to tell of their experiences and what it meant to them, ABM, and the people of the villages they visited. We thank Sarah, Mel and Ash for their contribution to ABM in this way and to those who invited them to share their experiences. The Annual Diocesan Representatives meeting was held in Brisbane, with delegates from 18 Dioceses attending. We thank the members of St Mark's Clayfield Parish for their support in hosting this function.

The Committee has a Facebook page – ABM in Southern Queensland. We invite you to link into it and be kept up to date on the activities of the Committee and ABM generally.

Each year, ABM, through the Committee, has been pleased to be able to present stoles to all newly ordained clergy. Again, in 2017, we were able to present a green stole to the newly ordained Deacons and a white stole to the newly ordained Priests – a tradition that we hope can be continued.

ABM has established The Coaldrake Award, consisting of a medal and citation, which is offered to past missionaries and workers for ABM. It is named in honour of The Rev'd Canon Frank Coaldrake who served with distinction, first as a missionary and later as Chairman of the Board. On 16 November, at a ceremony at St Francis College, the Archbishop presented the Award to 28 recipients who then shared their experiences over fellowship. Others who indicate acceptance of the award, will be presented their award in various ceremonies in 2018. Details of the criteria for the award are available on <https://www.abmission.org/pages/abm-coaldrake-award.html>.

Members of the committee are committed to promoting the work of ABM and are happy to make themselves available to speak on specific appeals or the general work of ABM.

We are always delighted to be asked to:

- train and provide speakers for Parishes and schools,
- organise local promotions suitable for a mission night, or other parish activity,
- promote visits by members of partner churches.

For those who are interested in requesting a speaker or are seeking resources or more information on ABM projects and appeals please contact a member of the committee or visit the ABM website at abmission.org.au

The compilers of *Wednesday Weekly* and *Focus* have provided valuable publicity and news of our work -- your wonderful support is much appreciated.

We thank Mr Stephen Clarke and St Francis College for allowing the committee to meet there, and also for the provision of the remote meeting technology allowing us to communicate with members of the Committee from outside of Brisbane during the monthly meetings.

Again in 2017, because of increasing costs in producing and distributing hard copies, ABM Christmas cards were offered online. We thank you for your feedback on that and noted the changes in the 2016 Christmas e-card.

We continue to look for those committed to ABM who feel they may be able to offer their gifts and talents to the work of the committee which consists of:

- The Rev'd Ken Spreadborough (Chair)
- Mr. Arthur Jayasundera
- Mrs Lynette Keyes
- The Rev'd Jon Cornish
- The Rev'd Julia van den Bos
- The Rev'd Andrew Schmidt
- Mr Christopher Gehrmann

- The Rev'd Patrick Doulin
- Mr Stephen Harrison (ABM Board Member)
- Mr Greg Henderson (ABM Education Missioner)
- Ms Sarah Gover (former ABM Education Officer)
- Ms Rebecca King

I wish to convey my personal thanks to the Committee members and look forward to working with them again throughout 2018 to further the work of the spread of the Gospel through ABM in the Diocese.

The Reverend Ken Spreadborough
Chair, Brisbane Committee

ABM Auxiliary, Diocese of Brisbane

In our Diocese, there are two branches of the Auxiliary, which is an Australia-wide organisation, established in 1910 to support the work of ABM through fundraising, prayer and awareness-raising in our Parishes.

The two branches, Brisbane and Maryborough, support the Auxiliary's National Projects every year. In 2017, the National Project was St John's Seminary, in Zambia. The Maryborough Branch, through its active sewing and craft program, also raised funds for ABM's work with Aboriginal and Torres Strait Islander communities. In 2018, the Maryborough Branch is celebrating its centenary in June.

The Brisbane Auxiliary has continued to meet monthly at Holy Trinity, Fortitude Valley, and more recently at St John's, Hendra (because of continuing works at Holy Trinity). Activities during 2017 included support for the ABM Diocesan Committee's Synod stall in September (members baked biscuits for sale to Synod representatives); two missionary lunches, in May and November; and help with preparing the Archbishop's November Appeal materials for distribution to Parishes.

From time to time, both branches have welcomed guest speakers: in August, the newly appointed Bishop of the Northern Region, Bishop Jeremy Greaves, spoke to the Brisbane Branch about his work in the Northern Territory; and in October the Maryborough Branch welcomes the Revd Bruce Boase of NATSIAC (National Aboriginal and Torres Strait Islander Anglican Council).

During the year, the Brisbane Auxiliary celebrated two 90th birthdays – of members Bishop Bevan Meredith and Mrs Pat Hunt (our former Treasurer for over 20 years). We thank God for their lifelong service in his Kingdom. Several members were also recipients of ABM's Coaldrake Awards, recognizing service to ABM in Australia and overseas.

Mrs Lynette Keyes
President

Bush Church Aid Society

Our Vision

Since 1919, reaching Australia for Christ.

Our Key Priorities

- bringing the gospel of Christ to the outermost parts of Australia,
- developing a new generation of culturally diverse Christian leaders,
- supporting ministry by Aboriginal and Torres Strait Islander people so they can serve Christ in ways that are Biblically faithful and culturally appropriate,
- planting and renewing sustainable, vibrant and outward-looking churches,
- equipping local leaders for fruitful ministry,
- providing care in Christ's Name – serving hurting people in times of crisis and through ongoing Christ-centred pastoral care.

Our Diverse Ministries

BCA is an independent Anglican Mission that works nationally through Diocesan Bishops and Dioceses. Our field staff come from diverse backgrounds and are serving as church planters, church pastors, school chaplains, SRE workers, youth and family ministers, Indigenous workers.

Our New Ministries

BCA appointed Rev'd Neville Naden to a new national position: Indigenous Ministry Officer. Neville is supporting BCA Field Staff working with First Nations people, as well as identifying and supporting emerging Indigenous Christian leaders in contextually appropriate theological and ministry formation.

BCA entered into a new partnership with the Diocese of Grafton and the Parish of Northern Beaches to support Rev'd Simon Reeve (and his wife Alison) as Young Families' Minister in the Parish of Northern Beaches and Young Families' Resource Officer for the Diocese.

BCA is supporting Rev'd Chris and Mrs Naomi Duff as pioneer ministers planting a new Anglican Church in Brighton, Tasmania, in partnership with Edge Anglican, Claremont. It is one of the fastest growing areas in the state and has no regular Christian gathering.

BCA entered into a new partnership with the Diocese of Tasmania and the Anglican Parish of Sorell to support Rev'd Jamie and Mrs Claire Bester as church planters in the Southern Beaches area of southern Tasmania. This is one of the fastest growing areas in the state and has no regular Christian gathering.

BCA is supporting Mr Christopher Hallyburton as the only full-time schools ministry worker and coordinator in Darwin and the whole of the Northern Territory. Christopher equips, encourages and trains RE volunteers, along with teaching RE himself in Darwin and Palmerston.

BCA is supporting Rev'd Kristan and Mrs Kathryn Slack as Kristan leads the Anglican Parish of Katherine in the Northern Territory. This is a massive parish that includes an Air Force Base and many Aboriginal people.

Our QLD/NNSW region

North West Queensland – Rev'd Capt Rod and Mrs Christene Oldfield are overseeing a growing Anglican Christian community in Cloncurry and are important members of a newly-created ministry team that now supports ministry and mission in Mt Isa, Cloncurry and Julia Creek.

Central West Queensland – Rev'd Capt Graeme and Rev'd Susan Liersch are working as mission facilitators and trainers overseeing the Parishes of Barcaldine 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 replaced the Haynes in leading St Francis Anglican Church in Moranbah. This is a coal mining district with a transient population. The church is successfully running a mainly music ministry and a large op shop that is an important community hub.

Lightning Ridge, North West NSW – Rev'd David and Mrs Joanne Piper lead the Anglican Community Church in the Ridge, and serve an Indigenous congregation in Goodooga. Between them they teach SRE in the local Central School, work with children and youth, lead study groups, and deliver food hampers and cotton seed to drought-affected farmers, generously donated by Mrs Trisha and Mr Eric Greenham of Brisbane.

South Tamworth – Mr George Ferguson (wife Carmel) is working in the new position of Indigenous Ministry Trainee at St Peter's South Tamworth, with his main focus on leading the Coledale Indigenous outreach. This new ministry commenced in 2018. George is supervised and trained by the Vicar, Rev'd Rod Chiswell.

Woolgoolga/Grafton Diocese – Rev'd Simon and Mrs Alison Reeve. Please see under 'Our New Ministries.'

Norfolk Island – Rev'd David and Mrs Crystal Fell lead the Church of England on Norfolk Island where David is also the Community Chaplain and supervisor/mentor for the combined churches' youth worker. Crystal is working with Anglicare and through them has won a grant for a new preschool. They both have a significant presence and ministry on the island to locals and the many thousands of visitors.

Regional Officer – In 2017 I attended and made a BCA presentation at three Diocesan Synods (DSQ, Grafton, Armidale), led ministry workshops at two licenced lay ministry training days in the Diocese of Grafton, represented BCA at three Christian Conventions (NCCC, NQCC, MTC Seniors' Convention), organised our region's first BCA in the Brisbane CBD event, visited BCA Field Staff in Cloncurry, Longreach, Moranbah, Lightning Ridge and Woolgooga, and preached the Bible and presented the work of BCA in many churches across the five Dioceses of the region.

Thank you to my wife, Julie, a wonderful helper and partner in this ministry, to my office manager, Craig Buchanan, for his skillfull and dedicated administrative work and support, and to all our faithful supporters who pray and give so that this vital ministry across Australia can continue and grow.

Reverend David Rogers-Smith
Regional Officer QLD/NNSW

CMS Queensland with Northern NSW

The Church Missionary Society (CMS) is a fellowship of Christian people and churches committed to 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.

In 2017, the prayers and generosity of many Anglican Parishes and parishioners enabled the branch of CMS Queensland with Northern NSW (CMS-QNNSW) to support 14 missionaries. The branch also responded to enquiries from those interested in short and long-term mission, and provided opportunities for Parishes and individuals in the Brisbane Diocese to learn about and experience cross-cultural mission.

CMS is funded solely by the giving of Parishes, and individuals directly. Through these generous donations, CMS covers missionary costs of living allowance, housing, flights, language training, education, medical costs, pastoral care, superannuation, home deputation and resettlement.

CMS-QNNSW Branch Missionaries for 2017

Bruce and Libby – South Asia

Bruce and Libby returned to South Asia in September 2017, after completing three and a half years of study leave in Australia to better equip them for ministry overseas. Bruce will resume medical work, and Libby will be involved with the starting of a new school for expatriates.

Rachel – Eurasia

Rachel returned to Eurasia in mid-January 2017 once completing her home assignment. She works in a post-Communist country, where few people are Christian. She taught English to people of all ages, built bridges with local neighbours, and continued to disciple young women at her church.

Adam and Helane Ramsay, with Leo, Ellie and Albert – Japan

Adam and Helane are in Chiba at the invitation of a local church and are using music ministry to reach people for Christ. They are working with a team to plant a church in Chiba, Japan.

Keith and Marion Birchley – Papua New Guinea

Keith and Marion were in Australia for home assignment from September 2017 until March 2018. They continue serve alongside New Guineans in ministry to university and senior high school students, to equip them as Christian leaders.

Keith and Mary Lou – South Asia

Keith and Mary Lou work at KISC, to meet the need of caring for and teaching missionaries' children, so their parents can continue ministry in South Asia.

Gillian Law – Italy

Gillian was in Australia for home assignment from July 2017 until the end of the year. She has completed further intensive language learning and is working with the Gruppi Biblici Universitari (GBU) team in Siena, sharing the gospel with university students.

T and J – South East Asia

Tim and Jeanne arrived in Australia for home assignment and the birth of their second daughter in May 2017. They are living in Australia during 2018 to gain more experience in the area of student ministry and so Tim can retain his physiotherapy registration.

Dene and Rachel Hughes, with Elliott and Simeon – Japan

In 2017, the Hughes family continued language learning and were involved in student ministry with a Japanese university Christian ministry. As a family, they continued their fellowship with a local church and sought opportunities to share their hope in Christ with their neighbourhood. The Hughes' returned to Australia for home assignment in December 2017.

New Missionaries & Missionaries in Training

M – Middle East

M became our newest missionary, graduating at the end of 2017 from St Andrew's Hall (SAH) with the intention to serve in the Middle East.

Missionaries in Training at St Andrew's Hall

In 2017, we had a married couple approved to complete training at St Andrew's Hall in the first half of 2018. Prior to final selection as CMS missionaries, candidates spend five months full-time in a residential course at the CMS training facility, St Andrew's Hall in Melbourne. The course equips them with skills they need to thrive and to communicate the gospel across cultures.

Branch Activities

Go Explore Mission Trips

By giving people a taste of mission, these two to four week trips spur many participants to become catalysts for mission in their local churches or to then serve as short-term volunteers. During 2017, two Go Explore Teams were sent by the CMS QNNSW Branch, one team went to South East Asia and one to Thailand.

Journey in Mission (JIM)

Aimed at young adults, JIM provides mission education and aids to foster long-term mission commitment, locally and globally. This event ran twice in 2017, with around 60 attendees at each evening.

Conferences

During 2017, 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.

Reverend John Menear
Acting General Secretary



Parish Priest Steffan van Munster, and his wife Eliane, from the Maranoa Warrego area

All Other Reports

Anglican Cursillo Movement in the Diocese of Brisbane

Cursillo is a Spanish word for “short course”. Emanating from the Catholic Church in the 1940s, Cursillo seeks to strengthen the faith, spiritual awareness and commitment of Christians.

Initially, participants are sponsored by a Cursillista to attend a Cursillo weekend or “Short Course in Christian Living” which is prepared for them by a team of lay members and clergy; all of whom have attended such a weekend themselves. These weekends provide opportunities for participants to experience Christian community and fellowship. A series of talks and meditations are presented throughout the weekend.

Cursillo Weekends are held annually in the Diocese. In July 2017, Men’s and Women’s 77 were held for the first time simultaneously at the Southport School. Thirty two adults made their Cursillo on this weekend.

In 2018, Cursillo separate weekends for men and women will be held in the western region at James Byrne Centre in Toowoomba in July.

Subsequent to attending the weekend, Cursillistas are encouraged to join a small local or Parish group to encourage further reflection, individual development and provide support to each other. Focusing on personal relationship with God, spiritual growth through study and intentionally seeking opportunities to share the love and knowledge of God in everyday environments are key elements of the ongoing Cursillo method.

One important characteristic of Cursillo is its capacity to transcend Parish boundaries. This is reflected in the attendance of Cursillistas in larger group gatherings called Ultreyas which tend to be organised either by individual Parishes or combinations of adjoining Parishes in the Diocese. There is always an open invitation to Cursillistas and other interested people across the Diocese to attend. These times of worship, fellowship, testimony and singing provide opportunities for sharing on a wider level and people often travel significant distances to take part and thereby encourage each other on their spiritual journey. During 2017 Ultreyas were held on the Fraser Coast, Gayndah, Goondiwindi, Redcliffe Peninsula, Bayside, Gold Coast North and the Diocesan Ultreya at St Bart’s, Mt Gravatt.

In 2018, Warwick and Toowoomba have undertaken to hold Ultreyas in addition to regular regions and/or Parishes.

Every second year it has been the practice to hold a Pilgrimage weekend open to Cursillistas and other interested people. This year, the Pilgrimage has taken on a different form in May with a plan to travel with Bishop Cam, the Episcopal Overseer for the Diocese, and the Rev'd Iain Moore, Diocesan Spiritual Adviser, to Mitchell, stopping at Chinchilla and Roma on route to encourage local Parishioners.

Though overseen and supported by clergy, the Cursillo Movement is largely led by lay members. Diocesan Secretariat co-ordinates the activities and performs the role of governance at a Diocesan level. A National Secretariat meets annually with members of each participating Diocese invited to send representative members.

The Diocesan Servant Community is the prayerful arm of the movement and this group meets monthly to pray for and study/review the material utilised by the Cursillo Movement. Cursillo has now been operating in the Brisbane Anglican Diocese for 33 years. Many people report that Cursillo has been an important milestone or turning point in their Christian walk and has led them on to participate more fully in their Parishes and other Christian activities.

We are thankful to the Diocese in the support offered in clerical oversight and use of facilities such as St Francis College as a meeting venue.

If anyone would like to participate in a Cursillo weekend, their Parish contact or local Cursillista or Priest are the recommended points of contact.

Margaret Siebenhausen Jnr
Diocesan Lay Director

Sue Ellis
Diocesan Lay Director Mentor

Anglican Men's Society

2017 has been a good year for the Anglican Men's Society.

1. In February we initiated an annual bursary of \$15,000 to St Francis Theological College to financially assist formation students during their study. This was done in cooperation with Principal and CEO of the college Bishop Jonathan Holland.

2. AGM and State Conference held at St James, Toowoomba in May with 28 delegates and 10 ladies attending – the highest number in 20 years. Bishop of the Western Region Cameron Venables took a very active part.

New branch at St Peter's, Southport – four members were inducted at the conference and a further six members were inducted later in the year. This was very pleasing as St Peter's had an AMS branch many years ago.

Tanzania: A donation of \$3,000 was agreed on.

Solomon Island: Following numerous correspondence between St Barnabas Cathedral Men's Group in Honiara and our General Manager, it was decided to start AMS in Melanesia in June.

South Sudan: Agreement to provide an annual bursary of \$2,400 as well as financial assistance with airfares for Bishop Abot travelling to and from South Sudan twice a year.

Financial Report:

The General Manager presented an audited report from Public Accountants Bachman Robinson, Ipswich, for the years 2015-2016.

Financial statement as per 6 May 2017:

Anfin Trust Account	\$30,862.33
Anfin General Account	\$878.73
Bendigo General Account	\$59,043.88
Total funds	\$90,784.94

Brisbane City Council Valuation of St Oswald House: \$1.3m.

Loan to member of \$3,000 – approved.

Christ Church, Bundaberg: Donation of \$5,000 for church bell project – approved.

Christian Religious Instructions in State Schools: \$4,000 – approved.

National AMS Conference in Brisbane in September: Agreement to subsidise all hotel accommodation by 50% from donation of \$6,000 from Zenonos Group of Companies, as

well as free accommodation for directors and Qld country members and free lunch for all at the Danish Club, Newstead after church on Sunday.

How to disperse our annual income from St Oswald House: After much discussion it was agreed that 80% must be spent on administration, promotion of AMS and financial assistance to Parishes which have an AMS branch. The balance of 20% to go to Anglican charities overseas.

AMS Benevolent Fund: It was decided to set up a Benevolent Fund to assist AMS members in crisis, with an initial amount of \$5,800.

GM's operating expenses: Meeting approved the cost to purchase a new printer and copier (approx \$400). GM to receive an annual support of \$300 to cover phone calls, minor office expenses, electricity as well as petrol.

Synod: It was decided that we should have a stall at this year's Synod and try to get permission to address the Synod regarding AMS.

The Bush Ministry: Bishop Cameron gave a detailed report on the problems facing the Anglican Church in Western Queensland. As a result of this it was decided to make the Bush Ministry our Queensland project for the next two years.

Election of office bearers:

Chairman	Jim Smith	re-elected
General Manager	Andy Brodersen	re-elected
Review Editor	John Brown	re-elected
Dep Chairmen	Fr Bill Ross Shane Inglis Michael Cox	
Chaplain	Fr Mark Carlyon	
Auditor	Mr Richard Dinsdale from Bachmann Robinson, Ipswich	

Following the election of office bearers the directors and some members present decided that we reduce mileage rebate from the Australian Tax Office's 66c per km, to 40c for members travelling less 500 km, and 30c for those travelling more than 500 km.

3. At the beginning of June, Fr Bill Ross and John Fasi flew to Honiara to start AMS in Melanesia, with an initial membership of 12. Some five months later this was increased by another 26 new members. AMS Men's Fellowship member Vicar General of Melanesia Father Philip Rongotha, St Barnabas Cathedral, has now been promoted to Dean of St Barnabas Cathedral.

4. *AMS National Conference held at the Watermark Hotel in Brisbane 8-10 September 2017:* The conference was chaired by AMS National Chairman Bishop John Stead. In attendance were Bishop Jonathan Holland and Bishop Daniel Abot as well 56 members – the highest attendance in over 10 years. Eleven members attended from the Solomon

Islands, which was much appreciated. AMS, Queensland paid for their travelling, accommodation and food costs, which came close to \$15,000, but most members feel that the cost was worth it, having achieved so much in the first year.

During the conference our beloved Queensland Chairman Jim Smith was made a Life Member of AMS Australia. Congratulations Jim – well deserved.

Changes to our National Constitution were discussed and approved.

Election of Office Bearers:

National Chairman	Bishop John Stead	re-elected
National Secretary	Ivan Holt, Victoria	re-elected
National Treasurer	Grahame Foster, Tasmania	re-elected
National Lay Vice Chairman	Andy Brodersen, Queensland	elected

National Mission Projects: It was decided to equal support between South Sudan and Tanzania.

Solomon Islands: Chairman Robert Manekaea gave a brief history – population 600.000 – many languages and different cultures – domestic violence (big problem) – 30% of population are Anglicans.

South Sudan: Bishop Daniel Abot told the meeting he has used the Qld donation to rescue 10 children from refugee camps and the streets and move them to Uganda for schooling.

Tasmania: There are still three active branches in Tasmania.

Queensland: The Oxley Men's Shed has now got 50 members – great work by John Brown.

While the men attended to business, the ladies enjoyed a luncheon trip on the Brisbane River on board the famous Kookaburra Queen Paddle Steamer.

5. Our attendance at the Synod held in September was a disappointment. Very few people visited – not only our stall, but also the other stalls in the building allocated to us. During tea/coffee and lunch breaks delegates stayed in the main building and did not visit our building. We will take this matter up with the new General Manager of the Diocese. Likewise, an even bigger disappointment was the refusal for us to address the Synod delegates.

6. *St Francis Theological College:* AMS provided a big luncheon for all (about 30) formation students on Saturday 28 October. Bishop Jonathan was in attendance and a great help. We addressed the students and told them of the many benefits of having an AMS branch in their Parish. It was a very happy lunch meeting. Many thanks to Bishop Jonathan. It is our intention to make this an annual event.

7. Queensland Provincial Council's second annual meeting in Ipswich – Sat 9 December.

Financial report:

Anfin Trust Account	\$30,978.49
Anfin General Account	\$ 880.93
Bendigo General Account	\$37,639.15
Total funds	\$69,498.57

Brisbane City Council Valuation of St Oswald House: \$1.3m.

Motions moved and passed:

- Donate \$5,000 to St Paul's, Ipswich for Sacristy renovations.
- Donate \$5,000 to St James, Toowoomba for electrical upgrades.
- Donate \$5,000 to St John's, Oxley for Men's Shed.
- Donate \$5,000 to Christ Church, Bundaberg for bell project.

Agreement: That we limit our Qld Council meetings to two a year: one in May – AGM and State Conference, and one in November.

Banking: That we change our Bendigo Bank account from a "Cash Management" to a "Basic Business" account, with only one signature.

GM to email all directors and branches a monthly financial statement around the second week of each month commencing Feb 2018. (Bank statements usually available around the 10th of the month).

South Sudan: That we cover return airfares for Bishop Daniel twice a year at a cost of approximately \$2,800 each time.

May 2018 State Conference at St Peter's, Southport – Saturday 26 May: Father Don Parker, St Peter's has agreed we hold our conference at this venue. Qld Council to pay usual mileage cost and 50% of accommodation costs.

Delegates from Honiara: Qld Council to pay all costs for one delegate from Honiara.

New branches: Everyone to help to form new AMS branches in Queensland.

We thank all members for their support.

Jim Smith
Chairman

Andy Brodersen
General Manager

Angligreen

Angligreen Annual Report on 2017 for the AGM, 24 March 2018 at St Francis College, Milton.

2017 was a year of consolidation and had its challenges. Angligreen has continued to strengthen its relationship with the Diocesan Social Responsibilities Committee (SRC), Queensland Churches Environmental Network (QCEN), a Commission of Queensland Churches Together, and to liaise with Australian Religious Response to Climate Change (ARRCC) through its Chair.

During the year, we became aware of a need to report to General Synod on Diocesan progress in reducing its environmental footprint. This is a responsibility under the *General Synod Protection of the Environment Canon 2007* which was adopted by our Synod in 2009. In 2018, we aim to gather some statistics on achievements gained by Parishes, schools and Anglicare in reducing our environmental footprint. The Canon requires the Diocese to have environmental targets and report progress to each meeting of the General Synod. 2017 was our first report to General Synod.

The 2017 Angligreen Committee was:

Fr Peter Moore (Chair)
Gloria Wiskar (Secretary & Treasurer)
Jayne Murdoch
John Oxenford
Rev'd Bill Redman
Judy Seymour
John Wrench

It met most months at St Francis College. The monthly Angligreen Newsletter has been maintained by Ann Ellis and our Chair and the links to the website and social media, such as Facebook, have helped reach a wider audience. Ann has also maintained a good supply of information to the *Wednesday Weekly* with suggestions and prayers for Parish Intercessions about the Environment and caring for God's creation.

In 2017, the Archbishop encouraged the Anglican Schools to consider the Fifth Mark of Mission, '*To strive to safeguard the integrity of creation and sustain and renew the life of the earth*' and The Reverend Miriam Nyrene prepared some materials for the schools to use. We thank Miriam for her work.

Angligreen took part in the Hillbrook Anglican Schools Sustainability Day on 13 May 2017 with an information stall on the work of Angligreen and actions we can take to reduce our environmental footprint. Angligreen participated in a gathering for ecumenical eco-groups on Sunday 26 March from 2 to 4pm at Brookfield Centre for Christian Spirituality and this provided links with other Christian environmental groups. The aim was to coordinate activities, support each other and share resources where practical. This strengthens ecumenical interaction.

Before our meetings at St Francis College, Gloria Wiskar regularly spends time clearing the Mother of Millions and other weeds from the gardens and grounds. This is a never-ending job. Gloria also keeps the Angligreen accounts.

2017 was an election year in Queensland and we were able to encourage the Queensland Government in setting renewable targets and moving towards a Sun Powered State. We did not support the government in backing the Adani Coal Mine as we can see no benefit to be gained from the mine, and it would impose a great threat to the environment locally at the site, and because the coal being burnt would contribute to climate change. Developing new coal mines in the Galilee Basin seems to be counter to achieving the environmental targets set by the Queensland Government. We are behind the #StopAdani movement and for stronger protection of the Great Barrier Reef.

Angligreen members had a presence at Synod, in conjunction with the SRC, thus providing information for Synod attendees on the role of Angligreen.

QCEN invited photographers to share images of forest, land, wilderness or river for the year's Season of Creation, 1 September to 4 October. These were uploaded to a website and a number were printed and displayed in St John's Cathedral. We thank the Dean and Cathedral Chapter for making the display possible.

Our Chair was visiting his mother in Townsville in October and met with Bishop Bill Ray who had just released a *Joint Statement from the Catholic Bishop of Townsville and Anglican Bishop of North Queensland*. A link is attached to this report.

In November, ARRCC issued a *Faith Leaders' Climate Statement* directed to both the State and Commonwealth government leaders and opposition leaders and our Chair signed it on behalf of Angligreen. A link is provided at the end.

Our Chair attended the *Sun Queensland Summit – Communities for a Clean Energy Future* at Griffith University EcoCentre. A series of presentations were given and discussions followed on a large number of projects around Australia where pilot projects were in place, demonstrating a wide range of clean energy projects.

Although it was a wet day, Angligreen maintained the custom of holding our last meeting for 2017 at St Ann's Hall at Scarborough with tasty fish and chips from the Boatshed after the meeting.

Angligreen members are involved with other environmental organisations and this helps with networking. John Oxenford is Vice-Chair of QCEN as well as giving talks to local groups at Bribie Island. John Wrench is involved with Wildlife Preservation Society of Queensland (WPSQ) Brisbane North at Downfall Creek and arranges monthly community lectures, the "Northern Seminar Series". He also provides compost made using coffee-grounds for sale to raise funds for Bush Ministry Fund. Our Chair, Fr Peter Moore, is a member of QCEN and the Diocesan SRC.

We look forward to continuing much of this work in the following year with a special focus on establishing baseline data on our Diocesan response to the *General Synod Protection of the Environment Canon 2007*, setting effective targets and developing a strategy to meet those targets.

I would like to thank all the committee members for their work in the past year.

The Reverend Peter Moore
Chair

Supporting links:

Joint Statement from the Catholic Bishop of Townsville and Anglican Bishop of North Queensland

https://www.anglicanq.org/images/documents/01_Home/Joint-Statement-on-the-Environment.pdf

Faith Leaders Climate Statement

<https://www.facebook.com/ARRCC/videos/1597845556945689/>

Bush Ministry Fund

On behalf of many congregations and communities in the Western Region heartfelt thanks to all those Parishes, schools, and individuals who supported the Bush Ministry Fund through prayer and financial support in 2017.

The BMF helped sustain ministry in seven Parishes last year with grants made to:

- the Maranoa-Warrego Anglican Mission Area (\$40,000) – very thankful that Steffan and Eliane were safely married in May and for the great partnership they have in ministry.
- Boonah-Harrisville Parish (\$20,000) – very thankful for the new Parish Op-Shop reaching out to the community of Boonah, the developing Op-Shop ministry team, and the generation of much needed funds!
- Warwick Parish (\$10,000) – very thankful for the ongoing ministry of the Rev'd Heather Dearden who was ordained Priest in December last year.
- Roma Parish (\$10,000) – very thankful for the ongoing ministry of the Rev'd Dr Imelda O'Loughlin who was also ordained Priest in December last year.
- Dalby Parish (\$5,000) – very thankful for the ongoing and fruitful ministry of Annabelle Harth, part-time Children and Family Minister.
- Quilpie Parish & Diamantina Shire (\$6,000) – very thankful for the itinerant ministry of the Rev'd Di Murphy, the Rev'd Kay Pittman, and the Rev'd Geoff Reeder to some of the most remote communities in the Diocese.
- Tara Parish (\$1,000) – very thankful for the lay leadership of Michelle Heuston, and the new capacity for administration that has been enabled through the purchase of a laptop computer.
- Coaching support (\$3,000) – very thankful for the expertise and encouragement this has provided to one of our rural based clergy.
- 4x4 Vehicle Lease (\$10,000) – very thankful that ministry in the Maranoa-Warrego Anglican Mission Area is now being undertaken in a safer and more comfortable vehicle.

Each of these Parishes have expressed great gratitude for the financial support of the BMF because it has helped to make possible full-time, part time, and itinerant leadership. People in rural and remote communities are encouraged, when they have opportunity to worship and pray with others, be trained and resourced to provide ministry when a Priest is not present, and be nurtured in their journey of faith by skilled and caring people.

At the 2016 Synod the Diocesan Council was requested to find a sustainable way to increase BMF income to two full-time stipends (approx \$180,000). Further, that BMF financial capacity be sufficiently increased for grants to be made to eligible rural Parishes the Northern Region. There will need to be a number of strategies to increase the financial capacity of the BMF and they will include fundraising, direct giving, special events and philanthropy.

Please pray for ministry to rural and remote communities in the West, and particularly for those people and Parishes supported by the BMF. If you are already supporting, please keep giving... in the knowledge that your giving 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) 4614 7050, or email me at cvenables@anglicanchurchsq.org.au

Bishop Cam Venables

Diocesan Director of Ordinands

The early period of discernment called 'reflection' occurs during the first few months of the new year and candidates are expected to attend all four reflection days. The content of these days aims to do some simple but key things in people's lives.

Firstly, often to begin the process of creating a regular structured prayer life. It is always astounding to hear people say they rarely, if ever, consciously say any prayers and yet find an overwhelming need to offer themselves for ordination. A regular prayer life will develop a better understanding of where God's grace is leading.

Secondly, it focuses attention on the seriousness and implications of ordination. Clergy often sit in a privileged position in the lives of families and individuals. They are God's people and one day the candidate, if ordained, will have to answer for their actions. The time of reflection allows a period of gentle examination of both intention and motive and a recognition that as hard as they might try, candidates will never be perfect. It is important to have an understanding of how graceful God truly is to us, and ministers whether lay or ordained.

Thirdly, it begins the process of creating a cohort of people who it is hoped will draw closer together for support in a unique community.

In 2017 the reflection group was smaller than previous years with seven candidates. Whilst this was concerning on one level, it should be noted, the group met in the context of a number of people delaying entry into reflection until the beginning 2018 due to various reasons. All seven were invited to the Vocational Discernment Conference and all but one was successful in being invited into formation at St Francis College.

The examining Chaplains work particularly hard during this period, preparing reports and interviewing candidates. Recently the following people have accepted the Archbishops invitation to join the examining chaplains, Laurel Raymond, Russell Manfield, Wendy Swanson, Janette Mychajlyk and Nicki Colledge. After many years of faithful and excellent service Jennifer Woodman has retired. Jennifer brought a gentleness to the role which was underpinned by an acute astuteness and wisdom which delivered excellent reports to the Archbishop.

Seekers' Day in September was attended by 21 people. Some were partners of potential candidates who were there as support, as well as finding out what candidature might mean for them should things proceed. The 'Steeple Chase' event aimed at younger candidates was attended by fewer people but I am confident of its value in the long term. Those who have scaled the heights into the cathedral roof spaces and seen the nave and windows from those lofty places will never forget the experience. It may draw them back in later life if not immediately.

In my last report I encouraged Parish Priests to continue to search out from their congregations possible candidates. We are continuing to get candidate enquiries from all

avenues including other Dioceses, other denominations as well as from people who have been moved by the Spirit to ask the question, but it is crucial for Parish Priests to encourage discussion about vocation in our Parishes.

Lastly thanks. The examining Chaplains have continued to interview, examine, produce reports and make recommendations to the Archbishop. It is hard work and is not always easy, particularly if it is becoming clear the candidate will not be suitable after all. Robyn Murray, who undertakes the psychological assessments and continues to refine tests and interviews so that potential problems in this area are brought to attention sooner rather than later. Robyn is also networking with other Diocesan psychologists around Australia in light of the Royal Commission.

Lyn Lamb continues to guide all the DDO process in terms of administration and encouragement across many areas, and thanks go to her not only from the DDO but also from the ECs and candidates.

Reverend John Milburn
Diocesan Director of Ordinands

Diocesan Ecumenical Affairs Committee

The work of the Diocesan Ecumenical Affairs Committee (DEAC) is to encourage and promote ecumenical understanding and cooperation in Southern Queensland. DEAC works closely with Queensland Churches Together (QCT), the Queensland affiliate of the National Council of Churches, and seeks to further growth in relations between our Anglican Diocese and both the Roman Catholic ArchDiocese of Brisbane and the Diocese of Toowoomba.

The group met three times during 2017.

Membership

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. During the year we lost one committee member when Rev'd Dr Graham Warren resigned after being appointed to the Parish of Roma.

In 2017 the Committee comprised the following:

The Reverend Bruce Boase
Mr Tim Coates
The Reverend Stephen Hooper
The Reverend Geoff Hoyte
Ms Jane Markotsis
The Reverend Helen Paget
The Right Reverend Doug Stevens
The Right Reverend Alison Taylor
The Reverend Canon Richard Tutin

Activities/Events

During the year some members of the Committee participated in the inauguration of the Faith Communities Council of Queensland at the Centre for Interfaith and Cultural Dialogue in the Nathan Campus of Griffith University. This Council's priority is to stimulate interest in interfaith dialogue and engagement, and promote understanding and reconciliation between peoples of differing faiths.

A regular and major part of the work of the Committee is to help promote the ongoing Anglican-Roman Catholic Covenant. A clergy day is hosted annually for clergy of these two traditions. In 2017, it was hosted by our Anglican Diocese in the Parish of St

Colomb's, Clayfield. The speaker was Bishop John Parkes from Wangaratta who spoke about the special meeting of IARCCUM (International Anglican–Roman Catholic Commission for Unity and Mission) held in both Canterbury and Rome. The fellowship and discussion was good, and a lovely lunch was shared by the clergy of the two communities.

In 2017 the Joint Ecumenical Committees' Dinner was hosted by our Anglican Diocese at Mt Gravatt with Ravena Waldon from the Roman Catholic ArchDiocese leading the gathering in a discussion of our member churches' several strategies for developing Reconciliation Action Plans. The group shared a meal together and enjoyed a lively discussion.

Finally, in November, representatives of the three member Dioceses of the Tri-Diocesan Covenant gathered at St Stephen's Cathedral for our annual reconciliation service and enjoyed fellowship afterwards.

All in all 2017 was a quiet year, with many opportunities ahead for involvement in both ecumenism and inter-faith engagement.

The Right Reverend Dr Doug Stevens
Chair

GFS – An Anglican Ministry Incorporating Kids Plus+

GFS/Kids Plus+ had another busy and exciting year. During 2017 a great deal of planning went into celebrating the 135th anniversary in the Brisbane Diocese.

In 2017 there was a Kids Plus+ Branch at Bundaberg, a Kids Mission at Lightning Ridge, a new branch at St Mark's, Clayfield, two adult member groups – South Side and Townsend Fellowship Headquarters Group, and 11 Grant Application Leaders registered with GFS Australia and GFS Brisbane.

GFS Brisbane is very blessed to be able to provide grants. In 2017 we were able to disperse monies for ongoing (\$500) or "one off" (\$1,500) grants for Children's, Youth and Family ministry in Parishes. There were 21 applications for the \$500 grant, with all of them being approved, however one was not utilised and returned in full. The 'One Off (Special) Event' grant of up to \$1,500 applications received were three for \$750, one for \$1,000 and seven for \$1,500 (one was held over from 2016), all of these were approved.

We give thanks to Mrs Lesley Briggs who held the position of Grant Co-ordinator from 2012 until August 2017. Mrs Cheryl Russell has taken on this position. We were also able to support Junior, Primary and Senior Ichthus camps and to offer two students attending St Francis Theological College bursaries as well as the ongoing support for an Anglican Chaplain at the Lady Cilento Children's Hospital one day per week.

GFS Brisbane has an ongoing commitment to conduct Training Workshops for Children's Ministry Leaders. The Reverends Cheryl Selvage and Sue Wilson were unable to visit PNG in 2017. We also sent \$5,000 each to the World Project and World Emergency Fund and \$2,500 to the Travel Fund to provide financial assistance as well as assist members from countries with limited finances to travel to World Council.

The new World Project for 2017-2020 is English for Employment Prospects (EEP) in Sri Lanka. Our members also continue to support the Home-away-from-homelessness Women's Shelter through gifts of toiletries and clothes to assist the women who often arrive with nothing. Members also collect new books for the children at the Lady Cilento Children's Hospital.

2017 also saw continued work on our new Constitution.

Diocesan Events for 2017

At our AGM held in March, Bishop Jonathan Holland chaired the meeting. Mrs Jennifer Tutin stood down as the GFS Brisbane Chairman and Mrs Lesley Briggs was elected again for the third time. Mrs Briggs acknowledged Jennifer's four years of service in the role of Chairman and wished her and husband Richard well for the future. Our Guest

Speaker for the Annual General Meeting was Mrs Marjorie Morton from The Second Chance Programme and thus our Diocesan Project for 2017. The money donated to Second Chance Programme was to be used by front-line administrators to assist women in hostels transition into other accommodation. The Program helps women to set up a new home and to bridge the gap by supporting them for six months to regain their lives.

In May we had a visit from the GFS Australia Chairman Gail Orchard (2015-2018) and invited her to dinner with the Diocesan Executive, to Government House to meet Outreach Group member and lunch afterwards. There were also meetings with Anglican Youth, Children and Families ministries (AYCF) who explained how the grant assist with Ichthus camps also a visit with a youth group at Albany Creek in the evening and another dinner with the South Side Townsend group.

In September, as part of our 135th Anniversary, GFS Brisbane put forward a motion to Synod giving thanks for 135 years of GFS Ministry in the Diocese. Mrs Lesley Briggs presented the motion and one of 135 gingerbread children to Archbishop Phillip Aspinall. Mrs Chris Rooney produced the PowerPoint. The motion was carried with acclamation.

Our outreach functions for our past and present members continue to attract 25-30+ participants twice a year. The first outing for the year was a morning tea and a tour of Government House with the GFS Australia Chairman the second was The GFS World Day of Prayer (held the closest day to St Michael and All Angels Day) and held at St John the Baptist, Bulimba. The Rev'd Kaye Pitman conducted the service prepared by the Philippines. During the service children from Kids Plus+ Bundaberg sang for us and Rev'd Kaye presented four of the children with seven year badges. Another two children who were unable to attend were presented with badges on the 19 November at a church parade in Bundaberg. Mrs Lesley Briggs was presented with a life member badge, certificate and flowers. A scrumptious lunch was held in the Maheno Room after the service to celebrate the anniversary. We thank Bulimba for the use of their venue.

As mentioned above we were blessed to have Kathleen Brecknell (Leader), adults and children from Kids Plus+ Bundaberg drive to Brisbane for the day, the group were able to stay overnight at St Mark's Clayfield. We give thanks to see so many people remaining loyal to GFS with their enthusiasm and dedication may this support keep GFS alive in Brisbane, Australia and worldwide.

The annual leader/personal development weekend was not held in 2017 as many members who attend were attending the 23rd GFS World Council Conference in July at Swanleigh, Perth. A few Brisbane GFS members were part of the World Council team.

The Townsend Fellowship group met monthly usually at the Cathedral. Although small in number they have morning teas, visit former members, attend the various meetings, outreach group activities and support BCA and Fellowship of the Least Coin (ACW). Members of the South Side Townsend Group met bi-monthly at members' homes enjoying a wonderful evening of catching up, finger food, sometimes quizzes and making gifts for the GFS World Council participants in Perth. Most of this group attended the conference.

A leaders/Townsend Christmas breakup dinner was held early in December after the final meeting for the year at Ribs and Rumps, Milton.

Our buddy system continues with many leaders taking on a "buddy" for the year. It is always nice to know that there is someone praying for you and encouraging and supporting one another in our Christian Journey. This is done anonymously all year and we only get to know who our buddy has been at the leader's break-up dinner at the end of the year. With many thanks Sandy for your commitment to this ministry.

The Diocesan prayer diary is produced bi-monthly and is a constant reminder of the need for prayers within GFS worldwide, its members and the church. With many thanks Clare for your commitment to this ministry.

Bris Biz is a bi-monthly newsletter containing a letter from the Diocesan Chairman, information of awards, celebrations, photos from events etc.

There have been representatives to MU meetings, Ichthus camps meetings and Catholic Women's League and we are very pleased for these long associations. Thank you for continuing to represent GFS.

We pray that GFS/Kids Plus+ will continue to be a blessing to the children and adults – and may God Bless us all richly – and that our leaders continue to have passion, commitment and love for their ministry.

Yours in Christ.

Margaret Humphries
Office Administrator

Mission to Seafarers Brisbane Inc.

Committee Members

Capt David Ellis, President
Mr Robert Clark, Vice President
Capt Ross Nicholls, Secretary
Mr David Thomas, Treasurer
Mrs Wendy Firmin
Capt Kasper Kuiper
Mrs Judith Harris
Mrs Marianne Ross
Mrs Marcia Scholes

Honorary Chaplains

The Rev'd Ian McGilvray
The Rev'd Stephen Briggs
(Priest in charge St Oswalds Banyo/RAN Chaplain)
Chaplain Emeritus: The Rev'd William Pearson, RFD, MNSC, RANR, Ret

Honorary Life Members

Mrs Marcia Scholes
Mr Bruce Balnaves

The Mission to Seafarers Brisbane Inc. is an Incorporated Association and Registered Charity in Queensland and registered with the Commonwealth Charities and Not for Profit Commission.

The Mission to Seafarers is financially supported by proceeds from the Centre shop, interest from investments, donations from Parishes, companies and individuals and projects supported by industry and community grants.

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 who is 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, in particular, 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 and comfort and a Home away from Home for all seafarers irrespective of Race, Language or Faith

President's Synod Report

I am pleased to present my report on the Mission to Seafarers Brisbane Inc. for 2017.

2017 was a busy year at the Mission Centre. Our seafarer visit numbers are up on recent years with some 12,507 seafarer visits this year; a 16% increase on 2016. This reflects our individualistic approach to assisting the seafarer and the level of service we provide. Brisbane Mission is regarded as a "go to place" by seafarers whilst on the Australian coast, and the increase for the year shows that when seafarers are able to get time ashore the "Flying Angel Club" is their prime destination.

Our Mission profile is improving through our website, Facebook page and *Brisbane Mission Matters* newsletter and the increasing requests by Parishes and other groups for the Mission to visit and talk on our ministry with seafarers.

Refurbishment of the Seafarer Centre continues with further plantings in the garden areas, new clothing store site hut, and work/storage shed and further internal painting and refurbishment.

Our pastoral care and welfare activity included supporting seafarers brought ashore to hospital by helicopter or launch with a range of injuries. Fortunately, in all cases, injuries were not life threatening and all were on flights home within a week of entering hospital.

A big thank you to all our amazing volunteers for their commitment and dedication to the Mission and its ministry in the Port of Brisbane. You make a positive difference in the lives of the seafarers who visit our Mission. You are the key to the success of the Mission and our pastoral care and welfare work with seafarers. Seafarers comment on the positive reception they receive in Brisbane and this is the result of the dedication, understanding and love given by each and every volunteer to these seafarers.

The Mission was nominated again by seafarers for the ISWAN Seafarer Centre of the Year Award. The sixth consecutive year that seafarers have nominated us for the award and shows that seafarers value what we do and the difference it makes in their lives.

The committee members are also volunteers and I thank them all for the time and effort they have put in during the year in managing the Mission. Their hard work is visible in the continuing stable budget and the ongoing improvement and development of the Seafarers Centre itself, and the services we provide to meet the needs of the modern seafarer in the short time they are able to spend with us.

I make special mention of David Thomas as Treasurer who contributes much in the background to ensure the Mission is operating profitably, to Rob Clark as Vice-President for his work in maintaining the Mission website and committee related activity, and to Capt Ross Nicholls for his secretarial skills, establishment and maintenance of the Mission Facebook page and his continued chairing of the Port Welfare Committee. Also John Austin for his PR support and work on the *Brisbane Mission Matters* enewsletter and Gillian Goldsworthy, landscape designer, for her time and effort in continuing the garden design and plantings.

Thank you to Adrian for his hard work and long hours as centre manager and as a volunteer.

I thank the marvellous people across many Parishes and individually, both suburban and country, for the beanies, clothing, books, magazines and other items given so freely to the seafarers, and a big thank you to all who donated items and funds towards the Christmas bags, the biggest Christmas bag handout yet! A total of 434 bags given to the crew on 20 ships the week prior to Christmas, all of whom were at sea for Christmas Day.

During the year His Grace Archbishop Aspinall licenced The Rev'd Ian McGilvray (ex MTS Dampier WA Chaplain) and The Rev'd Stephen Briggs (Priest in charge St Oswald's Banyo and RAN Chaplain) as Chaplains to the Brisbane Mission. Both Chaplains provided key pastoral and spiritual support to distressed seafarers during the year.

125 Year Anniversary

2017 marks the 125th year of the Mission to Seafarers in the Port of Brisbane. From humble beginnings in the home of Ms Amy Proctor, our Mission has developed and regenerated many times to best serve the needs of seafarers. That focus on the seafarer and their needs drives the Mission Committee and volunteers forward today, as we meet the challenges of global shipping, reducing crew sizes and shorter port times where demand for our services is expanding and dynamic.

Mission to Seafarers Brisbane Inc. is one of Queensland's oldest and longest continuous community volunteer organisations. The Brisbane Mission is 22 years older than the formation of the International Red Cross for example.

We should all remember that the Mission to Seafarers supports the seafarers who keep Australia prosperous through transporting our exports and imports. More than 95% of all Australian trade is generated by sea transport on ships crewed by foreign seafarers. With the globalisation of cheap labour becoming the new "norm", the foreign seafarer is generally from a developing country, on minimum wages and conditions spending up to 12 months away from their family – all to provide us with most of what we eat, our clothing, electrical and electronic good, cars, etc., and to get our coal, iron ore, wool, meat and other exports to overseas markets.

To celebrate the 125th Anniversary, a commemorative service and social evening was held at our Mission Centre. A highlight of the evening was the attendance of descendants of Ms Amy Proctor who travelled from around Australia to mark the occasion and honour

their relative. Guests included representatives from the shipping industry, Port of Brisbane Pty Ltd, Brisbane Marine Pilots, Mission volunteers past and present, donors and supporters and members of the Anglican Community, including the Archbishop of Brisbane.

A further highlight of the evening was Rev'd Canon Garry Dodd, MTS Regional Director, presenting Mrs Marcia Scholes with a certificate of appreciation for her 70 years volunteering with the Mission from HRH The Princess Royal Princess Anne, the World President of the Mission to Seafarers.

ISWAN Seafarers Centre of the Year Award

The Brisbane Seafarers' Centre has been nominated by seafarers for the International Seafarers Welfare and Assistance Network (ISWAN) Seafarers' Centre of the Year 2018. This is the sixth consecutive year our Mission has been nominated for this award.

It is a great honour to be nominated by the seafarers who visit our Mission centre, and shows that the hard work and dedication of the committee and volunteers and our terrific donor support is valued by those we serve. The finalist list will be announced early in 2018 and the winning seafarer centre announced at an awards night to be held at the UN ILO headquarters in Geneva, Switzerland, late April 2018.

It is also very pleasing that Port of Brisbane Pty Ltd have been nominated for the ISWAN Port of the Year Award 2018. The port is recognized for its support to seafarer welfare through the MOU with the Mission and its involvement with the Port Welfare Committee. We wish them all the best to make the finalist list and hopefully win this prestigious award

Budget

The budget financial results show a small surplus on our operations again this year. The continuing drive to ensure we cover all costs and make provision for future contingencies and redevelopment and improvement has been a key focus of the management committee.

Christmas Bags for Seafarers

The Christmas bag appeal was another incredible success this year. The Mission had a tremendous level of support from the Port Welfare Committee, industry, Parishes, Anglican colleges and individuals to produce 434 bags this year, chock full of toiletries, snacks, souvenirs and lots of other goodies, and these were handed out to crew on a ship basis to 20 ships in the week leading up to Christmas Day. This included Brisbane Marine Pilots using a pilot launch to deliver Christmas bags to a crew on a ship at anchor in Moreton Bay.

The simple act of giving at Christmas can have a significant positive impact on the lives of seafarers who all feel the stress of being away from family and friends on the other side of the world at Christmas.

Mission Centre & Flying Angel Club

An ongoing repainting and maintenance program is managed through the annual budget. Seafarers work and live in a monochrome environment onboard ship, with mainly blacks, whites, browns and greys both within the accommodation and on deck, and in the engine room. Whilst functional, this monochromatic or beige environment is under stimulating and can contribute to stress.

Modern research suggests that colour has a profound impact on how we feel and our biological functions. The Mission Centre is using the addition of colour into the Centre to add a calming and restful environment for seafarers to relax in and recover from the stress of constant ship work activity.

Replacement of all furniture throughout the centre is ongoing. The recreational areas and the chapel furniture has been replaced with high quality commercial grade furniture including leather sofas and chairs, to provide a comfortable, club like, yet professional atmosphere.

The Mission is continuing to develop the garden areas as a green oasis in which the seafarers can seek refuge and comfort for a short period away from the man-made environment in which they live. Gardens reduce stress and improve mental clarity. The seafarer returns to his ship in a better frame of mind, refreshed and alert, less likely to injure himself or others, or cause a disaster in port or along Australia's pristine coastline. One problem we didn't expect to encounter was the local rabbit and hare population which have taken a liking to our newly planted shrubs and trees. Overall we have probably lost around a third of the plants to their nocturnal munching of our garden areas.

Joining Seafarers "Dumped" at the Mission Centre

The Mission has had many instances of seafarers being dropped off at the Seafarers Centre by ship's agents this year.

For many years now, joining seafarers who need to fill in a few hours waiting for the arrival of their ship into the port, have done so at the Mission centre. For short waiting periods this is fine and normal as the Mission is a welcoming environment and conveniently close to the arriving ship. However a new phenomenon is seafarers are being "dumped" at the Mission in the morning for a ship arriving late evening. The seafarers are not now being provided with accommodation or meals as anyone would expect for a full day waiting for a ship to arrive. Our volunteers regularly find between one and four seafarers and their bags waiting at the door, sometimes for two hours or more, upon their arrival at the Mission Centre for the 10am opening. These seafarers may not be joining their ship until 8 to 11pm that night.

We find these seafarers to be tired and hungry, and usually very despondent at the neglect shown to them prior to joining their ship. The Brisbane Mission has constructed and marketed to local shipping agents the availability of a Day Sleeping Room consisting of two double bunk beds to enable seafarers to rest properly.

It is not uncommon for joining seafarers to go directly on watch once onboard their ship. The time the joining seafarers spend at the Mission Centre, including being provided with meals and sleeping accommodation, ensures that the seafarers are fit for duty and do not present a "human element risk to shipping" from fatigue and low morale.

The day sleeping room is regularly used. On one occasion a joining seafarer slept for more than seven hours, and this highlights the fact that an overnight plane flight does not constitute adequate rest prior to joining the ship.

The Mission has been working closely with the Port Welfare Committee, ships agents and the Australian Maritime Safety Authority in an effort to at least put some structure in place to manage these issues.

Seafarer Bus Services

Seafarer surveys undertaken by the Mission have confirmed the need for a reliable free bus service to and from the Mission centre to maximise the brief shore time of the modern seafarer.

The Mission provides an on-demand free bus service to all berths within the port. This enables all seafarers wishing to visit the Mission Centre being able to do so at times to suit their duty cycle unencumbered by a timetabled bus service. The Mission also provides as-needed bus transport to a major local shopping centre, giving access to fresh provisions, cafes, pharmacies and other necessities for life they might otherwise need. Each year the Mission's two mini buses travel around 90,000km transporting seafarers to the Mission and shopping centre – a key Mission financial and volunteer roster commitment for the benefit of visiting seafarers.

The Mission views the seafarer need for access to the shopping centre and the positive impact on mind, body and spirit of the seafarer, through spending time in a non-port related environment as far outweighing the high cost of operation of the bus service.

Donors & Supporters

I would like to thank all the Mission supporters from industry, Parishes, individuals who assisted the Mission during the year. A special thank you to the many wonderful knitters of beanies and scarves and everyone who made clothing, book and magazine donations.

Certificates of appreciation will be presented to many of our donors and supporters at the AGM, in accordance with Mission policy.

4,000 Beanies

Some 4,000 hand knitted beanies and an increasing number of woollen scarves are donated each year by individuals and local Anglican Parishes and given away free to seafarers. These beanies are much appreciated, and it is always the most outrageous coloured ones that disappear first!

In late December 2017, the crew of a visiting bulk carrier Himawari K learned that their next cargo would be in Northern China, currently experiencing -10°C. The crew called into the Mission Centre for warm clothing for all onboard. They left with over half a cubic metre of winter jackets, jumpers, trousers, scarves and beanies in preparation for the cold northern winter weather ahead. Having a dedicated clothing store and a continuous reliable supply of second-hand clothing enabled the Mission centre to quickly meet the clothing needs of these seafarers, and at no cost to them.

Ship Visiting

The regular Mission ship visiting program extends our welfare and pastoral care activity to as many seafarers visiting the port as possible, acknowledging the need to engage with the majority of seafarers unable to get shore leave during the brief period in port.

Ship visitors Peter Jones and Trevor Phillips continue to do a wonderful job and I thank them for their commitment to the Mission and the seafarers they visit. This engagement extends our welfare and pastoral care to as many seafarers visiting the port as possible.

Shipping peak body Shipping Australia Queensland (SALQ) has recognised the significant benefit that ship visiting plays now, and will do so even more into the future as the demands on seafarers increase. In discussion with the Mission it was recognised that supporting the enhancement of a ship visiting capability was a worthy cause for financial support, given the Mission Centre funds these courses and ship visitors. SALQ donated funds to enable an expanded ship visitor program from 2018. Ship visiting will be a combined MTS/AOS venture to maximise our joint effort to visit crew in port each day.

The Mission plans to conduct a ship visitor training course in mid-2018 to expand and consolidate the ship visiting program.

Marketing & Volunteer Drive

Although currently well supported by volunteers, many of whom are retired, we continually need to refresh the pool of faithful supporters to ensure we are able to deliver and improve the services we offer to seafarers.

The Mission devotes a lot of time and resources seeking to refresh our volunteer pool to ensure we can effectively operate the Seafarers Centre 12 hours a day for 365 days a year and develop a proactive Ship Visitors' Program, while undertaking succession planning for key management roles.

The Mission continues to raise its community profile by broadening our communication networks in many ways, including:

- creating an interesting and informative website,
 - developing a social media presence with the implementation of a Facebook page (currently with 215 followers after only nine months and growing rapidly).
- It was noted through the Port Welfare Committee that Seafarers are

increasingly using Facebook to alert AMSA and other statutory bodies of onboard welfare or employment issues,

- a quarterly e-newsletter (*Brisbane Mission Matters*) emailed to volunteers, supporters and other interested persons and associations,
- attending forums and presentation opportunities within the Port, Parishes, service clubs and interested groups,
- the development of meaningful MOU's with key organisations, and
- expanding the skills and experience of committee members to broaden the skills base and the network.

The Mission has presented to key shipping groups during the year including Shipping Australia, The Nautical Institute and Maritime Safety Queensland.

The Mission was again invited to attend the Volunteering Redlands Expo this year to celebrate the UN Day of the Volunteer.

MTS committee members were invited to speak at a number of Anglican Parishes on the role of the Mission within the broader church and a number of Parishes and community groups visited the Seafarers' Centre to see first-hand our ministry to seafarers.

QUT students have assisted the Mission PR endeavours through an assignment project they completed in the second semester 2017. Under the supervision of Journalism lecturer Mr Brad Turner, the Media, Design and Layout students provided wonderful proposals for the improvement of the Mission's branding and overall image presentation. Through Mr Turner I have congratulated the students and the Mission is continuing to carefully examine the proposals with a view to improving our web and other communications collateral. The students have provided the Mission with so much good material and great ideas to improve our communications into the community.

MTS Australia Council Biennial Conference

The Mission Australia Council biennial conference was held in Portland Victoria. Executive committee members Ross Nicholls, David Thomas and I attended on behalf of Brisbane. The conference brings together not only the Mission family in Australia but also representatives from New Zealand. The conference provided an opportunity to learn from other Mission Centres and be refreshed and refocused to continue and strengthen our ministry to seafarers.

The next Australia Council conference will be held in Brisbane in September 2019. Planning for this has already commenced. The Brisbane conference will also include a meeting of the global Mission Regional Directors and there will be an increased presence from MTS London headquarters with Secretary General Rev'd Canon Andrew Wright and senior staff attending.

Capt Milford Eyres Bursary

Capt Milford Eyres ex-Torres-Strait Marine Pilot passed away during 2017 and left a bequest to the Brisbane Mission. The Mission Committee wanted to retain the bequest

as a separate amount for the ongoing benefit to the Mission and seafarers versus an accounting entry into the plus side of the balance sheet.

The Mission is offering two bursaries annually from the Milford Evers Bequest, to assist Formation Students within the Anglican Church of Southern Queensland in acquiring the mandatory Clinical Pastoral Education (CPE) Qualification for Anglican Ordained Ministry. Each bursary application will be assessed against the eligibility requirements on a need, by needs basis. It is expected that a bursary recipient in consultation with their CPE Facilitator and the Mission to Seafarers Brisbane Committee, would complete a considerable portion of the 200 hours practical component of CPE at the Mission to Seafarers, including ship visiting.

Future Funding of the Mission Centre & its Operations

Our current income stream is from three primary sources – shop and bar sales, phone cards and foreign exchange. Reducing seafarer numbers on ships will over time severely impact the revenue streams we currently rely on.

Investment income and accumulated interest is important to the future funding of the annual budget and operations to support the Mission Centre and its welfare and pastoral ministry with seafarers. However this must be seen as a short-term measure and longer-term alternatives to minimise dependence on reserves must be identified and developed.

Future Port Ministry

The Mission is exploring the overall welfare and pastoral needs within the port. Each day some 250 to 350 seafarers are on ships alongside, whilst each day some 4,000 people are engaged in landside shipping and transport operations at the port. It seems odd to have a dividing line of welfare and pastoral care support down the face of the wharves when a holistic approach to such ministry across the port is needed.

The Mission needs to consider extending its welfare and pastoral activities to the landside operations of the port. Some will say that such an approach is outside of the aims and objects of the Mission to Seafarers. Examples of change to meet the changing needs of the population can be found in key organisations such as the International Red Cross, The Salvation Army and many other local, national and international welfare focused organisations and charities. The welfare and pastoral focus may change but the ministry to seafarers and others in the Port of Brisbane will continue and adapt as needed to meet ongoing global change in shipping and ports.

Mission to Seafarers Brisbane Inc. points of contact:

Phone: Seafarers' Centre 07 3895 1181

Email: tfa@mtsbrisbane.org.au

Website: Visit us at www.mtsbrisbane.org.au

Facebook: Like us at MISSION TO SEAFARERS BRISBANE

Enewsletter: Email tfa@mtsbrisbane.org.au be added to the mailing list.

Bank details:

Account: Mission to Seafarers Brisbane Inc

BSB: 704 901

Account Number: 0000 3660

Change in Presidency

I will not be standing for President or Committee at this AGM. Under our new constitution I have reached the maximum term of five consecutive years and must stand aside. After nearly two decades on committee and 10 consecutive years as Chairman/President it is time for me to hand over the helm. I believe that I have answered God's call to me to revitalise and develop the Brisbane Mission ministry. The Mission is now in a strong financial and pastoral outreach position, and well placed to cope with the ongoing changes in world shipping affecting the lives of the seafarers we serve. I thank everyone most sincerely for their contribution to and support of the Brisbane Mission to Seafarers. It is the combined effort of all of us that has got the Mission to where it is today.

In Conclusion

At the Mission to Seafarers Brisbane all our staff, volunteers, supporters and donors from across South East Queensland contribute from their hearts to support seafarers visiting the Port of Brisbane. We see that our Mission is of more relevance and serving a greater need now than it was in the 1890s when we commenced our welfare services to seafarers in the Port of Brisbane.

In relative terms, foreign seafarers are worse off in comparison to the general population now than they were 100 years ago – a sad indictment on society that the people they rely on to generate trade and commerce across the world are often the most poorly treated, powerless and forgotten.

Our Mission continues to meet the welfare services and pastoral care needs in the Port of Brisbane and to be the port-based seafarer's welfare centre available to all seafarers, irrespective of nationality, race, colour, sex, religion, political opinion or social origin and irrespective of the flag State of the ship on which they are employed.

We are continually seeking ways to adapt our services to address the current changes and trends in the global shipping industry which ultimately impact our role in the port – caring for the seafarer. While seafarers continue to man ships, the Mission to Seafarers Brisbane will continue to adapt to provide the best welfare and pastoral care service possible.

We pray that our valuable and vital ministry to seafarers visiting the Port of Brisbane will continue for another 125 years!

Capt Dave Ellis

President

Mothers' Union Australia

The highlight for the year was the 125th Anniversary of Mothers' Union in Australia, which was held in Launceston on the 15-17 September. It was a memorable weekend, with 37 members from Brisbane Diocese amongst the 200 members who attended from the 23 Dioceses. Our Worldwide President, Lynne Temby, inspired us with her faith and passion for the work of Mothers' Union around the world. Apart from celebrating 125 years of Mothers' Union in Australia by looking back to its beginnings, our final session was looking to the future. The Theme of the Conference was Faith, Hope and Love and with these three elements in our branches we do have a future.

Back home in our Diocese we saw four further celebrations of Mothers' Union faithful, dedicated witness. On 6 September St Paul's Ipswich, and on 11 September St Mark's Warwick, celebrated their 110 years of Mothers' Union while on the 31 October St Paul's Maryborough celebrated 100 years. In Maryborough a huge birthday cake was cut by 101-year old Elwyn Ruhle who has been a member of Maryborough for over 65 years. Sandgate Northpoint also celebrated their 102nd anniversary in July.

Membership

Our 2017 statistics show that we have 57 branches with 1,105 financial members. Our Diocesan/Lone membership is 61. This shows a decrease in membership of 34 and the closing of three branches since last year. I am pleased to report that we have had 38 new members admitted during the year which included seven male members.

Long Service Badges & Scrolls

It is always a great privilege to recognise and honour members who have devoted many years to the service of Mothers' Union. Since March, five members have been presented with their 60-year badge and scroll and 20 members have been presented with their 50-year badge and scroll. 54 scrolls with nine 25 year badges have been presented for various years of service from 10 to 40 years. I congratulate and thank those recipients for their service to Mothers' Union in this Diocese.

Retiring Collections

As in previous years AMUA has facilitated retiring collections in the Parishes on two occasions. The Mothering Sunday Overseas Retiring Collection for Peace and Reconciliation in Africa amounted to \$16,670. Our annual collection in August for Anglicare Southern Queensland Chaplaincy received \$12,500. We extend our sincere thanks to all Parishes that supported these appeals.

Donations for Other Outreach

Through voluntary contributions from the branches, donations were received for the following Diocesan Projects – Emergency Relief; Family Holiday; Fresh Start Basket; Women's Shelter; Kids at Risk; Overseas and Northern Outreach Fund and Clinical Pastoral Education Bursaries. We thank branch members for their generosity in supporting these projects as Mothers' Union is a charity not a fund raising organisation.

Lady Day

The Lady Day Service, held on 29 March at St John's Cathedral, was a wonderful occasion and well attended by members and guests. Bishop Alison Taylor presided and preached. The Dean advised that there were 198 communicants. With time to meet and fellowship over lunch it made for another successful day of Mothers' Union gathering to worship. Lady Day was also celebrated in the Sunshine Coast, Burnett and Toowoomba Deaneries, which gives an opportunity for those who are long distances from Brisbane to worship and fellowship together on this special day.

Visit to Branches

I have had the pleasure of visiting 13 Branches to present badges and scrolls, and on four occasions have been guest speaker. I have enjoyed visiting branches and meetings, but because of the distance from Bundaberg cannot always attend. I am very fortunate in having four very supportive vice presidents who have represented me. I also have executive members who accommodate me in Brisbane and I thank them for their love and support; this does make the position as your Diocesan President possible for me.

Clergy Stoles

At the request of Bishop Jonathan Holland, the Executive have decided on the new project of providing a white and red reversible stole to the new Ordinands coming out of college each year. It was decided to try sourcing them from the Franciscan Missionaries of Mary in Singapore. These have proved very beautiful and have been presented to the eight candidates who were ordained on 2 December. These stoles will be provided yearly and paid for from the interest from MU accounts.

Mia Mia

On 1 September this year the *Mia Mia* Magazine (in Australia, firstly known as *Mothers*) celebrated the 100th birthday of its publication. This magazine has provided a means of communication and unity to Mothers' Union members in every part of our vast continent.

We thank Susan Skowronski, our present Editor, for her gifts and skill and for the members of the North Pine Branch who have distributed our magazines for the last three years. Bribie Island Branch will take over the distribution of the *Mia Mia* and *Families Worldwide* with the Spring 2018 edition. We thank Bribie Island for this commitment.

Poinsettia Post

The Poinsettia Post magazine, produced in colour for the last four years, is well received and well read by all members. We thank Dorami Keyt for all her work in producing and distributing our magazine and a thank you to members who contribute articles and photographs. It is an excellent way of sharing our branch activities and getting information to every member.

Rules & Regulations

Much work has been carried out during the year to upgrade and rewrite the Diocesan Rules and Regulations. I thank the small committee who have spent many hours reviewing and Mrs Glenda Ebert who has typed up the draft. It is hoped that the new Rules and Regulations will be soon issued.

Country Council

The May Country Council was hosted by St Paul's Ipswich with 85 members attending. It was a great day, well organised with much fellowship enjoyed. The August Council was hosted by Christ Church Bundaberg, who were pleased to welcome 83 members from 26 branches. The meeting was preceded by an overnight stay with an afternoon visit to Bert Hinkler Aviation Museum, followed by a dinner where 58 members and husbands enjoyed a delightful evening.

AGM

This year's AGM was held at St Colomb's Clayfield and we were pleased to have Dr Christa Aspinall as our chairperson. There were 120 members and guests who attended the AGM and lunch. Our very inspiring Guest Speaker was Dr Wendy Le Marquand who brought greetings from the Mothers' Union in Gambella, Ethiopia. With a PowerPoint and informative address Dr Wendy shared her ministry and work of teaching and empowering the Gambella MU members who work with the Sudanese refugees, adding a special tone of loving care to our meeting. A gift of \$1000 was given to Dr Wendy for her work amongst MU in Ethiopia.

Honorary Vice Presidents

This year we welcomed two new Honorary Vice Presidents. Mrs Josie Greaves, wife of the new Bishop of the Northern Region and Mrs Kate Venables, wife of the Bishop of the Western Region. As Bishop Alison Taylor has retired as Bishop of the Southern Region and returned to Melbourne, we said farewell to her husband Honorary Vice President Mr Trevor Blake at our December luncheon, thanking him for his support over the years he has been in Brisbane Diocese.

Vale

It is with much sadness we note the passing of a number of our faithful members the past year, members who have held significant positions in their branches and in our Diocese. We thank God for their life, work and example. "Well done good and faithful servant".

Thank You

We are sincerely grateful to His Grace, Archbishop Phillip Aspinall, and to the Dean of the Cathedral, the Very Rev'd Dr Peter Catt and all their staff for their support and encouragement of AMUA Brisbane Diocese.

I would also like to thank our Diocesan Chaplain Rev'd Canon Libbie Crossman for her support and spiritual guidance through the year. It is very helpful having a past Australian President and a present Representative on the Trustee Board of Mary Sumner House to keep us informed and to give us guidance.

Thank you also to the Regional Bishops and all the clergy who support and encourage the mission of AMUA in their Parish and care for our members. With the encouragement of the clergy the AMUA with its aim and objects will continue to grow and be a vital part of each Parish in this Diocese.

This has been my first year as President. It has been a challenging year and I do especially thank my husband and secretary Robert for his support and computer skills. It has been a real learning curve for us both. We have worked as a team and have grown in understanding and appreciation of AMUA, and the importance of its work and mission in our communities and throughout the World.

I also want to thank Marilyn Dunning, our past President, for all her help and guidance which helped me find my way through 2017. I am very grateful for the friendship, support and commitment of all members on the executive.

May God continue to bless each of us in all that we try to do for AMUA and in His name.

Beverly Perry

AMUA Diocesan President Brisbane

St John's College, within The University of Queensland

Acting Warden (1 Jan to 5 May 2017) and Warden (from 6 May 2017):
**The Rev'd Professor Rodney Wolff, BSc (Hons) Qld,
BTh (Dist), CSU, DPhil Oxon, CStat RSS, FQA**

There is a kind of predictability about College life, as the usual pattern of events repeat year by year. There is also unpredictability layered upon those predictable events, due to annual changes in the composition of the resident student cohort and the varied ways in which they participate in College life. And then there are other events which recur according to their own peculiar timescale: one such is the appointment of a new Warden.

On 6 May 2017 – the (transferred) Feast of St John the Evangelist, the College's patronal festival – the Most Rev'd Dr Phillip Aspinall, Archbishop and President of the College, installed the Rev'd Professor Rodney Wolff as XIII Warden of the College at a service in the College Chapel. Professor Wolff had been Acting Warden to that point. His appointment as Warden followed an open recruitment and selection process. Professor Wolff also holds the position of Honorary Professor in the School of Mathematics and Physics at The University of Queensland (UQ), and is Area Dean for Brisbane West within the Diocese of Brisbane.

The College was honoured to have been able to admit two new Honorary Fellows at its annual Commemoration of Founders and Benefactors on 10 September 2017. The Archbishop again presided, and admitted the Honourable Justice Debra Mullins, Judge of the Supreme Court and Chancellor of the Diocese of Brisbane, and Mrs Kerry Holland, artist, to fellowships. The College is proud to have 15 distinguished individuals as its Honorary Fellows: those close to St Lucia participate regularly in its flagship events.

Shortly before her admission as an Honorary Fellow, on 8 August 2017, Justice Mullins delivered the biennial Sir Zelman Cowen Oration. Previous orators have been Professor Don Markwell (2012) and Professor Fred D'Agostino (2014). Justice Mullins' address was entitled "Taking Inspiration from a Lifetime of Service." In it, she recounted Sir Zelman's lifetime of service to the community, especially through university education and mentoring students and colleagues; and also reflected on her own interactions with Sir Zelman through mutual involvement in the Griffith Law School. Justice Mullins urged the many students in the packed Dining Hall that evening to consider how they might volunteer for some community organisation which would benefit from their services.

Professor Joanne Wright, Deputy Vice-Chancellor (Academic) of UQ, relinquished her position on the College Council as the representative of UQ's Senate, having served since 2013. Professor – now the Honourable Justice – Sarah Derrington, then Dean of the TC Beirne Law School at UQ, stepped into that position on 30 June 2017. The College congratulates Justice Derrington on her appointment as Judge of the Federal Court and

President of the Australian Law Reform Commission, although, sadly, this necessitated her resignation from Council on 18 December 2017.

The College sought to enhance its pastoral and academic support for students in 2017. A key appointment in this regard was that of the Rev'd Dr Ceridwen (Ceri) Wynne as Senior Tutor and Chaplain. Dr Wynne had previously served as Priest-in-Charge of the Parish of East Brisbane, alongside ongoing work as a scientific researcher for a patent attorney. With her experience as a researcher and lab practitioner in biochemical sciences, as well as having taught at UQ, Dr Wynne has brought a unique combination of skills and talents, to the great benefit of, and appreciation by, the student cohort.

A full complement of academic prizes was distributed to high-achieving students at the annual Academic and Professional Dinner on 9 October 2017. The guest speaker was Dr Glen Richards, Old Johnian, founder of Australia's largest pet-care company Greencross, and panellist on the television show *Shark Tank*.

The College has continued to enjoy sound financial performance as a not-for-profit agency within the Anglican Church Southern Queensland. By resolution of the Council, the College sold its three contiguous residential properties on Hawken Drive / Boomerang Street, St Lucia, and the proceeds of the sale have strengthened the College's financial position. As discussed in last year's report, the College Masterplan was endorsed by Council as a vision for future development of the St Lucia site: the financial resources now available to the College will underpin aspects of that development, as well as support the core business of the College, namely student life.

Academic standards are a priority for the College. It ran tutorials in over 60 courses per semester during the year, sourcing tutors from among its own high-achieving students, as well as graduate students from the University and some experts from the professions. The overall GPA across the College was just under 5.5 out of 7 for the year, with 18 students achieving a perfect GPA of 7 in at least one semester (and one student achieved that result in both semesters!). In all, 140 individuals – almost half the College – achieved at least a Distinction (GPA of 6) in at least one semester. This attests to the talent and hard work which St John's students devote to their studies while living a full College life alongside them.

Capabilities of all kinds – not only academic, but sporting, cultural, and service as well – are recognised through the award of scholarships and bursaries. The St John's College Foundation provides in excess of \$200,000 in awards to support deserving students. The careful stewardship of investments is overseen by a dedicated board of (largely) Old Johnians, themselves with busy professional and private lives, who dedicate enormous time and energy to this task. The College remains ever grateful to them for their dedication, and to donors for their generosity.

For the third year in a row, the College won the weighted shield for inter-college Sport. The weightings take into account gender balance across the Colleges. The men were placed second overall, securing premierships in tennis, soccer, athletics, and basketball, and the women were also placed second overall, leading the field in swimming, hockey, basketball, athletics and water polo. Strong endeavours were made in the cultural

domain. College social life continued vibrant, with students organising stunning, large-scale events such as St John's College Ball (held at Lightspace, Fortitude Valley), Jazz Night (held at an aircraft hangar at Archerfield), At Home (held at College), and f.resheroam (held at the Queensland State Hockey Centre). Community feedback from f.resheroam was that it was a model for student-organised social events, attesting to the careful planning and event management which the College has instituted.

The College choir was reinvigorated this year, and it sang at the main College flagship events, as well as at services of choral evensong on occasional Monday evenings during term. Weekly services of the Eucharist have been restored. The centuries-old College tradition of formal dinners continues on Monday evenings, at which guest speakers are invited to address students. Speakers this year included Mr Steve Foley (Head, St Leo's College), Mr Peter Hauser (Head Master, Toowoomba Grammar School), Mr Cameron Mana (President, Old Johnnians' Association), Mr Manish Poolagasundrum (St John's College Student Club 2016 President), the Rev'd Dr Howard Munro (Archbishop's Chaplain and former Dean of the College), Dr Sasaka Bandanarayaka (paediatrician and St John's College Student Club 1995 President).

The College welcomed its alumni, the Old Johnnians' Association, to the College in the July break for its annual general meeting and dinner. The Warden addressed the meeting on the masterplan. The Old Johnnians continue as valued members of the College community.

It is a challenging time for residential colleges. Demand for places is easing, due to financial hardship experienced in the communities of the College's principal catchment areas of rural and regional Queensland. St John's continues to fill, but that is not the case for all UQ colleges. Some residential colleges in southern states have attracted significant media attention over unhealthy culture and inappropriate student club conduct and practices, and in turn the spotlight has been turned on all residential colleges.

A report of the Human Rights and Equal Opportunities Commission, *Respect. Now. Always.*, published on 1 August 2017, disclosed findings of an investigation into sexual harassment and assault on university campuses nationwide. Even though no individual residential colleges were identified, and while statistics were aggregated across geographical groups of colleges, the report offered sobering reading. UQ has expressed zero tolerance for sexual misconduct, and St John's supports that stance. Healthy tradition is an important part of the College's history and of its ongoing story. The combined UQ college community, and not least St John's among them, has committed to maintaining vibrancy of college life which is at the same time safe, lawful, and respectful.

The Reverend Professor Rodney Wolff
Warden

St John's Crisis Centre

It is easy to get discouraged when undertaking to work with those who are homeless and, for the most part destitute and bereft of any semblance of what we would regard as having any significant human value. Yes, there are those who, for the most part take advantage of and abuse the small privileges afforded them by available services such as ours. And yet overall it remains a constant source of inspiration to all of us who have responded to the call to work with and serve them. Especially when witnessing the enormous hope, the release, the opportunities to affect positive change in such lives often, through no fault of their own, compromised by the direst of circumstances; it is in fact ourselves who are the privileged and truly blessed.

Yet without the discouragement, the unfortunate setbacks, the constant reminder that we are meeting a need that many would rather go away, we would not be encouraged that we are indeed fulfilling our Lord's command to feed, to clothe, to shelter those for whom life is anything but a blessing. No more so, and especially when considering the enormity of the Great Commission; a significant part of which is Jesus' call on all Christians to meet the needs of the needy. It is more though is it not; but pivotal to His command to go and make disciples of all nations. Even more, it is not just prerequisite of what it is to be Christian; it is the very imperative of what it is to be human.

2017 has been for the most part extremely challenging and at times discouraging, and yet paradoxically, as is often the Christian faith, the most encouraging and rewarding. We have, ultimately with His guidance and help, been able to witness some amazing breakthroughs and successes; exemplified by the on-average 500 clients we regularly assist a week, in particular the 1,849 clients for whom we were able to provide safe overnight haven during much of the wet and cold.

Additionally, we now have free weekly dental access, a second all-purpose van, storage container and offsite storage space, more staff and volunteers such as official assistant manager, second social worker, administration officer, grants and fundraiser manager, kitchen manager, operations and maintenance and van drivers, overnight security and again overnight supervisory volunteers. We also now have a domestic violence assistance program to fully assist those seeking refuge, relocation and ultimately safety. There too is the incredible blessing of community-minded business folk who have likewise responded to the call and without whose invaluable contribution, such growth of support would not have been realised.

Ultimately, this is also no more exemplified than with our current project to renovate the St John's church site from which we presently operate all our services. To witness the amazing provision unfold for this enormous undertaking over these past eight months continues to be without doubt a true testimony, not only to the miraculous power of Jesus, but affirmation that and irrespective the setbacks, further expansion into our community project is a matter of time.

To all our staff and volunteers, committee members, donors and supporters; what can be said that has not already year in and out, when it comes to your exemplary commitment, devotion, care, good humour and tireless giving? Not to mention putting up with my less-than-average humour. You remain a constant source of inspiration for me, and I know truly and deeply for Him. You are a joy and a privilege to work with and I will never be able to thank you, or Him, enough for any of you. This equally applies to those who have understandably, and with our best wishes, elected to move on. May He bless you and loved ones even more in your future endeavours.

In finishing, I would like to leave you all with this thought; homelessness and poverty don't discriminate. There is only one 100% certainty that we can securely know will always be there for us in and throughout this life; and His name is Jesus.

Reverend Jon Brook
Coordinator of Mission and Ministry

Service Personnel Anglican Help Society

It has been a good year for the Service Personnel Anglican Help Society (SPAHS). We successfully completed our first complete year of trading of the St George's Defence Holiday Suites since our official opening in Feb 2017. We also celebrated our centenary of continued service to the Defence Community in January this year (1918-2018). Over the hundred years many have received Rest and Recreation at St George's in the wonderful beachside venue. A small group of devoted volunteers has continued to serve the society faithfully in ensuring good stewardship of this great resource. We thank all those who in the past and present have given of time and effort to ensure the Society's continued good works.

Finally, our devoted managers for the last 10 years have now retired and we have replaced them (with their assistance) with a very talented husband and wife team who will carry on the good work done by Rosie Sawyer and David Philips. Jason and Danielle Davenport bring many skills to their new role as managers of St George's, with Jason proficient in Information Technology and personal training, and Danielle a successful businesswoman as well as an accredited yoga teacher. They plan to give holidaying patrons the opportunity of holistic experiences alongside their comfortable surfside holiday. The society has continued to follow the example of Canon David Garland in giving Defence members and their families a great R&R experience, looking to support the inner person, as well as the outer in a quiet underspoken way.

Our AGM in May will see the election of a new Chairperson. I ask your prayers for our Society and for our new Chair and Management Committee.

Thanking you for you continued prayers and support.

Chap Jim Cosgrove
Chairman

Finance & Diocesan Services Commission

Report for the year ending 31 December 2017

In early 2017, a review was conducted of the governance of the Anglican Church Southern Queensland (ACSQ) and the effectiveness of the shared services model. The purpose of the review was to ensure that the appropriate systems and processes were set up to deliver our mission now and into the future.

Two significant recommendations were approved for implementation. The recommendations were:

1. Anglicare being directly responsible for the corporate office services and support it required to effectively manage the significant reform agenda it was facing in relation to aged care, disability and community services in an increasingly competitive market.
2. The amalgamation of the Financial Services Commission and Diocesan Services Commission into one new commission, Finance & Diocesan Services Commission (the Commission). This Commission and the General Manager's Office would focus on the governance requirements for the Diocese as a whole and the operational support of individual commissions other than CSC (Anglicare).

The Commission was created effective 1 September 2017, via a Regulation to the Diocesan Governance Canon that amalgamated the Financial Services Commission and the Diocesan Services Commission.

The purpose of Finance & Diocesan Services Commission ("the Commission"), as set out in the Diocesan Governance Canon, is to support the mission of the Church by providing strategic direction and policy development to, and monitoring of, administrative systems across the Diocese, managing and controlling all real property of the Corporation and ensuring the proper management of all financial, banking, investment and treasury services across the Diocese.

This report to Synod covers the eight months of operation of the Financial Services Commission and the Diocesan Services Commission, and four months of the operation of the Commission.

Membership

President

The Most Reverend Dr Phillip Aspinall - *BSc, Grad Dip RE, BD (Hons), PhD, MBA*

The following table summarises the membership of the Financial Services Commission, the Diocesan Services Commission and the Commission.

Member	FSC	DSC	FDSC
Mr Douglas Porter <i>BA (Hons), Hon DEcon, FAIM, GAICD</i>	Chair		Chair
Mr Bruce Wilson <i>AM - BE(Hons1), MEngSc, FIEAust, GAICD</i>		Chair	Deputy Chair
Ms Catherine Brewer <i>LLB, LLM, Acc Spec (Succ)</i>	x		
Mr John Davies <i>BA, LLB, LLM, Barrister-at-Law</i>		x	x
Ms Desiree Houston-Jones <i>Masters Urban & Regional Planning, BSc(Env), GradDipEd</i>			x
Mr Rex Isherwood	x		
Dr Ruth Kerr <i>OAM-PhD, BLeg Studies, BA, GradDipLibSec</i>		x	x
Ms Sandra Long (ED FDSC) <i>BCom, CA, GAICD</i>	x		x
The Rev'd Stewart Perry <i>BCom, CPA, B Th</i>	x		x
Mr Frank Prostamo <i>BSc, MBA, MIPA, F Fin, MAFA</i>	x		x
Emeritus Professor Christine Ryan <i>BCom, DipEd, MFinMgt, PhD, FCPA, CA</i>	x		x
The Rev'd Canon Gary Smith <i>B Com, B Th, AAUQ, FCPA, CA</i>	x		x
The Rev'd Dan Talbot <i>BBus, Grad Dip Th, MA (Theol)</i>		x	x
Mr Anthony Weder <i>ASA, B Econ, CFTP (Snr), GDipAppFin (Sec Inst)</i>	x		x
Mr Greg Windsor <i>MIEAust, MAICD, FAIP</i>		x	x

The Commission also operated four sub-committees:

- Records and Archives Committee
- Board of Management of the Diocesan Insurance Fund
- Diocesan Investment Advisory Standing Committee
- Credit Control Committee

All members of the Commission and the sub-committees give their time and skills willingly and voluntarily. Their hard work and the contribution they make to the ongoing mission of the Church is acknowledged and much appreciated.

Major Achievements & Challenges

Cathedral Precinct

The Cathedral Precinct continues to be a workplace hub for staff providing the opportunity to develop and strengthen relationships and work collaboratively. In addition to our work, members of the Cathedral precinct community come together in the Precinct in fellowship, prayer and the celebration of significant religious and community events and activities.

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 2018.

Zone Allowances

The Commission approved a CPI increase to zone allowances for 2017 as follows:

Zone 1 - \$326.74
Zone 2 - \$791.28
Zone 3 - \$987.79

Bush Ministry

The following Bush Ministry Fund Grants were approved:

Maranoa-Warrego Anglican District – \$ 40,000
Boonah/Harrisville Parish – \$20,000
Dalby – \$5,000
Warwick – \$10,000
Roma – \$ 10,000

The Commission continues to be very grateful to Parishes and individuals who donated to the Bush Ministry Fund during the year.

Parishes Regulation Canon

The Commission approved and recommended changes to the following Regulations:

- Regulation VI Travelling Facilities – Parishes Regulation Canon
Increase of 1.6% to the fixed cost and no change to operating cost components.
- Regulation VII Remuneration for Occasional Duty – Parishes Regulation Canon
A change to the ATO rate of 66 cents per kilometre for travel allowance and no change for business reimbursement and occasional duties allowance.

Information & Communication Technology

The ICT team continued to provide support and implementation services across a range of IT technology services, including desktop, server, data communications, security, project and software development-related activities. This support was provided to all Commissions through our ICT Service Desk, ICT procurement services, site fit-out and relocation support and core infrastructure administration teams.

The focus for the first part of 2017 was on improvements to a range of back-end services, including:

- an upgrade to the centralised backup system, including a doubling of disk-based backup capacity;
- replacement of the internet and email filtering systems;
- deployment of endpoint configuration management software, to better enable management of client devices;
- an upgrade of our infrastructure monitoring system, to enable better performance alerting and analytics;
- migration of sites to NBN-based network links where available, improving performance while decreasing networking costs;

ICT also acted in a supporting role for Anglicare's Res-e-care project, rolling out wireless network access, surface tablets and thin client devices across eight residential aged care homes.

Records & Archives

The main focus of activity for the archives in 2017 was the return of the collection and of staff to Church House (St John's Precinct). The move from Bowen Hills was completed over two weeks in July, and involved the dismantling and reassembling of shelving, and the removal and restocking of the collection. This included over 6,000 boxes and parcels plus plans, cabinets, library publications, and processing materials.

The move from Bowen Hills was challenging, both because of the care and caution it takes to move a collection consisting of memorabilia, fragile documents, and textiles, and because of the space available to house the collection in its new home. This, and the fact that Archives continued to receive many deposits of records from Diocesan work units and Parishes, means that the management of the collection (with a view to collection rationalisation) remains a high priority.

Despite the move, the Archives Centre continued to deliver a broad archival service to both Diocesan administration and the general public. This work (provided by a committed team of professional archivists as well as a dedicated group of five volunteers) was supported by Diocesan management and the Records and Archives Committee.

The volunteers have continued to give their time and skills working on specific projects to provide better access to records, including the cataloguing and preservation of Parish records. The Record and Archives Committee has met throughout the year and was invaluable in providing advice and assistance for the Archives team, especially during the move back to Church House.

The Archives Centre supported the Diocese through a number of initiatives, which included the launch of the online exhibition devoted to WWI chaplains from the Diocese. The online exhibition includes items such as letters, images of memorabilia, and a transcribed wartime diary that belonged to Chaplain Cecil Edwards. It also includes digitised documents and publications (including articles from the Church Chronicles between 1914 and 1919) and biographies of the lives of all Diocesan chaplains during this time.

The Archives Centre also did extensive research of its records for the Office of Professional Standards (OPS), the General Manager's Office, and the Legal Team. The Archives Centre and OPS developed and implemented a new protocol and procedure for researching and providing access to external researchers and legal representatives.

The Archives Centre received a substantial donation to assist in enhancing access to the collection, as well as improving overall management and disposal of records.

At the end of 2017, the Diocesan Archivist (Sue Laidlaw) retired after serving for nearly six years. The Archives Centre and the Records and Archives Committee have greatly benefited from Sue's dedication and professionalism – particularly in the last year. Archives staff will continue to benefit from her knowledge, as Sue has agreed to assist as a volunteer. After Sue retired, the FDSC conducted a recruitment process with the assistance of the Records and Archives Committee. Michael Rogers was appointed to the position of Archivist in January 2018.

2018 will bring a renewed focus on completing and expanding on the retention and disposal schedule and procedures for the Diocese, continuing to implement collection management strategies, and improving awareness regarding best practice record keeping across the Diocese.

Property

The Property team continues to provide a range of property and building-related services to the Diocese, particularly Parishes and Anglicare Southern Queensland. Primary services include the delivery of major construction projects; leasing; sales and property purchases; provision of building asset condition assessments; preventative and responsive maintenance; minor building constructions and office fit-outs.

Capital Works Projects for Anglicare continue with works progressing well on the:

- extension and refurbishment of EM Tooth Residential Aged Care Facility;
- rebuilding Symes Grove Residential Aged Care Facility; and
- extension and refurbishment of the Kirami Residential Aged Care Facility.

There are quite a number of major capital works projects underway for Parishes and include:

- North Lakes Parish – acquisition of the site progressed – due to settle in early 2018;
- Holy Trinity Church, Fortitude Valley – construction of the office building in the Church precinct progressed considerably – due for completion in 2018;
- St Bartholomew's in Toowoomba – Stage 2 construction completed;
- St Mark's at the Gap – practical completion of the new multi-purpose Parish centre achieved in 2017. It was officially opened in February 2018;
- St Philip's, Rochedale – construction of new Ministry Centre – practical completion and official dedication achieved.

People & Culture

People & Culture provided strategic and operational recruitment, payroll, work health and safety, injury management, employee relations, volunteer coordination and general advisory and support services to various Commissions within the Anglican Church Southern Queensland.

The increasing number of clergy and Parishes who sought advice and support from People & Culture in 2017 was reassuring, as People & Culture continued to strengthen this connection and provide dedicated HR support in the areas of recruitment, employee relations/industrial relations, team restructures, HR documentation and workplace health & safety. Additionally, work commenced on a Labour Agreement application, enabling overseas clergy to live and work in Australia for long term appointments within the Diocese.

People & Culture worked on a number of activities in support of Anglicare Southern Queensland's strategic intents, and to enable Anglicare to deliver on its Operational and Service Delivery Directorate Operational Plans. To meet Anglicare's goal of zero harm to the workforce, the Workplace Health & Safety team, within People & Culture, delivered education to Anglicare's workforce to support the revised Safety Management System

rolled out in 2017. The Safety Management System ensures Anglicare and its workforce identifies and manages workplace health and safety risks, and that the education delivered ensures consistent safety induction and emergency response procedures across the organisation. In consultation with Anglicare, the Workplace Health & Safety team led a number of safety initiatives to support the Safety Management System.

In 2017, People & Culture negotiated two new enterprise agreements covering nursing employees and employees employed in residential, home care and support work. The combined enterprise agreements cover approximately 2,000 Anglicare employees. The enterprise agreements have been filed in the Fair Work Commission and are currently awaiting approval.

In 2017, the Injury Management Advisors within People & Culture assisted in managing 223 claims (217 for Anglicare and 9 for the Anglican Church) and 216 non work-related injuries (208 for Anglicare and 8 for the Anglican Church). Across all three of Anglicare's Workcover premium categories, performance in 2017 in managing the WorkCover claims indicated a reduction in statutory claims and average time off work.

People & Culture's Volunteer Program Management team surveyed volunteers to obtain volunteer feedback on their volunteering experience with Anglicare. The survey feedback was very positive and a few areas for improvement were identified. Process improvements were implemented to enhance the volunteer experience, particularly in relation to volunteer recruitment and on-boarding. The second half of 2017 saw People & Culture assume responsibility for managing the Commonwealth Community Volunteer Scheme on behalf of Anglicare.

The last few months of 2017 were extremely busy for the People & Culture team due to the unbundling of Corporate Services. The People & Culture team provided the appropriate paperwork so that all employees who were moving from Anglicare to the Finance and Diocesan Services Commission and from Anglicare to the Finance and Diocesan Services Commission were correctly transitioned, ensuring a streamlined transfer of people and their functions. There were some impacts for some employees as a result of the change, and People & Culture supported the consultation process with these employees, and worked on the various communications relating to the unbundling of services.

Marketing & Communications

2017 was an extremely busy and productive year for marketing across many of the commissions.

The ACSQ website underwent a comprehensive rebuild and delivered positive online interactions and outcomes for members of the public, Diocesan staff, Parishioners, and clergy. The new website uses current web technology trends and offers appropriate information in a clear and accessible way to enhance user experience. The site incorporates a user-friendly private section of the website which will serve as a repository for the large amount of sensitive information that is regularly accessed by internal Diocesan staff via a dedicated Parish Portal.

The team embarked on three major marketing initiatives for Anglicare:

- **Anglicare’s Disability Support Program** including the launch of the online personalised Support Builder launched on May 12. This first-of-kind NDIS Calculator helps users plan, explore and configure NDIS support, allowing any variable offered under the NDIS scheme to be probed simply and rolled into a personalised plan. People with a NDIS plan can use the tool, aided or unaided by an Anglicare Concierge, to model and make decisions about how they can best utilise their approved budget.
- **Anglicare’s Aged Care Support Program** included stage 2 of TV & Digital Media and launch of Help at Home Package Builder on 1 June. The customisable Package Builder allows users to choose from Anglicare’s range of pre-created packages or customise the level of support they receive in the areas of Health, Home, Community and Wellbeing. It allows those in the ‘sandwich’ generation (aged 40 - 64 years) to begin conversations with family members and gives older Australians an indication of how they can allocate their Home Care Package to help support the life they want.
- **Anglicare’s Arts and Minds** In December 2016, Anglicare won a share of over \$1m in media space offered by outdoor advertising provider, *goa*. The campaign kicked off 8 May 2017. At the end of the third week and with three more weeks to run, the value delivered by *goa* was in excess of \$400,000. In addition to the billboards, support for the campaign has included a dedicated website (<https://artsandminds.org.au/>) social media and digital advertising. The campaign culminated in a gala event on 28 June at David Bromley’s West Village Gallery in West End.

Risk, Governance & Compliance

During 2017 the Risk, Governance and Compliance group transferred from the Diocesan Services Commission to the General Manager’s Office where it continued to provide high-level strategic advice on the management of risk and legislative compliance in the Diocese of Brisbane.

Each of the Commissions continued the work to mature risk management within their areas of responsibility. This progress was reported by each Commission to the Diocesan Audit and Risk Committee through an annual presentation.

Work continued through 2017 to implement the recommendations from the risk management maturity assessment (excluding individual schools and Parishes) that was conducted by internal audit in late 2016. Progress made included the development of a Financial Risk Appetite Statement by the Financial Services Commission that was subsequently approved by Diocesan Council.

By the end of 2017, all components of the insurance claim from the devastating 28 November 2014 hail storm were finalised.

ANFIN

During 2017, ANFIN completed the majority of steps in moving to an internal treasury. As a result ANFIN was able to move to an approach more akin to a corporate treasury, which better reflects the legal relationship between the Diocese and its various entities. As part of this change, ANFIN has shifted from a quasi-banking prudential management approach to a Church-wide risk governance framework which takes into account the strategic objectives of the Diocese and associated financial risk appetite.

Strategic Decision Support

The Commission is very conscious that providing financial training and support to the various parts of the Diocese is a critical role of Financial Services. Work commenced on a Parish Accounting project that is designed to provide support to Parish Treasurers. After a successful pilot project, the new accounting package has been adopted by 85 Parishes.

External Audit & Budgets

The 31 December 2017 year-end audit for the Diocese was completed with an unqualified audit opinion provided by Deloitte.

The 30 June 2017 year-end audit for Anglicare Southern Queensland was completed with an unqualified audit opinion provided by Deloitte.

The 2018 Diocesan budget was completed and approved by Diocesan Council in July 2017 with the Diocesan refresh budget completed and approved by Diocesan Council in December 2017.

Treasury & Investment Management

The Commission is focused on several key challenges for the Diocese including ensuring our strategic and mission priorities can be funded, that our way of doing things is financially sustainable, and that we are cognisant of our financial risks and managing them appropriately.

A lower interest rate environment continues to pose a challenge for Diocesan entities who benefit from interest income on their cash deposits, however, the Diocese is mindful of the investment risk required to offset the lower yields on term investments. Investment back into the Diocese's key areas of mission activity is a key priority, and this tempers the degree of investment risk we are prepared to take on surplus funds to increase income in the shorter term.

The Diocese's expectation is that all of its entities continue to maintain their funds with ANFIN to support the broader mission of the Church. Through the engagement and support of all of our Diocesan entities, we continue to improve the timeliness and accuracy of project funding requirements and cash-flow forecasts, to ensure that the Diocese's long-term investment into mission is sustainable.

The Going for Growth Fund

The Going for Growth fund ("the Fund") is invested in complimentary strategies run 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.

As at 1 January the Going for Growth Fund had a balance of \$18.3m.

The following deposits were made to the Fund during 2017:

DEPOSITS	AUD\$
<i>Toyota Rebate</i>	50,275
<i>Childcare Licence (Carey Lane)</i>	62,500
<i>Bulimba Property Income</i>	25,672
<i>L G Strub Bequest</i>	49,524
<i>Sanderson Estate</i>	20,851
	208,822

The total investment income earned during 2017 was \$787,776.

The following distributions were made from the Fund:

DISTRIBUTIONS	AUD\$
<i>Distribution to Mission Alive Fund</i>	684,000
	684,000

As at 31 December 2017 the Fund had a balance of \$18.6m.

Some of the key missional initiatives in Parish Services and Ministry Education that were funded in part by the Going for Growth Fund included:

Description	Commission	Net Cost
<i>RE Children's Ministry</i>	ME	\$207,846
<i>Hospital Chaplaincy</i>	PMC	\$400,443
<i>Corrective Services Chaplaincy</i>	PMC	\$50,249
<i>Clergy Well Being</i>	FDSC	\$19,000
Total		\$677,538

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.

Douglas Porter
Chair

Diocesan Insurance Fund

Report for the year ending 31 December 2017

The past year has seen some small but significant changes in the management and oversight of the Diocesan Insurance Fund (the Fund). As a result of the Diocesan governance and shared services review in late 2017, the Insurance Board now has a direct reporting line into the merged Finance and Diocesan Services Commission (FDSC). While the good work of the Board to date has placed the Fund in a strong position, it was an important consideration to align the governance of the Fund with the responsibilities of the FDSC under its new Canon.

As ever, the Board is cognisant of balancing its objectives of providing affordable insurance cover, maintaining and improving benefits, as well as ensuring the long-term sustainability of the Fund. Overall, our Parishes and Diocesan entities enjoy benefits through the Fund not always available in the commercial world, and at comparable costs.

2017 saw the expiry of the Anglican National Insurance Program's two-year renewal agreement with Ansvar, which allowed ANIP the opportunity to hold a limited tender process. This introduced a degree of competitive tension into the relationship with the pleasing result of stable premiums and continued availability of broad cover terms.

Participants would recall that in 2015 the Property insurance premium for the Fund increased by 100% over the prior period. At the time, the Board took the decision to use reserves to subsidise the renewal rate to scheme members so that it only passed on an average increase of 27%. A degree of subsidisation was then maintained in 2016 to assist with further cost increases that arose from the AssetVal valuations and subsequent sum insured adjustments. For the period commencing 31 October 2017 average premiums for participants increased by some 14%, which the Board considered to be reasonable given CPI adjustments to property values. The increase to participants in 2017 marks the end of the three-year "smoothing" process of passing on the increase from 2015.

An extensive Cyber Risk Profiling analysis was carried out by external consultants associated with our Insurance Brokers AON during the year, with a comprehensive report presented to the Board at our November meeting. The Board is now moving to ascertain pricing for this product from a range of specialist cover providers.

The Board is cognisant of the need to seek reinsurance as to the financial strength of the insurers with whom our coverages are placed. Our lead insurer, ANSVAR is rated by AM Best, the world's leading insurance rating agency. Their rating was affirmed in March 2017 at A- (Excellent), a continuation of the level they have held for many years.

Sickness & Accident, & Maternity Leave Scheme

During 2017, \$79,130 was paid in Sickness and Accident benefits (which included 14 new claims) – an increase from the \$55,472 paid in 2016 – however this amount did incorporate significant ongoing benefits from a claim which arose in an earlier period. The surplus in the Reserve Account now stands at \$413,992 at year end.

Priests' stipends increased from 1 January 2017 and Scheme benefits were increased accordingly. The Board was able to provide these increased benefits whilst reducing the annual contribution per full-time member to \$480. This is the ninth consecutive year the Board has been able to hold the contribution rate or reduce it.

In relation to the Maternity Leave Scheme, the Board maintained the annual contribution rate at \$120 per full time member. No claims were recorded for the year, with \$15,677 being made in contributions which resulted in a small increase in reserves to \$38,780.

Management

The Board of Management of the Fund continues to consist of ten members made up of:

- One ex-Officio member; (The Archbishop or his nominee),
- three members of the Clergy being members of Synod appointed by the Archbishop-in-Council, and
- six lay persons appointed by the Archbishop-in-Council.

The Board is very appreciative of the work of the Risk, Compliance & Insurance Department staff. We noted with sadness the extended sick leave from mid-year of Denis Wright who had most competently led the insurance function for many years, and the resignations of Valerie King and Terry Selva. Our clients continued to be ably assisted by Julie Frail, particularly with regard to their cover and claim queries; and we welcomed Philip Tolley in the new capacity of Senior Insurance Officer. Philip brings with him varied experience in senior leadership roles within the insurance industry over many decades.

Risk Management (RM)

Active Risk Management practices among all Diocesan entities continues to be a vital part of improving the claim statistics of the Fund, and keeping premiums low. The Board appreciates the continued cooperation of our participants in doing all they can to assist in the maintenance of Diocesan property assets. Of particular importance are such basic maintenance items as keeping roof gutters cleaned, as blocked gutters again contributed to damage from storm waters. An emerging trend also is rupture of flexible hoses as a number of these installations have passed their intended 10-year lifecycle, and significant water damage can arise from these events.

To promote RM, the Board produces 'Handy Hints' which provides helpful suggestions

for reducing the number and value of insurance claims. Please read these carefully and implement the recommendations where appropriate. Both current and all past issues of 'Handy Hints' are available on the Diocesan website under 'Resources/Risk and Insurance'. Also on the Diocesan website are the 'Diocesan Handbook' and the 'Insurance Manual' – these documents should be reviewed for guidance and the legal requirements in these matters. The Board also draws the attention of clients to the 'Human Resources/Workplace Health & Safety' section of the website for the Diocesan WH&S policies and assistance in complying with the legislation.

The Board commends those Diocesan entities which have been proactive in risk management by implementing changes before experiencing perils like break and enters, and lightning and storm damage. The Board encourages all participants that have not been assessing their levels of risk to actively look at this aspect of their stewardship of Diocesan property. The upgrades suggested in our 'Handy Hints', if implemented, will help protect from loss or damage, and keep premiums lower for everyone.

Appropriate Risk Management does not just have financial benefits but more importantly reduces the stress, lost time and inconvenience which would have been suffered after the occurrence of an avoided event, and also reduces the possibility of damaging the Church's reputation through liability claims.

Fund Statistics

The total property sum insured under the Industrial Special Risks Policy, including Business Interruption, increased from \$3,019,004,040 at October 2016 renewal to \$3,157,503,939 at October 2017 renewal – largely as a result of sum insured indexation.

Property claim payments by the Fund were relatively stable, sitting at \$355,724 last year compared with \$331,124 in the prior period, with water damage being the major contributor to these payments. The fund reserve balance at year end was \$2,027,434.

This is now the 17th year of existence of the Anglican National Insurance Program. The membership of ANIP has remained stable at 20 Dioceses, and 18 stand-alone agencies.

WorkCover

Whilst this insurance policy is not handled by this Fund, the Board reminds Diocesan centres of the legal requirement to have this policy through WorkCover Qld where you have 'workers' (as defined in the Legislation). It is important to be aware that WorkCover claims directly feed into your premium calculations – a poor claims history can result in significant premium increases. Please note that for legal purposes the employer's name must be in the form, e.g. 'The Corporation of the Synod of the Diocese of Brisbane – St Paul's Parish, Samford'. The Board encourages the implementation of good workplace Health & Safety practices for the health of workers and containing WorkCover premiums.

Mr A Sauer OAM
Chairman

Anglican Financial Services (ANFIN) Report

Report for the year ending 31 December 2017

Corporate Structure

Anglican Financial Services (ANFIN) is a Religious Charitable Development Fund under the management of the Finance & Diocesan Services Commission (previously the Financial Services Commission) within The Corporation of the Synod of the Diocese of Brisbane (Anglican Church Southern Queensland or ACSQ). The accounts set out below present the financial position of ANFIN as a separate division within ACSQ for the purposes of reporting to the Synod of the Diocese of Brisbane. These accounts should be read in conjunction with, and as part of, the accounts of ACSQ.

Registered Office

The principal office of ANFIN is Level 1, St Martin's House, 373 Ann Street, Brisbane, Queensland 4000. The postal address is GPO Box 421, Brisbane, Queensland 4001. The registered office of ACSQ is 373 Ann Street, Brisbane, Queensland 4000.

Matters Subsequent to End of Financial Year

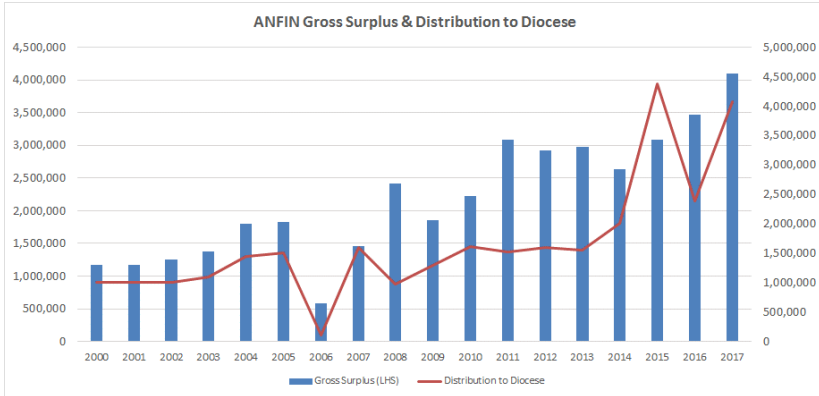
At the date of this report, there is no matter or circumstance that has arisen since 31 December 2017 that has significantly affected or may significantly affect the operations or the state of affairs of ANFIN.

2017 Performance Highlights

- An 18% increase in the operational surplus over prior year to \$4.1m,
- a dividend paid to the Diocese of \$4.07 million, an increase of \$1.7m over prior year,
- decrease of 4.8% in total assets at year end to \$256.7m, and
- deposits of \$240.2m.

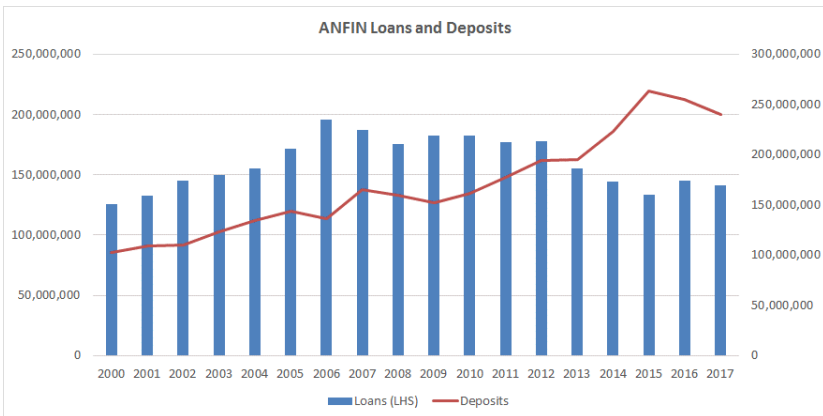
2017 Financial Result

ANFIN achieved a gross surplus of \$4.1m for the year ending 31 December 2017, from which \$4.07m was distributed to the Diocese. The full year result for ANFIN is primarily the result of a higher Gross Margin (the interest income we earn on loans and investments, less interest expenses paid on internal deposits). The chart below shows the change in ANFIN's gross surplus and distribution to the Diocese over time.



Client Investments & Lending

Investments with ANFIN at year end reduced by 5.9% to \$240m. This reduction reflects the investment by both Anglicare Southern Queensland (ASQ) and Anglican schools in major projects.



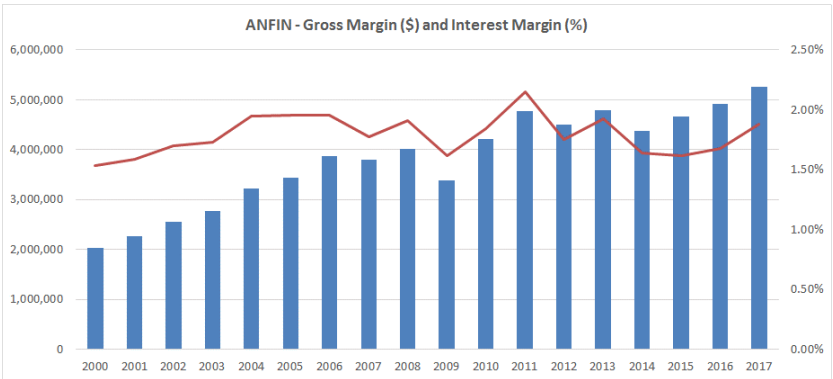
For its short-term liquidity management ANFIN maintains a conservative investment policy, by matching our shorter dated liabilities with investments into regulated authorised deposit-taking institutions. This ensures that we are able to meet the liabilities to our Diocesan depositors as they draw on 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 into longer-dated investments, which provides a better match to our risk profile, and provides for the opportunity to generate a greater longer-term return.

The majority of our loan book of \$141m continues to rest with Diocesan-owned Anglican schools, whose ongoing financial performance and project spending is carefully monitored by the Diocese to ensure it is within the mission strategy and risk appetite of the Diocese.

Operating Performance

ANFIN generated a gross margin of \$5.2m in 2017, an increase of \$340,000 over the prior year. The operating interest margin (Net Interest & Investment Income/Total Average Assets) increased from 1.7% to 1.9% in 2017. This outcome was largely the result of ANFIN better matching its longer-dated liabilities to a more risk appropriate investment strategy, which yielded a higher level of investment income. ANFIN's gross margin over time is driven largely by this interest margin, as per the chart below.



Capital Management

A total distribution of \$4.07m was made to the Diocese for the financial year ending 31 December 2017. As at 31 December 2017, ANFIN recorded net assets of \$12.98m, in line with the prior year.

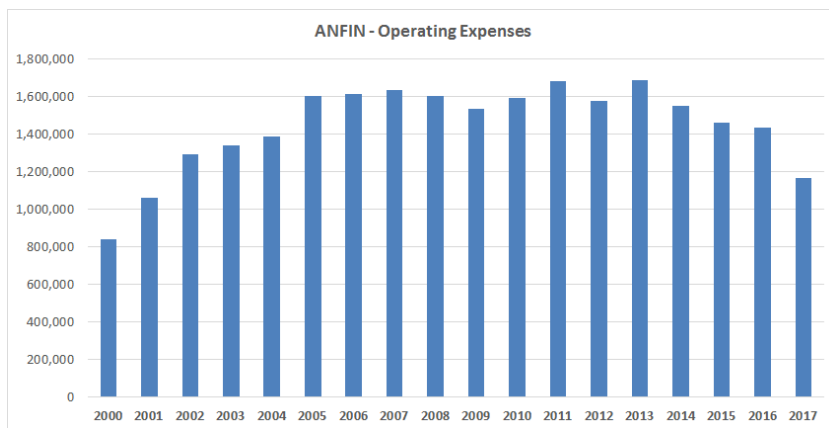
Compliance

ANFIN is compliant with Banking Exemption No 1 issued by Australian Prudential Regulatory Authority (APRA) on 14 December 2017.

ANFIN has undergone and maintains compliance with the *Anti-Money Laundering and Counter-Terrorism Financing Act 2006*.

Operations

ANFIN's operating expenses decreased in 2017 by 18.7% to \$1.17m. In real terms, ANFIN is operating at the same level of expenses as the year 2000 (reflecting an average annual increase of just 2%), against an average increase in its gross margin of 5.7% per year.



ANFIN oversees the aggregate borrowing requirements of Diocesan entities, to ensure that the Diocese is allocating capital to its schools, Parishes and community services operations in a prudent fashion.

The pooling of assets by Diocesan-owned entities into ANFIN is an important pillar in the strategy of the Corporation of the Synod, to increase its mission footprint within a carefully managed risk strategy.

The strength of ANFIN is critical to providing support to Parishes, schools and Anglicare, without reliance on commercial banks. By having ACSQ's financial requirements negotiated on an aggregate basis and at a larger scale, we effectively reduce the overall cost of borrowings to the Corporation of the Synod.

During 2017, ANFIN rolled out a new version of ANFIN Online, provided by our banking platform provider Data Action. We are continuing to work with our clients to ensure this platform is providing a capable service for their transactional requirements.

Outlook

ANFIN aims to continue its prudent fund management with a strategic focus within agreed risk tolerances.

The Finance and Diocesan Services Commission is pleased to present this report to the 2018 Diocesan Synod.

Douglas Porter
Chair



The Corporation of the Synod of the Diocese of Brisbane
ABN: 32 025 287 736

Annual Financial Statements

For the Year Ended 31 December 2017

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Directory

Members of the Diocesan Council

President

The Most Reverend Dr P J Aspinall BSc, GDip RE, BD (Hons), PhD, MBA

Assistant Bishops

The Right Reverend C D Venables BA (Hons), BTh BCT (Western Region)

The Right Reverend Godfrey Fryar ThL (resigned 24 February 2017)

The Right Reverend J Greaves KSJ BTh (Northern Region) (appointed 24 February 2017)

The Right Reverend A M Taylor BA (Hons), BD (Hons), MUP, GDipOrgBeh (Southern Region) (resigned 31 December 2017)

The Right Reverend G M Smith MPhil, BA, MTh, DipTh, DipTchg, GCertMin, GAICD, AFAIM (General Manager and Diocesan Registrar) (resigned 28 April 2017)

Chancellor

The Honourable Justice D Mullins LLM (Adv), LLM, LLB (Hons), BCom

Members

The Reverend Canon G F Harch BSurv, BA

The Reverend Dr J Inkipin BA (Hons) ModHist, MA (Hons) ModHist, BA (Hons) Theol, MA (Hons) Theol, CertTheol, PhD (resigned 24 September 2017)

The Reverend A Lowe BBehSc, BPsych (Hons), BTh, MORGPsych, MA Theol&Reln, MAPS

The Reverend J Worrall BTh BCT

Dr A Dashwood BA, BEd, GDipAppLing, MEdAdm, EdD (resigned 24 September 2017)

Dr G Dashwood OAM, ASM, TSSF (appointed 24 September 2017)

Dr R S Kerr OAM BA, GDipLibSc, PhD, BLegSt

Mr T C Reid BCom, LLB, GCertMgt (resigned 29 June 2017)

Dr T Nicholson MA PhD GDipTh MinstP MRACI CChem (resigned 24 September 2017)

Ms A Kjellgren GDipLegPrac, LLB/BJus (resigned 24 September 2017)

Mrs J Dyke BA(Hons) Qld, Med QUT (appointed 24 September 2017)

Dr D O'Connor DipTchg, BEdSt(Qld), LLB(QUT), LLM(Qld), FAIM, MAICD (appointed 24 September 2017)

Mr D Sneesby FCA, FFin, BBusAcc&Comp; GDipAppFin&Inv

The Reverend Geoffrey Hoyte BTh, MA (Stud Rel)

The Reverend G Moses, BA, LLB(Hons), BTh(Hons) (appointed 24 September 2017)

Auditors

Deloitte Touche Tohmatsu

Chartered Accountants

Contact Details for the Corporation:

Street Address: St Martin's House, 373 Ann Street, Brisbane Qld 4000

Postal Address: GPO Box 421, Brisbane, Qld 4001

Tel: 07-3835 2222

Fax: 07-3831 1170

DIOCESAN COUNCIL REPORT

The Diocesan Council of The Corporation of the Synod of the Diocese of Brisbane (the Corporation) hereby presents the financial report of the Corporation for the year ended 31 December 2017.

The Corporation is not a reporting entity and as such prepares a special purpose financial report which is not required to comply fully with all Accounting Standards and Australian Accounting Interpretations. The extent to which the financial report does not comply with all Accounting Standards is summarised in Note 2 (b) of the financial report.

The attached report does not include the financial results of all the activities carried on by the Corporation.

- The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane – year ended 31 December 2017
- Community Services Commission trading as Anglicare Southern Queensland – year ended 30 June 2017

The financial results of the operating activities of parishes and schools are not included in this report.

Therefore, this report covers the financial operations of the following operational streams:

- Anglican Schools Office (excluding schools);
- Ministry Education ;
- Parish Services (excluding the operating results of parishes);
- The Episcopate and Leadership Team;
- Corporate Services ;
- Financial Services, including Anglican Financial Services (ANFIN)
- The Going for Growth Fund;
- The Mission Alive Fund;
- The Diocesan Insurance Fund; and
- General Trust and Special Trust Funds.

The Corporation has financial responsibility for the Community Services Commission, Diocesan parishes, Diocesan directly owned schools and child care centres; however apart from the real property assets of Parishes, these are not consolidated in this report.

The financial report includes the results of Anglican Financial Services (ANFIN) in the consolidated results and details of ANFIN's income and expenditure are shown at summary level in Note 24 to the accounts.

The Community Services Commission is currently not consolidated. The annual financial report for the Community Services Commission for the year ended 30 June 2017 has been included as a separate Appendix to this report.

PRINCIPAL ACTIVITIES

The Corporation of the Synod of the Diocese of Brisbane operates as the Anglican Diocese of Brisbane. 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

There were no significant changes during the year.

CHANGE IN STATE OF AFFAIRS

There has been no significant change in the state of affairs of the Corporation,

REVIEW OF THE YEAR

The following table summarises the financial results for the Corporation in relation to the reported activities.

	2017	2016
	\$'000	\$'000
Operating Activities		
Operating Income	35,972	35,423
Operating Expenditure	(44,695)	(42,425)
Net Operating Surplus/(Deficit)	(8,723)	(7,002)
Non-Operating Activities		
Non-Operating Income	175	7,059
Non-Operating Expenditure	(6)	(79)
Net Non-Operating Surplus/(Deficit)	169	6,980
Other Comprehensive Income	26,244	74,228
Total Comprehensive Surplus / (Deficit)	17,690	74,207

Operating Activities

This year the Corporation made a deficit from Operating Activities of \$8.7M (2016: deficit \$7.0M).

The deficit is largely the result of:

- Increasing the provision and costs associated with its response to abuse claims within the Corporation.

Non-Operating Activities

The Corporation's non-operating activities resulted in a surplus of \$0.2M in 2017 (2016: \$7M).

Total Comprehensive Income (Expenditure)

Total Comprehensive Income surplus was \$17.7M (2016: \$74.2M). Other Comprehensive Income includes the revaluation of property, land and buildings totalling \$22.8M (2016: \$73.2M).

GOING CONCERN

Due to the effect of the consolidation of the ANFIN assets and liabilities, the financial report shows an imbalance between the current assets and current liabilities.

The Corporation maintains sufficient funds in cash and cash equivalents to meet its day to day operational requirements with an unrestricted year end cash balance of \$66.8M (2016: \$122.4M). The movement is primarily due to moving cash to investment in managed fund.

The singular legal relationship between the Corporation and its business entities allows for a higher degree of information flow and controls. This supports the management of assets to meet the short-term liabilities to our internal depositors in ANFIN, as well as allowing for more systematic planning for longer-term investment and for meeting our longer-term liabilities, ensuring that those liabilities are supported by the considerable level of non-current assets.

These measures, along with the considerable level of non-current assets held, give the Diocesan Council the assurance that the Corporation will be able to meet its financial obligations as and when they fall due.

POST BALANCE DATE EVENTS

There have been no material post balance sheet events.

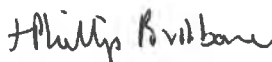
STATEMENT BY MEMBERS OF THE DIOCESAN COUNCIL

The Corporation is not a reporting entity and these special purpose financial statements are prepared in accordance with the accounting policies outlined in Note 2 in this document.

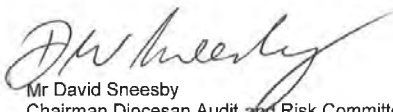
In the opinion of Diocesan Council, the Financial Statements set out on pages 7 to 31:

1. Present a true and fair view of the financial position of The Corporation of the Synod of the Diocese of Brisbane for those operations recorded within this document as at 31 December 2017 and its performance for this period.
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: 23 March 2018



Mr David Sneesby
Chairman Diocesan Audit and Risk Committee
Date: 23 March 2018

**Statement of Comprehensive Income
For the Period Ended 31 December 2017**

	Notes	2017 \$	2016 \$
Interest Income	3	10,769,742	11,822,742
Dividends	4	1,671,771	1,048,370
Business Operations Income	5	18,538,470	16,502,665
Donations, Fundraising, Levies & Contributions	6	4,992,644	6,049,469
Other Gains and Losses	7	174,946	7,059,145
Total Revenue		36,147,573	42,482,391
Employee Expenses	8	17,698,910	15,609,242
Business Operations Expenses	9	21,474,754	20,549,360
Interest Expense	3	5,261,151	5,975,033
Other Expenses	10	6,280	78,893
Depreciation		260,390	291,384
Total Expenses		44,701,485	42,503,912
Deficit for the Year		(8,553,912)	(21,521)
Other Comprehensive Income			
Items that will not be reclassified subsequently to profit or loss:			
Gain on Revaluation of Property		22,783,945	73,264,454
Gain on recognition/derecognition of Parish Property		4,807,653	3,131,978
Trust Funds drawn down during the year		(2,098,904)	(2,668,906)
		25,492,694	73,727,526
Items that may be reclassified subsequently to profit or loss:			
Net fair value gain on Available-for-sale financial assets during the year		892,399	506,262
Reclassification adjustments relating to Available-for-sale financial assets disposed of in the year		(140,931)	(5,368)
		751,468	500,894
Total Other Comprehensive Income		26,244,162	74,228,420
Total Comprehensive Surplus for the Year		17,690,250	74,206,899

The Statement of Comprehensive Income is to be read in conjunction with the notes to the financial statements set out on pages 12 to 31.

Statement of Financial Position
As at 31 December 2017

	Notes	2017	2016
		\$	\$
Current Assets			
Cash and Cash Equivalents	11	68,977,561	123,329,996
Receivables	12	28,321,331	25,872,330
Assets Held for Sale	13	3,571,227	585,000
Total Current Assets		<u>100,870,119</u>	<u>149,787,326</u>
Non-Current Assets			
Receivables	12	116,706,046	121,939,264
Investments	14	77,210,286	31,012,505
Property, Plant and Equipment	15	709,955,551	685,420,447
Total Non-Current Assets		<u>903,871,883</u>	<u>838,372,216</u>
Total Assets		<u>1,004,742,002</u>	<u>988,159,542</u>
Current Liabilities			
Trade and Other Payables	16	7,640,336	6,348,155
Interest Bearing Liabilities	17	208,521,515	215,131,187
Provisions	18	15,335,945	11,241,241
Total Current Liabilities		<u>231,497,796</u>	<u>232,720,583</u>
Non-Current Liabilities			
Interest Bearing Liabilities	17	30,104,358	30,022,256
Provisions	18	253,312	220,418
Total Non-Current Liabilities		<u>30,357,670</u>	<u>30,242,674</u>
Total Liabilities		<u>261,855,466</u>	<u>262,963,257</u>
Net Assets		<u>742,886,536</u>	<u>725,196,285</u>
Accumulated Funds			
Retained Earnings		11,546,873	12,579,579
Other Reserves and Special Accounts	19	283,738,992	280,526,688
Insurance Reserves	20	(16,633,081)	(9,531,580)
Asset Revaluation Reserve		464,233,752	441,621,598
		<u>742,886,536</u>	<u>725,196,285</u>

Financial Statements for the Year Ended 31 December 2017

**Statement of Changes in Equity
For the Year Ended 31 December 2017**

	Notes	2017 \$	2016 \$
Retained Earnings			
<i>ANFIN</i>			
Balance as at 1st January		12,667,773	11,579,546
Surplus for Year		73,488	1,088,227
		<u>12,741,261</u>	<u>12,667,773</u>
<i>Diocese</i>			
Balance as at 1st January		(88,193)	1,656,782
Deficit for Year		(1,106,195)	(2,599,873)
Transfer from Asset Revaluation Reserve		-	9,100
Transfer from Parish Property Reserve		-	845,798
		<u>(1,194,388)</u>	<u>(88,193)</u>
Total Retained Earnings		<u>11,546,873</u>	<u>12,579,579</u>
Reserves and Special Accounts			
<i>Trust Funds</i>			
Balance as at 1st January		49,988,509	40,772,778
Surplus/(Deficit) for Year		(419,704)	8,676,618
Trust Funds drawn down during the year		(2,098,904)	(2,668,906)
Transfer from Asset Revaluation Reserve		923,259	1,400,819
Transfer from Parish Property Reserve		489,802	1,807,200
		<u>48,882,962</u>	<u>49,988,509</u>
<i>Parish Property Reserve</i>			
Balance as at 1st January		230,538,179	230,069,199
Recognition/(Derecognition) of Assets		4,807,653	3,131,978
Transfer to Trust Funds on Disposal of Parish Property		(489,802)	(1,807,200)
Assets disposed in the year transferred to retained earnings		-	(845,798)
		<u>234,856,030</u>	<u>230,538,179</u>
Total Other Reserves and Special Accounts	19	<u>283,738,992</u>	<u>280,526,688</u>
Insurance Reserves			
Balance as at 1st January		(9,531,580)	(2,345,087)
Deficit for Year		(7,101,501)	(7,186,493)
Total Insurance Reserves	20	<u>(16,633,081)</u>	<u>(9,531,580)</u>
Total Deficit for Year as per Statement of Comprehensive Income		<u>(8,553,912)</u>	<u>(21,521)</u>

The Statement of Financial Position to be read in conjunction with the notes to the financial statements set out on pages 12 to 31.

Statement of Changes in Equity (Continued) For the Year Ended 31 December 2017

	Notes	2017	2016
Asset Revaluation Reserve			
<i>Equities</i>			
Balance as at 1st January		1,136,979	636,085
Net fair value gain on available-for-sale financial assets during the year		892,399	506,262
Reclassification adjustments relating to available-for-sale financial assets disposed of in the year		(140,931)	(5,368)
		1,888,447	1,136,979
<i>Assets</i>			
Balance as at 1st January		440,484,619	368,630,084
Revaluation		22,783,945	73,264,454
Transfer to Trust Funds on Disposal of Parish Property		(923,259)	(1,400,819)
Assets Disposed in the Year Transferred to Retained Earnings		-	(9,100)
		462,345,305	440,484,619
Total Asset Revaluation Reserve		464,233,752	441,621,598
Equity Summary			
Retained Earnings		11,546,873	12,579,579
Other Reserves and Special Accounts	19	283,738,992	280,526,688
Insurance Reserves	20	(16,633,081)	(9,531,580)
Asset Revaluation Reserve		464,233,752	441,621,598
		742,886,536	725,196,285

The Statement of Financial Position to be read in conjunction with the notes to the financial statements set out on pages 12 to 31.

**Statement of Cash Flows
For the Year Ended 31 December 2017**

	Notes	2017 \$	2016 \$
Cash Flows from Operating Activities			
Cash Receipts from Operations		24,481,259	24,781,858
Interest Received		11,301,860	12,024,749
Dividends and Franking Credits Received		1,671,771	1,145,691
Cash Paid to Suppliers and Employees		(34,487,416)	(29,236,489)
Interest Paid		(5,353,585)	(6,096,429)
Interest bearing liabilities deposited with the Corporation		20,983,061	29,919,917
Interest bearing liabilities repaid by the Corporation		(27,510,631)	(38,768,000)
Loans and advances granted by the Corporation		(19,941,567)	(29,441,429)
Loans and advances repayments received by the Corporation		22,726,488	14,866,529
Net Cash Flows used in Operating Activities	21	<u>(6,128,760)</u>	<u>(20,803,603)</u>
Cash Flows from Investing Activities			
Proceeds from Sale of Property, Plant and Equipment		761,987	10,502,899
Proceeds from Sale of Available-for-sale financial assets		679,634	1,021,397
Purchase of Available-for-sale financial assets		(45,963,214)	(8,857,738)
Purchase of Property, Plant and Equipment		(3,702,082)	(2,011,699)
Net Cash Flows from/(used in) Investing Activities		<u>(48,223,675)</u>	<u>654,859</u>
Net Decrease in Cash and Cash Equivalents		(54,352,435)	(20,148,744)
Cash and Cash Equivalents at beginning of period		123,329,996	143,478,740
Cash and Cash Equivalents at end of period	11	<u>68,977,561</u>	<u>123,329,996</u>

The Statement of Cash Flows to be read in conjunction with the notes to the financial statements set out on pages 12 to 31.

Note 1 General Information

The address of The Corporation of the Synod of the Diocese of Brisbane's registered office and principal place of business is as follows:

Registered office
373 Ann Street
BRISBANE QLD 4000
Tel: (07) 3835 2222

Note 2 Statement of Significant Accounting Policies

(a) Financial Reporting Framework

The Financial Statements have been prepared for distribution to the Members of the Corporation of the Synod of the Diocese of Brisbane (the Corporation) as a special purpose financial report. The Diocesan Council has determined that the Corporation is not a reporting entity. The Financial Statements are presented as a consolidation of main business streams of the Corporation (refer Note 2 (d) below).

(b) Statement of Compliance

The Financial Report has been prepared in accordance with the basis of accounting specified by all Australian Accounting Standards and Australian Accounting Interpretations except:

AASB 3 — Business Combinations
AASB 10 — Consolidated Financial Statements
AASB 12 — Disclosure of Interests in Other Entities
AASB 13 — Fair Value Measurement
AASB 116 — Property, Plant and Equipment
AASB 127 — Consolidated and Separate Financial Statements
AASB 132 — Financial Instruments: Presentation
AASB 137 — Provisions, Contingent Liabilities and Contingent Assets
AASB 139 — Financial Instruments: Recognition and Measurement

and the following for disclosures only:

AASB 7 — Financial Instruments: Disclosures
AASB 8 — Segment Reporting
AASB 124 — Related Party Disclosures.

(c) Basis of Preparation

The Financial Statements as at 31 December 2017 for The Corporation of the Synod of the Diocese of Brisbane comprise:

- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Statement of Cash Flows; and
- Notes to the Financial Statements.

The Financial Statements are prepared on the historical cost basis and do not take into account current valuations of non-current assets, except where specifically stated. The preparation of a financial report requires management to make judgments, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. The estimates and associated assumptions are based upon historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of

making the judgments about carrying values of assets and liabilities that are not readily apparent from other sources.

At 31 December 2017, the Corporation has net current liabilities of \$130.6M (2016: \$82.9M), which is primarily due to moving cash to investment in managed funds. Based on this there is no indication of going concern issues due to the nature of the liabilities and position of the Corporation. This is supported by adherence to ANFIN's liquidity management policy through the maintenance of adequate cash reserves and bank facilities.

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.

Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. The accounting policies set out below have been applied consistently to all periods presented in the Financial Report.

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

(d) Principles of Consolidation

The consolidated Financial Statements incorporate the assets and liabilities of the Corporation's main business streams as listed below as at 31 December 2017 and 2016 and the results of those business streams for the years then ended.

The business streams included are:

- Anglican Schools Office (excluding schools);
- Ministry Education;
- Parishes Services (excluding the operating results of parishes);
- The Episcopate and Leadership Team;
- Corporate Services;
- Financial Services, including Anglican Financial Services (ANFIN)
- The Going for Growth Fund;
- The Mission Alive Fund;
- The Diocesan Insurance Fund; and
- General Trust and Special Trust Funds.

Inter-entity transactions and balances between the main business streams are eliminated.

Anglicare Southern Queensland, Diocesan parishes, Diocesan owned schools and child care centres are not consolidated in these financial statements, with the exception of real property assets of parishes.

(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) Goods and Services Tax

Goods and Services Tax (GST) is not charged or received where the transaction is between the Corporation and another member of the Anglican GST Group as defined by the Australian Tax Office.

All other revenue, expenses and assets are recognised net of GST except:

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

(g) Operating Lease Payments

Payments made under operating leases are recognised in the Statement of Comprehensive Income on an accrual basis over the term of the lease.

(h) Receivables

Receivables are recorded at amounts due less any allowance for impairment.

(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) 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.

(k) Financial Instruments

Financial instruments, incorporating financial assets, are recognised when the entity becomes a party to the contractual provisions of the instrument. Trade date accounting is adopted for financial assets that are delivered within timeframes established by marketplace convention.

Financial instruments are initially measured at fair value plus transaction costs where the instrument is not classified at fair value through comprehensive income.

Classification and Subsequent Measurement

i. Financial Assets at Fair Value through Profit and Loss

Financial assets are classified at fair value through profit or loss when they are held for trading for the purpose of short term profit taking, where they are derivatives not held for hedging purposes, or designated as such to avoid accounting mismatch. Realised and unrealised gains or losses arising from changes in fair value are included in comprehensive income in the period in which they arise.

ii. Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at cost.

iii. Held-to-Maturity Investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Corporation's intention to hold these investments to maturity. They are subsequently measured at amortised costs using the effective interest rate method.

iv. Available-for-Sale Financial Assets

Available-for-sale financial assets are non-derivative financial assets that are either designated as such or that are not classified in any of the other categories. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments. Gains and losses arising from changes in fair value are recognised directly in the asset revaluation reserve.

v. Financial Liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised costs using the effective interest rate method.

vi. Fair Value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

(I) Property, Plant and Equipment

Land and buildings are initially recognised at cost, except where the historical cost is not available. In these instances, the initial recognition of land is at a valuation estimate (see Note 2 (t)) based on the Valuer General's rateable value for similar properties in the area. Where there is no historical cost for buildings, they are initially recognised at the insured value for the building as advised by the Board of Management of the Diocesan Insurance Fund.

In subsequent years, land has been revalued based on an updated Valuer General's rateable value where the Valuer General determines the rateable value for that parcel of land. For land that has been updated by the Valuer General in 2017 the value has been updated to the 2017 rateable values. For land that has not been updated by the Valuer General in 2017 the land has been held at previous valuations.

In subsequent years, buildings are carried at the insured value at year end. These values are the insured values of the buildings determined by the Board of Management of the Diocesan Insurance Fund and are based on local trends, inclusive of an independent external valuer's estimation of increases in building costs, if any.

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. Thereafter, the decrements are taken to comprehensive income.

All other items of property, plant and equipment are stated at cost or deemed cost less accumulated depreciation and impairment losses. The cost of self constructed assets includes the cost of materials, direct labour and other relevant costs required to bring the asset to its current condition and location.

All other items of property, plant and equipment are initially recorded at cost at the date of acquisition, being the fair value of the consideration provided plus incidental costs directly attributable to the acquisition.

Donated assets are recorded at their fair value and credited to the Statement of Comprehensive Income.

Property Sales are recorded as a profit or loss against book value followed by writing back any revaluation to Asset Revaluation Reserve.

Subsequent Costs

Costs incurred on assets subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed standard of performance of the asset will flow to the Corporation in future years, otherwise the costs are recognised in the Statement of Comprehensive Income as an expense when incurred.

Depreciation

Depreciation of plant and equipment is calculated such that the assets are written off over their expected useful lives using the straight-line basis.

The depreciation rates for each class of asset are as follows:

Furniture and Fittings	10%
Computer Equipment and software	33.33%
Office Equipment	20-33.33%

Buildings are not depreciated.

Non-Current Assets Held for Sale

Non-current assets are classified as held for sale if their carrying amount will be recovered principally through a sale transaction instead of use and the sale is highly probable to occur within twelve months of reporting date. They are measured as the lower of their carrying amount and fair value less costs to sell. They are not depreciated.

An impairment loss is recognised for any initial or subsequent write-down of the asset to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset, but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset is recognised at the date of de-recognition.

(m) Impairment of Assets

Tangible Assets

At each reporting date, carrying values of tangible assets are reviewed to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the insurance value or land value as determined by the Corporation, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the Statement of Comprehensive Income.

Financial Instruments

In respect of financial assets - the reliability, consistency and prudence of estimates of undiscounted future cash flows are reviewed to determine if there are any indicators of impairment. Where an impairment exists the adjustment to the carrying value is expensed to the Statement of Comprehensive Income.

(n) Employee Benefits

Wages, Salaries and Annual Leave and Non-Monetary Benefits

A liability is recognised for benefits accruing to employees in respect of wages and salaries and annual 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 by the Corporation in respect of services provided by employees up to reporting date.

Long Service Leave

The provision for employee benefits for long service leave represents the present value of the estimated future cash flows to be made resulting from employees' services provided up to the reporting date. The provision is calculated using expected future increases in wage and salary rates including related on-costs and expected settlement dates based on turnover history and is discounted using the rates attaching to corporate bonds at the reporting date which most closely match the terms of maturity of the related liabilities. The unwinding of the discount is treated as a long service leave expense.

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.

(o) Related Party Transactions (for included entities)

All related party transactions for included entities have been eliminated on consolidation for this Financial Report.

The Corporation receives income from related parties as follows:

Levies and Contributions

Levies and contributions are received from Parishes, Schools and Community Services Commission. These amounts contribute towards the operating expenses and Mission of the Corporation.

Insurance Revenue

The Corporation recovers insurance premiums and self-insurance levies from Parishes, Schools, the Community Services Commission and other related entities.

Interest Revenue & Expense

Interest revenue is received from Parishes, Schools, the Community Services Commission and other related entities on loans advanced by the Corporation and ANFIN.

Interest expense is paid to Parishes, Schools, the Community Services Commission and other related entities on deposits held by ANFIN.

School System Revenue & Expense

The Anglican Schools Commission (ASC) receive funding from the Federal Government for the Schools System. Previously, schools were funded directly. The ASC is treated as an Agent for this funding and the Income and Distribution are netted off in the accounts.

Fees for Service

Where applicable, Parishes and the Community Services Commission are charged fees for administrative services provided by the Corporation.

(p) Income Tax

No income tax is payable as the Corporation and its related entities are exempt from income tax under section 50-5 of the Income Tax Assessment Act 1997 as religious institutions.

(q) 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.

(r) Provisions

Provisions for legal claims are recognised when the Corporation assesses there is a high probability that the claim will result in a future payment to the claimant and the amount can be reliably estimated.

Provisions for other obligations are recognised when the Corporation has a present legal obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated.

Provisions are measured as management's best estimate of the net expenditure required to settle the present obligation at the reporting date.

(s) Auditor's Remuneration

Auditor's remuneration for the year is \$111,954 (2016: \$91,020).

(t) Critical Accounting Estimates and Judgments

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

Key estimates — Impairment

The Corporation assesses impairment at each reporting date by evaluating conditions specific to the individual assets that may lead to impairment of assets. Where indicators of impairment exist, the recoverable amount of the asset is determined.

Key estimates — Land and Buildings Valuation

Land has been recorded at management's valuation. These valuations are based on the Valuer General's rateable value where available or based on similar properties in the area where not available. Thus the valuation relies on the assumptions as to alternative uses of the land and assumptions as to appropriate comparable properties.

Buildings are recorded at their insured values determined by management. The valuation relies on estimates of replacement value and on assumptions in relation to building costs. Assumptions in relation to building cost increases are determined using an independent external valuer's estimation of increases in building costs.

Key estimates — Abuse claims costs

The provision includes assumptions about likely outcomes and estimates of average claim amounts for uninsured claims, additional redress on settled claims and school fee refunds.

Key judgments — Impairment provisions

In 2017 no adjustments were made to the provision of \$10,000,000 that was established in 2008 in relation to the Diocesan investment in FSAC Ltd.

(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:

- Presentation of the statement of comprehensive income; and
- Presentation of the statement of cash flows to disclose grossing up of GST and grossing up of inflows and outflows for loans and interest bearing liabilities.

(v) Application of New and Revised Accounting Standards

Standards and Interpretations in issue but not yet adopted

At the date of authorisation of the Financial Statements, the Standards and Interpretations listed below were in issue but not yet effective. Initial application of the following Standards will not affect any of the amounts recognised in the Financial Statements but in some instances will change the disclosures presently made in relation to the Financial Statements.

Standard / Interpretation and the Relevant Amending Standards	Effective for Annual Reporting Periods Beginning On or After	Expected to be initially applied in the Financial Year Ended
AASB 9 Financial Instruments	1 January 2018	31 December 2018
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 2017-1 Transfers of Investment Property, Annual Improvement 2014-2016 Cycle and Other Amendments	1 January 2018	31 December 2018
AASB 2017-6 Prepayment Features with Negative Compensation	1 January 2019	31 December 2019

The potential effect of the revised Standards / Interpretations on the Corporation's financial statements has not yet been determined.

Note 3 Interest Revenue and Interest Expense

Interest Income	Average Balance	Interest
	\$	\$
2017		
Deposits with other financial institutions	152,810,707	4,903,974
Loans and advances	149,333,413	5,865,768
	<u>302,144,120</u>	<u>10,769,742</u>
2016		
Deposits with other financial institutions	165,785,019	5,494,125
Loans and advances	141,314,513	6,328,617
	<u>307,099,532</u>	<u>11,822,742</u>
Interest Expense	Average Balance	Interest
	\$	\$
2017		
Facility Fees	-	39,761
Client Investments	246,505,994	5,221,390
	<u>246,505,994</u>	<u>5,261,151</u>
2016		
Facility Fees	-	35,501
Client Investments	245,981,475	5,939,532
	<u>245,981,475</u>	<u>5,975,033</u>
Note 4 Dividends	2017	2016
	\$	\$
Dividend Income Received	1,671,771	1,048,370
	<u>1,671,771</u>	<u>1,048,370</u>
Note 5 Business Operations Income	2017	2016
	\$	\$
Insurance Premiums Received	3,943,979	3,424,334
Sundry Income	4,120,960	2,458,686
Service Fees	8,832,444	9,032,435
Education and Conference Income	479,035	521,668
Grants Received	49,232	53,085
Rental income	1,112,820	1,012,458
	<u>18,538,470</u>	<u>16,502,665</u>

Note 6 Donations, Fundraising, Levies & Contributions

	2017	2016
	\$	\$
Donations & Fundraising Income	159,732	280,769
Parish Contributions	1,379,669	1,396,201
Levies - Schools	1,521,595	2,341,407
Anglican Belonging Fee Income	1,931,648	2,031,093
	<u>4,992,644</u>	<u>6,049,469</u>

Note 7 Other Gains and Losses

Realised (Loss)/Gain on Property Assets	(651,072)	5,662,839
Realised Gain/(Loss) on Other Asset Sales	162,734	(7,335)
Reimbursement of Uninsured Abuse Claims Costs	591,909	988,312
Other Non-Operating Income	71,375	415,329
	<u>174,946</u>	<u>7,059,145</u>

Note 8 Employee Expenses

Superannuation	1,389,232	1,242,760
Termination Benefits	535,442	172,823
Other Employee Benefits	15,774,236	14,193,659
	<u>17,698,910</u>	<u>15,609,242</u>

Note 9 Business Operations Expenses

Advertising & Marketing	52,422	112,338
Audit & Accounting Expenses	283,112	497,662
Bad Debt Expense (ANFIN)	45,253	22,978
Bank Charges	175,598	142,319
Computing, Software & Licenses	839,319	932,611
Grant Payments	578,028	424,983
Hospitality and Synod Expenses	186,730	142,842
Income Distribution	839,054	494,384
Insurance Expense	3,633,262	3,237,720
Insurance Claims Expense	7,958,867	8,528,595
Management Fees	91,674	178,893
Minor Equipment Purchase & Hire	230,905	157,419
Motor Vehicle Expenses	330,940	323,157
Occupancy Expenses	1,695,165	1,607,923
Photocopying, Printing, Postage & Stationery	335,032	285,207
Professional Development	229,976	272,294
Professional Services & Consultants	1,947,442	1,855,173
Removals & Relocation Expenses	55,162	41,275
Repairs & Maintenance	432,089	279,368
Sundry Expenses	369,640	(74,178)
Telephone , Fax & Internet	222,873	262,290
Training, Conference & Education Expenses	720,994	641,507
Travelling Expenses	221,217	182,600
	<u>21,474,754</u>	<u>20,549,360</u>

Note 9 Business Operations Expenses (Cont'd)

Income Distribution relates to funds drawn from Parish property and other trust reserves.

The increase in Insurance Claims Expense relates to reimbursement of school fees to parents of abuse victims through the Mutual Self Insurance Fund (MSIF), provisions for new MSIF claims, settled claims redress provision and school fee refund provision.

Note 10 Other Expenses

	2017	2016
	\$	\$
Withdrawals of Funds Held in Trust	6,280	78,893
	<u>6,280</u>	<u>78,893</u>

Note 11 Cash and Cash Equivalents

Cash at banks and other financial intermediaries	66,763,620	122,367,560
Restricted Cash	2,213,941	962,436
	<u>68,977,561</u>	<u>123,329,996</u>

ANFIN holds restricted cash through Indue Ltd who provide services to ANFIN in the form of settlements with bankers for direct entry, chequing and depositing transactions. These funds ensure there is always an adequate amount available to process all overnight transactions.

Note 12 Receivables

	2017	2016
	\$	\$
<i>Current</i>		
Loans Receivable	22,656,842	21,364,965
Other Receivables	5,664,489	4,507,365
	<u>28,321,331</u>	<u>25,872,330</u>
<i>Non-Current</i>		
Loans Receivable	126,821,168	131,939,264
Allowance for Impaired Loans	(10,115,122)	(10,000,000)
	<u>116,706,046</u>	<u>121,939,264</u>
Total Receivables	<u>145,027,377</u>	<u>147,811,594</u>

Loans Receivable 2017

	Current	Non-Current	Total
Parishes and Other Anglican Entities	975,210	6,527,426	7,502,636
Schools	21,255,975	120,293,742	141,549,717
Overdrafts	425,657	-	425,657
Total Loans Receivable 2017	<u>22,656,842</u>	<u>126,821,168</u>	<u>149,478,010</u>

Loans Receivable 2016

Parishes and Other Anglican Entities	1,090,800	4,841,080	5,931,880
Schools	20,119,061	127,098,184	147,217,245
Overdrafts	155,104	-	155,104
Total Loans Receivable 2016	<u>21,364,965</u>	<u>131,939,264</u>	<u>153,304,229</u>

Note 12 Receivables (Cont'd)

Loans will be repaid (or in the case of overdraft facilities are repayable) under current repayment conditions over the following periods from 31 December 2017:

	2017	2016
<i>Maturity Analysis - Loans Receivable</i>	\$	\$
Up to 3 months	7,521,204	7,071,456
3 months up to 1 year	15,135,638	14,293,509
1 year to 5 years	72,800,563	77,631,940
Later than 5 years	54,020,605	54,307,324
	<u>149,478,010</u>	<u>153,304,229</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 \$138,027,468 (2016: \$149,564,558) are advanced to Diocesan agencies and parties related to the Corporation. Of these loans, \$5,483,033 (2016: \$5,931,867) has been advanced to parishes for purchase of properties which are held as assets in these Financial Statements. One of the major objectives of ANFIN is to provide loan finance to such Anglican Church entities.

As at balance date, loans approved but not funded were \$31,544,488 (2016: \$36,908,841).

Note 13 Assets Held for Sale

	2017	2016
<i>Land Held for Sale (at revalued amount)</i>	\$	\$
Opening Balance	220,000	320,731
Transferred to Property, Plant and Equipment (Note 15)	-	-
Transferred from Property, Plant and Equipment (Note 15)	1,016,782	220,000
Disposals	(220,000)	(320,731)
	<u>1,016,782</u>	<u>220,000</u>
<i>Buildings and Improvements Held for Sale (at revalued amount)</i>		
Opening Balance	365,000	407,600
Transferred to Property, Plant and Equipment (Note 15)	-	-
Transferred from Property, Plant and Equipment (Note 15)	2,554,445	365,000
Disposals	(365,000)	(407,600)
	<u>2,554,445</u>	<u>365,000</u>
Total Value Assets Held for Sale	<u>3,571,227</u>	<u>585,000</u>

The Corporation has identified properties within the parishes, at Auchenflower, Kumbia and Wyreema as held for sale (2016: Parish: Middle Ridge).

Note 14 Investments (Financial Assets Available for Sale)

	2017	2016
	\$	\$
Investments in Managed Funds	65,656,677	20,204,374
Wilson HTM Limited	11,553,609	10,808,131
	<u>77,210,286</u>	<u>31,012,505</u>

During the year, market value of the portfolio increased by \$751,468 (2016: \$500,894) and this has been recognised in Other Comprehensive Income and the Statement of Changes in Equity Asset Revaluation Reserve.

Note 15 Property, Plant and Equipment

	<u>2017</u>	<u>2016</u>
	\$	\$
<i>Land (at revalued amount)</i>		
Opening Balance	253,917,542	248,769,010
Additions	1,403,366	466,836
Assets Revalued	3,020,164	6,759,664
Disposals/Adjustments	(339,726)	(1,857,968)
Transferred from Assets Held for Sale (Note 13)	-	-
Transferred to Assets Held for Sale (Note 13)	(1,016,782)	(220,000)
Total Value Land	<u>256,984,564</u>	<u>253,917,542</u>
<i>Buildings and Improvements (at revalued amount)</i>		
Opening Balance	429,142,969	361,568,039
Additions/transfers from WIP	5,223,053	3,765,440
Assets Revalued	19,763,781	66,504,790
Disposals	(488,333)	(2,330,300)
Transferred from Assets Held for Sale (Note 13)	-	-
Transferred to Assets Held for Sale (Note 13)	(2,554,445)	(365,000)
Total Value Buildings and Improvements	<u>451,087,025</u>	<u>429,142,969</u>
<i>Furniture and Fittings (at cost)</i>		
Opening Balance	1,345,553	1,567,020
Additions	4,513	2,302
Disposals	-	-
Depreciation Expense	(201,817)	(223,769)
Total Value Furniture and Fittings	<u>1,148,249</u>	<u>1,345,553</u>
<i>Office Equipment (at cost)</i>		
Opening Balance	20,807	8,434
Additions	-	20,995
Disposals	-	-
Depreciation Expense	(7,183)	(8,622)
Total Value Office Equipment	<u>13,624</u>	<u>20,807</u>
<i>Computer Software and Equipment (at cost)</i>		
Opening Balance	106,118	35,393
Additions	-	129,718
Disposals	-	-
Depreciation Expense	(51,390)	(58,993)
Total Value Computer Software and Equipment	<u>54,728</u>	<u>106,118</u>
<i>Work in Progress (at cost)</i>		
Opening Balance	887,458	139,572
Completed projects capitalised	(409,845)	-
Additions	189,748	747,886
Total Value Work in Progress	<u>667,361</u>	<u>887,458</u>
Total Value Property, Plant and Equipment	<u>709,955,551</u>	<u>685,420,447</u>

Note 16 Trade and Other Payables

	2017	2016
	\$	\$
Trade Creditors	480,254	300,799
Interagency Payable	2,103,984	2,666,932
Payments in Advance	117,175	-
Accrued and Other Expenses	1,830,620	2,521,480
Superannuation Payable	36,497	210,980
PAYG Tax Payable	118,739	5,787
Sundry Current Liabilities	638,860	245,155
GST Payable	2,314,207	397,022
	<u>7,640,336</u>	<u>6,348,155</u>

Accrued and Other Expenses include accrued interest payable on ANFIN client investments of \$591,888 (2016: \$684,321).

Note 17 Interest Bearing Liabilities

Current (Unsecured - at Amortised Cost)

Interest Bearing Liabilities (a)	993,053	889,165
Funds at Call	98,554,128	110,899,099
Term Investments	108,974,334	103,342,923
	<u>208,521,515</u>	<u>215,131,187</u>

Non-Current (Unsecured - at Amortised Cost)

Interest Bearing Liabilities - Client Investments	-	-
Funds held on behalf of Anglicare	30,104,358	30,022,256
	<u>30,104,358</u>	<u>30,022,256</u>

Total Interest Bearing Liabilities

<u>238,625,873</u>	<u>245,153,443</u>
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(a) Current interest bearing liabilities held by the Corporation of \$993,053 (2016: \$889,165) represent \$862,914 (2016: \$613,643) and \$130,139 (2016: \$179,546) for the Anglican Schools Commission Portable Long Service Leave Fund and unspent employee salary sacrificed funds respectively.

Maturity Analysis

At call	99,547,181	98,186,672
Up to 3 months	86,709,839	87,645,486
3 months up to 1 year	22,264,495	29,299,029
1 year to 5 years	-	-
Later than 5 years	30,104,358	30,022,256
	<u>238,625,873</u>	<u>245,153,443</u>

Financial Liabilities - Maximum Debt Facilities Available from Other Financial Institutions (ANFIN)

ANZ Bank	-	3,500,000
Bank of Queensland	-	1,500,000
Total Facilities	<u>-</u>	<u>5,000,000</u>

Unused Credit

-	<u>5,000,000</u>
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Note 18 Provisions	2017	2016
	\$	\$
<i>Current</i>		
Staff Leave and Entitlements	1,340,341	1,155,614
Other Provisions	13,995,604	10,085,627
	<u>15,335,945</u>	<u>11,241,241</u>
<i>Non-Current</i>		
Staff Leave and Entitlements - Long Service Leave	159,213	138,319
Lambeth Conference	94,099	82,099
	<u>253,312</u>	<u>220,418</u>

Other Provisions relates predominantly to the estimated net cost of known uninsured abuse claims yet to be settled 2017: \$8,223,436 (2016: \$5,816,471) provision for additional redress on settled claims of \$4,897,892 (2016: \$3,217,893) and provision for school fee refunds to claimants of \$770,862 (2016: \$924,229).

Note 19 Other Reserves and Special Accounts

Going for Growth Fund	18,634,909	18,332,664
Parish Property Proceeds	13,523,768	18,548,637
Parish Property Recognition Reserve	234,856,030	230,538,179
Other Reserves and Special Accounts	16,724,285	13,107,208
	<u>283,738,992</u>	<u>280,526,688</u>

The Parish Property Recognition Reserve represents the value of Parish Property at the point of recognition prior to revaluation.

Note 20 Insurance Reserves

The Corporation has net negative reserves of \$16,633,081 (2016: negative \$9,531,580) in accumulated funds from insurance fund management. The purpose of these reserves is to support the insurance programs managed by the Diocesan Insurance Fund, Sickness and Accident and Maternity Leave Funds and the Mutual Self Insurance Fund. The balances of each fund are set out below.

Diocesan Insurance Fund	2,027,434	2,110,406
Sickness & Accident and Maternity Leave Funds	452,772	457,072
Mutual Self Insurance Fund	(19,113,287)	(12,099,058)
	<u>(16,633,081)</u>	<u>(9,531,580)</u>

Note 21 Reconciliation of Operating Deficit to Net Cash generated from Operating Activities

Net deficit for the year	(8,553,912)	(21,521)
Adjustments for:		
Non-cash items - Depreciation	260,390	291,384
(Gain)/Loss on Sale of Other Assets	(162,734)	7,335
(Gain)/Loss on Sale of Property Assets	651,072	(5,662,839)
Decrease/(Increase) in Receivables	2,784,217	(14,237,544)
Increase/(Decrease) in Payables	1,292,180	2,369,835
Increase/(Decrease) in Provisions	4,127,598	5,297,830
Increase/(Decrease) in Interest Bearing Liabilities	(6,527,571)	(8,848,083)
Net cash/(used in) operating activities	<u>(6,128,760)</u>	<u>(20,803,603)</u>

Note 22 Contingent Liabilities and Commitments

The Corporation is party to a long-term lease with The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane (a related entity) for rental of property in the Cathedral precinct.

The Corporation through ANFIN has the following facilities available for bank guarantees:

	2017	2016
	\$	\$
National Bank of Australia	500,000	500,000
ANZ Bank	-	2,000,000
Total Facilities	500,000	2,500,000
Unused Facility	247,852	582,049

From the available facilities, ANFIN has entered into bank guarantees amounting to \$252,148 (2016: \$1,917,951), and is ultimately responsible for the performance of the guarantees. The guarantees relate to:

A. A. Anthony Pty Ltd	14,270	14,270
Albie Records Pty Ltd	-	19,250
Bundaberg City Council	-	30,000
Creditlink Services Ltd (trading as Indue Ltd)	-	1,594,000
Ipswich City Council	5,000	30,000
Kanyan Investments ATF The Kilah Family Trust	59,958	59,958
QIC Noosa Civic Pty Ltd	25,395	23,287
Scott Calile Ganim As Trustee under Instrument	63,589	63,250
Tigershead Pty Ltd ATF Mui Wo Trust	83,936	83,936
Total Bank Guarantees held	252,148	1,917,951

There is nil interest payable on the guarantees as at 31 December 2017 (2016: Nil).

The Corporation has potential future exposure to claims and costs associated with its response to abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. The Corporation has provided for its best estimate of the net costs of known uninsured abuse claims yet to be settled (refer Note 18). The Corporation has also provided for its best estimate of the net costs of potential additional payments required on previously settled claims as a result of recommendation from the Royal Commission. It is not possible at the date of this report for the Corporation to reliably estimate any additional costs of this nature which might emerge in the future. Accordingly no liabilities or expenses have been recorded in relation to unknown potential future claims.

Note 23 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

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 fundings 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.

Note 23 Financial Risk Management (Cont'd)

The Finance & Diocesan Services Commission (FDSC) (previously Financial Services Commission) maintains oversight of the management of the Corporation's assets and liabilities, including the development and application of a risk appetite framework that aligns the Corporation's investments and tolerance of risk to its financial obligations and constraints.

Funding and liquidity management is the responsibility of the Group Manager Treasury & Investment, with oversight from the CFO and the FDSC. Liquidity management is supported by the Manager, ANFIN, who provides daily information to the Group Manager Treasury & Investment on expected cash flows. Cash flow planning throughout the year is supported by weekly forecasts from Diocesan entities, which is refreshed on an ongoing basis to reflect changes in forecasts. The Group Manager Treasury & Investment provides monthly information to the FDSC on ANFIN's asset and liability position, as well as quarterly updates to the FDSC on the longer-term strategic liquidity position of the Corporation.

To facilitate the liquidity management process, investments are placed with approved deposit taking institutions (ADIs) regulated by APRA and approved within the ANFIN Policy. The extent to which ANFIN invests its liquidity in any one institution is based upon pre-determined exposure limits with reference to the ADIs independent credit rating.

Credit Risk

All loans are subject to continuous management review to assess whether there is any objective evidence that a loan is impaired, and where required, ANFIN will set aside provisions for loans.

Counterparty concentration risk is monitored daily by the Group Manager, Treasury & Investment, and monthly by the FDSC. 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, 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.

Market and Interest Rate Risk

The Corporation is not exposed to currency risk or equity risk, and does not trade financial instruments.

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 to hedge the interest rate risk associated with offering longer term fixed rate loans funded by shorter term liabilities. As at 31 December 2017 the Fund held fixed rate swap agreements with a total notional value of \$22,956,144 (2016: \$24,196,826).

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.

Note 24 Segment Reporting

Segment information is presented in respect of Diocesan business streams. The primary business segments are based on the internal reporting structure of the Diocese. The Diocese primarily operates within one geographic segment being the state of Queensland. Segment revenue results include items directly attributable to a segment, including inter-entity transactions. The total of transactions eliminated on consolidation has been presented as Consolidation Eliminations in both revenue and expenditure.

Business Segments:

Segment results are presented for the following main operational streams:

- The Anglican Schools Office (excluding schools) (ASC);
- Ministry Education (MEC);
- Parish Services (excluding parishes) (PMC);
- The Episcopate and Leadership Team (Episcopate & Leadership);
- Corporate Services (DSC);
- Finance;
- 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 24 Segment Reporting (Cont'd)

2017	Consolidated Total	ASC	MEC	PMC	Episcopate & Leadership	General Manager's Office	DSC	Finance	AMFIN	Going for Growth Fund	Mission Alive Fund	Insurance Funds	Trusts & Other Funds	Contingent Liabilities
ANFIN Dividend to the Corporation	12,441,513	-	-	-	-	-	-	(2,435)	-	-	4,070,000	-	-	(4,070,000)
Investment Income	9,706,028	4,467	12,926	602	220,608	-	-	10,373,148	-	787,776	1,267,898	55,543	636,506	(935,586)
Business Operations Income (excluding Service Fees)	8,832,444	1,717,031	659,185	149,277	367,157	1,034,600	395,787	38,712	19,236	139,447	154,362	4,948,361	1,427,719	(1,341,110)
Service Fees	-	-	-	-	-	-	7,792,825	3,852,285	-	-	-	-	-	(2,812,668)
Going for Growth Contribution	-	-	-	-	-	-	-	-	-	-	684,000	-	-	(684,000)
Mission Alive Contribution	1,379,689	-	1,419,963	2,380,884	1,367,963	2,710,088	216,875	-	-	-	1,379,689	-	72,083	(8,104,773)
Parish Contributions and Levies	1,521,595	-	-	-	-	-	-	-	-	-	-	-	-	(72,083)
School Levies	159,732	-	-	13,550	-	-	-	-	-	-	-	-	115,364	-
Donations & Fundraising	1,931,648	-	30,818	-	-	-	-	-	-	-	2,269,558	-	650,459	(637,910)
Applianc Belonging Fee	174,946	-	1,450	-	-	-	2,427	-	60,914	70,375	160,306	590,459	(650,069)	(69,916)
Other Gains and Losses	36,147,573	3,243,093	2,121,322	2,553,313	1,955,728	3,744,688	8,407,914	3,888,562	10,453,360	696,588	10,006,073	5,594,363	1,691,603	(18,419,044)
Employee Expenses	17,696,910	1,486,273	1,162,064	667,054	1,090,332	2,004,083	6,228,028	3,785,394	373,438	-	-	185	902,089	-
Business Operations Expenses (excluding Management Fees)	21,383,080	1,328,288	747,973	605,652	672,913	1,535,625	2,018,914	1,249,563	546,443	684,000	8,639,728	12,675,968	1,323,741	(10,645,728)
Management Fees	91,674	564,027	240,479	1,079,764	137,886	891,156	544	200	199,563	10,353	-	19,711	-	(3,052,009)
ANFIN Dividend Paid to the Corporation	5,261,151	-	-	-	-	-	-	-	4,070,000	-	-	-	-	(4,070,000)
Other Financing Expenses	6,280	-	-	-	-	-	-	1,569	5,189,480	-	630,576	-	90,833	(651,307)
Other Expenses	280,390	4,261	8,104	711	12,670	100	(100)	100	948	-	-	-	6,180	-
Depreciation	44,701,485	3,382,849	2,158,620	2,353,181	1,913,801	4,432,707	8,476,548	5,038,878	10,379,872	684,353	9,270,304	12,695,864	2,323,552	(18,419,044)
Surplus (Deficit) for the Year	(6,553,912)	(139,756)	(37,288)	200,132	41,927	(688,019)	(68,634)	(1,150,316)	73,468	302,245	735,789	(7,101,601)	(721,945)	-

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 (the "Corporation" or the "entity") which comprises the statement of financial position as at 31 December 2017, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by the members of the Diocesan Council as set out on pages 6 to 31.

In our opinion, the accompanying financial report of the Corporation is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* (the "ACNC Act"), including:

- (i) giving a true and fair view of the Corporation's financial position as at 31 December 2017 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 2, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

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

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

Emphasis of Matter – Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note 2 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Diocesan Council's financial reporting responsibilities under the ACNC Act. Our report is intended solely for the members of the Diocesan Council and the *Australian Charities and Not-for-profits Commission* (ACNC) and should not be distributed to or used by parties other than the Diocesan Council and the ACNC. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Other Information

The members of the Diocesan Council are responsible for the other information. The other information comprises the Directory and the Diocesan Council Report included in the Corporation's annual financial statements for the year ended 31 December 2017, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Members of the Diocesan Council for the Financial Report

The members of the Diocesan Council (the "members") of the Corporation are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 2 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the Diocesan Council. The members' responsibility also includes such internal control as the Diocesan Council determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the members are responsible for assessing the ability of the Corporation to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Diocesan Council either intend to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Diocesan Council.
- Conclude on the appropriateness of the Diocesan Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management and the members of the Diocesan Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



DELOITTE TOUCHE TOHMATSU



R D Wanstall
Partner
Chartered Accountants
Brisbane, 23 March 2018

Appendix 1

Annual Financial Report for the Anglican Community Services Commission trading as Anglicare Southern Queensland for Year Ended 30 June 2017

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 2017

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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 2017.

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 involved in the delivery of community welfare, social justice, health, aged and community care programs or services that are under the supervision and governance of the Anglican Community Services Commission ("the Commission") and the transactions of these entities are consolidated in the annual financial report:-

	ABN
St Luke's Nursing Service (Community)	39 906 010 979
Anglican Care of the Aged (Residential Aged Care)	41 516 471 810
Anglican Southern Queensland (Social Services)	55 966 095 680
Anglican Western Queensland (Social Services)	67 505 165 714
Employment Action Centre Limited (Community)	44 053 638 163
Kinectons (Social Services)	70 443 739 070

The annual financial report also includes the transactions and assets held by the Corporation as Trustee, where the objects and purpose of the trusts relate to the community welfare, social justice, health, aged and community care activities governed by the Commission.

These transactions and those of the above Agencies are collectively described in the annual financial report as "Anglicare SQ".

All assets of Anglicare SQ are held in the name of the Corporation, including those held in trust.

The Corporation is a not-for-profit charitable organisation, which is not subject to income tax. A number of registered Agencies governed by the Commission are endorsed by the Australian Taxation Office as Public Benevolent Institutions.

Commission Members

The names of each Commission member who has been a Commissioner during the year and to the date of this report are:-

	Date Appointed	Cessation Date	A	B
C Grant (Chair)	01 Jan 2016	-	8	9
K Forrester	01 Dec 2015	-	7	9
G Brady	01 Jan 2015	-	8	9
K Crouch	26 Feb 2013	-	9	9
A Dann	28 May 2008	-	7	9
R Freeman	02 Feb 2005	-	9	9
G Hinton	02 Mar 2005	-	8	9
R McFadyen	12 Mar 2009	-	7	9
J White	12 Mar 2009	31 December 2016	4	4
The Most Rev'd Dr P J Aspinall	02 Feb 2005	-	0	9
The Right Rev'd C D Venables	1 Jun 2016	-	6	9

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 foster a more loving, just and inclusive society, reflecting the life and teachings of Christ. Anglicare SQ is a charitable organisation operating in the Community and Residential Aged Care sector.

The 2015-2018 Strategic Plan is focussed on the delivery of four Strategic Intentions:

1. To be leaders in providing high quality client centred care, support and counselling, based on Anglicare SQ's principles of relational care which will enable clients to reach their own goals and to live a life full of hope and joy.
2. To invest in and support our people to live out our Anglican mission and values and ensure they are resourced and skilled to work safely and respond appropriately to our clients' needs and expectations.
3. To implement and use technology to improve client outcomes and increase our efficiency.
4. To ensure our services and facilities are value for money for clients and government to ensure access for clients, a continuing market share and financial sustainability.

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 2016-2017 year significant changes occurred in Community Care as we transitioned all Aged Care package clients to the Consumer Direct Care model.

Operating and Financial Review

Anglicare SQ activities resulted in a deficit from continuing operations of \$157,257, for the year ended 30 June 2017. This compares to a surplus from continuing operations in 2016 of \$1,789,458.

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 surplus funds to enable capital reinvestment in welfare and care facilities and to enable Anglicare SQ to operate efficiently, to effectively manage its risks and to take advantage of growth opportunities as they arise.

Dividends

Anglicare SQ is a not-for-profit entity and accordingly no dividends were paid or recommended during the year (2016: 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.

Environmental Regulations

The Commission places a high priority on environmental issues and is satisfied that adequate systems are in place for the management of Anglicare SQ's compliance with applicable environmental regulations under the laws of the Commonwealth, States and Territories of Australia. Anglicare SQ is not aware of any pending prosecutions relating to environmental issues during the last year, nor is Anglicare SQ aware of any environmental issues, not provided for, which would materially affect the business as a whole.

Likely Developments

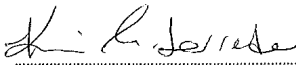
Anglicare SQ will continue to pursue its vision and mission to improve the quality of life of the community by responding to identified social and welfare needs and seeking to transform unjust social and welfare structures and practices in our society.

Considerable government reforms are continuing in Aged Care, Disability Services and Children and Family Services. These reforms will require us to hold fast to our Anglican identity, our years of experience, and our strong roots in community. Future developments to continue our mission and respond to reform include:

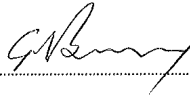
- Develop and implement best practice services for people with disabilities to respond to the new opportunities through the NDIS
- Redesign aged care services to ensure clients are supported to reach their own goals and experience greater choice, control and opportunities for wellness and re enablement
- Implement our residential aged care property portfolio strategy to refurbish and extend our homes.
- Deliver retirement village accommodation with a sense of community

Dated: 13th Oct 2017

On behalf of the Commission Members


.....

Kim Forrester
Commissioner
Anglican Community Services Commission


.....

Gary Brady
Commissioner
Anglican Community Services Commission

Commissioners' Qualifications, experience and special responsibilities

Name	Qualifications	Experience	Special Responsibilities
Cathy Grant	BA, BEcon, MBA (Exec), GAICD	Senior executive positions held with publicly-listed and large private companies for almost 30 years, board member of Anglicare SQ from 2004 to 2014, chair of Anglicare SQ since January 2016	Chair - CSC Chair - Nomination and Remuneration Committee
Kim Forrester	RN, BA, LLB, LLM (Advanced), PhD, MAICD	Dr Kim Forrester is a registered nurse and barrister-at-law practising in Queensland, Board Member Metro North Hospital and Health Service, Chair-Board Safety and Quality Committee and associate professor at Bond University	Member - Care Governance Committee
Gary Brady	BEcon, MBus (Mktg), GAICD	Senior management experience in ASX20 companies in marketing, sales and operations. Tertiary sector background in research funding and stakeholder engagement. Special interest in assistive technologies and fundraising for aged and community care.	Representative of Ethics Committee
Karen Crouch	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.	Member - Diocesan Audit and Risk Committee
Alan Dann	FCA	Retired partner and director of Bentleys Chartered Accountants and past Treasurer of The Corporation of the Synod of the Diocese of Brisbane. Extensive experience in audit, quality assurance and management and business advisory.	Member - Nomination and Remuneration Committee
Robert Freeman	BBus, QDAH	A long career in Human Resources including roles at the QLD Department of Housing, Department of Communities, Telstra and Ernst & Young.	Chair - Care Governance Committee
Glennis Hinton	RN, DipNED	Experienced nurse educator responsible for the development and delivery of educational programs for registered nurses in specialist fields including Community Home Care, Child Health, Aboriginal Health, Mental Health, Aged Care, Palliative Care and Women's Health.	Member - Nomination and Remuneration Committee
Dr Rachael McFadyen	PhD, MPA	Extensive service to the Church and Brisbane Diocese including as a Synod representative, Diocesan Council member and member of General Synod.	
James White	LLM	The principal of a Brisbane legal practice which specialises in family law, criminal law, civil litigation and estate administration. He also has a special interest in mediation.	
The Most Rev'd Dr Phillip J Aspinall	BSc, Grad Dip RE, BD (Hons), PhD, MBA	Archbishop of Brisbane from 2002 and held the position of Primate of the Anglican Church of Australia from 2005 to July 2014.	President
The Right Rev'd Cameron D Venables	BA (Hons), 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	

Anglicare Southern Queensland
Consolidated Statement of Profit or Loss and Other Comprehensive Income
for the Year Ended 30 June 2017

	Note	2017 \$'000	2016 \$'000
Revenue from continuing operations			
Revenue from governments for rendering of services		146,053	135,221
Revenue from clients for rendering of services		36,571	34,132
Interest revenue		2,841	2,915
Revenue from Trust Funds	18	474	521
Net gain/(loss) on disposal of property, plant and equipment		116	(96)
Realised investment properties gain/(loss)	7	504	-
Other revenue	2	4,319	6,045
Total Revenue		<u>190,878</u>	<u>178,738</u>
Expenses from continuing operations			
Employee expenses	3	(135,742)	(128,056)
Client services expenses and consumables		(31,265)	(30,130)
Depreciation expense	11	(4,386)	(4,840)
Rates and service fees	5	(11,649)	(11,464)
Operating lease costs		(1,846)	(1,819)
Other expenses	4	(427)	(639)
Change in fair value of investment properties	7	(5,720)	-
Total Expenses		<u>(191,035)</u>	<u>(176,948)</u>
Surplus/(Deficit) for the year from continuing operations		<u>(157)</u>	<u>1,790</u>
<i>Items that will not be reclassified to profit and loss</i>			
Transfer net assets of common controlled entity		538	-
Total Comprehensive Income for the year		<u>381</u>	<u>1,790</u>

The accompanying notes form part of these financial statements

Anglicare Southern Queensland
Consolidated Statement of Financial Position as at 30 June 2017

	Note	2017 \$'000	2016 \$'000
ASSETS			
Current Assets			
Cash and cash equivalents (unrestricted)	8	29,217	26,368
Cash and cash equivalents (restricted)	8	93,385	89,404
Trade and other receivables	9	6,381	5,479
Other assets	10	1,068	1,099
Non-current assets held for sale	11	500	500
Total Current Assets		130,551	122,850
Non-Current Assets			
Available-for-sale financial investments (restricted)	12	501	455
Other receivables (unrestricted)	9	17,020	17,020
Other receivables (restricted)	9	12,955	12,702
Investment properties	7	58,162	47,591
Property, plant and equipment (restricted)	11	56,303	57,310
Property, plant and equipment (unrestricted)	11	30,156	28,373
Other assets	10	2,400	2,865
Total Non-Current Assets		177,497	166,316
TOTAL ASSETS		308,048	289,166
LIABILITIES			
Current Liabilities			
Trade and other payables	13	25,097	22,213
Employee entitlements	14	14,724	13,013
Borrowings and other liabilities	15	73,616	60,907
Provisions	16	2,710	2,814
Total Current Liabilities		116,147	98,947
Non-Current Liabilities			
Employee entitlements	14	2,249	2,864
Borrowings and other liabilities	15	7,149	5,522
Provisions	16	509	348
Total Non-Current Liabilities		9,907	8,734
TOTAL LIABILITIES		126,054	107,681
NET ASSETS		181,994	181,485
FUNDS			
Retained earnings		117,485	113,990
General reserve	18	2,622	2,494
Trust reserve	18	20,088	23,202
Asset revaluation reserve	18	41,799	41,799
TOTAL ACCUMULATED FUNDS & RESERVES		181,994	181,485

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 2017**

	Retained Earnings	General Reserve	Trust Reserve	Asset Revaluation Reserve	TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 30 June 2015	114,610	2,114	20,792	41,899	179,415
Net surplus/(deficit) for the year	1,002	-	788	-	1,790
Other comprehensive (expense)/income for the year	-	-	-	-	-
Transferred to/(from) retained earnings	-	-	-	-	-
Movement in reserves	(1,622)	380	1,622	(100)	280
Balance at 30 June 2016	113,990	2,494	23,202	41,799	181,485
Net surplus/(deficit) for the year	(1,272)	-	1,115	-	(157)
Other comprehensive (expense)/income for the year	538	-	-	-	538
Transferred to/(from) retained earnings	4,229	-	(4,229)	-	-
Movement in reserves	-	128	-	-	128
Balance at 30 June 2017	117,485	2,622	20,088	41,799	181,994

Refer to Note 1(X) for detailed commentary with respect to the funds
The accompanying notes form part of these financial statements

Anglicare Southern Queensland
Consolidated Statement of Cash Flows for the Year Ended 30 June 2017

	Note	2017 \$'000	2016 \$'000
Cash flows from operating activities			
Receipts from governments and clients		196,154	190,458
Payments to suppliers and employees		(189,563)	(189,903)
Interest received		2,841	2,915
Interest received – Trust Funds		-	521
Finance costs		(9)	(8)
Net cash flows from/(used in) operating activities	17	<u>9,423</u>	<u>3,983</u>
Cash flows from investing activities			
Proceeds from sale of property, plant & equipment		2,968	3,276
Payments for property, plant and equipment		(7,416)	(8,323)
Payments for investment properties		(12,470)	(1,304)
(Payments to)/receipts from related parties		-	89
Net cash used in investing activities		<u>(16,918)</u>	<u>(6,262)</u>
Cash flows from financing activities			
Net proceeds from refundable accommodation deposits/accommodation bonds and ILU entry contributions		10,442	8,050
Loans from Department of Social Services & Other		3,883	5,522
Net cash flows from/(used in) financing activities		<u>14,325</u>	<u>13,572</u>
Net increase/(decrease) in cash held		6,830	11,293
Cash at the beginning of the financial year		115,772	104,479
Cash at the end of the financial year	8	<u>122,602</u>	<u>115,772</u>

The accompanying notes form part of these financial statements

1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

(a) General Information

Trading under the name of Anglicare SQ, The Anglican Community Services Commission ("the Commission") is an unincorporated not-for-profit organisation which is part of The Corporation of the Synod of the Diocese of Brisbane ("the Corporation") ABN 32 025 287 736. The Corporation has appointed the Commission to govern its aged care, community welfare and social services activities.

The principal activities of Anglicare SQ are:-

- The provision of residential care and independent living services for the aged;
- The provision of in home care to persons who are aged or infirmed; and
- The provision of social services to persons in need.

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 2017 for issue on 13 October 2017.

(c) Basis of Preparation

The consolidated financial statements have been prepared on the historical cost basis, except for certain non-current assets that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on fair values of the consideration given in exchange. All amounts are presented in Australian Dollars (AUD), rounded to the nearest thousand (AUD '000), unless otherwise advised.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, Anglicare SQ takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at the measurement date. Fair value for measurement and/or disclosure purposes in these consolidated financial statements is determined on such a basis, except for leasing transactions that are within the scope of AASB 117, and measurements that have some similarities to fair value but are not fair value, such as value in use in AASB 136.

In addition, for financial reporting purposes, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 inputs are based on unadjusted, quoted prices in an active market
- Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the asset or liability.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(d) **Critical Accounting Judgements and Key Sources of Estimation Uncertainty**

The preparation of financial statements in conformity with AAS requires the use of certain critical accounting estimates. It also requires the Commission and management to exercise judgements in the process of applying the accounting policies. The Commission and management are responsible for the development, selection and disclosure of critical accounting policies and estimates and their ongoing application. The estimates and judgements that have a significant risk of causing material adjustments to the carrying amount of assets and liabilities within the next financial year are:

Estimated Useful Life of Property, Plant and Equipment

The estimated useful lives of property, plant and equipment are assessed annually. This assessment takes into consideration legislative and safety requirements and plans to ensure continued compliance therewith. The estimated useful lives reflect existing redevelopment plans which are also subject to review based on requirements and cost. Future changes to the redevelopment program may impact on the assessment of useful lives with a corresponding impact on depreciation expense in future periods.

Make good provisions

Provisions for future costs to return certain leased premises to their original condition are based on Anglicare SQ's past experience with similar premises and estimates of likely restoration costs. These estimates may vary from the actual costs incurred as a result of conditions existing at the date the premises are vacated.

Employee Benefits

Management judgement is applied in determining the following key assumptions used in the calculation of annual leave and long service leave at the end of the reporting period:

- Future increases in wages and salaries;
- Future on-cost rates; and
- Experience of employee departures and period of service.

Refer to Note 1(t) for further details on the key management judgements used in the calculation of long service leave and annual leave.

Claims provision

Provisions for claims are based on Anglicare SQ's estimates of future settlements on known Child Sexual Abuse claims.

Fair value

The market conditions around the investment properties and freehold land and buildings are assessed at each reporting date and if the Commission believes that there has been a material movement in the value of the assets then either an independent valuation or a Commission's valuation is obtained.

(e) **Basis of Consolidation**

The consolidated financial statements incorporate the financial statements of the following agencies:

	ABN
St Luke's Nursing Service (Community)	39 906 010 979
Anglican Care of the Aged (Residential Aged Care)	41 516 471 810
Anglican Southern Queensland (Social Services)	55 966 095 680
Anglican Western Queensland (Social Services)	67 505 165 714
Employment Action Centre Limited (Community)	44 053 638 163
Kinections (Social Services)	70 443 739 070

The consolidated financial statements also include the transactions and assets held by the Corporation as Trustee where the objects and purpose of the trusts relate to the community welfare, social justice, health and aged and community care activities governed by the Commission.

These transactions and those of the above agencies are collectively described in these financial statements as "Anglicare SQ".

All intra group transactions, balances, income and expenses are eliminated in full on consolidation of the above agencies. Legal title to property used in the provisions of its services by Anglicare SQ is held by the Corporation.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(f) Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable.

No revenue is recognised if there are significant uncertainties regarding recovery of the consideration due or the revenue received or to be received cannot be measured reliably. Fee revenue is recognised when the service is provided.

Government Grants

Government grants are not recognised until there is reasonable assurance that Anglicare SQ will comply with the conditions attaching to them and the grants will be received. Government grants that are reciprocal in nature are recognised when the service is provided. A reciprocal transfer generally arises when a return obligation exists to the funding provider. Where there is a return obligation, revenue is deferred in the consolidated statement of financial position and is recognised as deferred income and released to the consolidated statement of profit or loss and other comprehensive income as the obligations are satisfied. Grants that compensate for the cost of an asset are recognised in the consolidated statement of profit or loss and other comprehensive income immediately when control is obtained and can be measured reliably.

Fees and Charges

Fees and charges income is recognised on an accruals basis consistent with the provision of the relevant service.

Donations, Fund Raising and Bequests

Income from donations and bequests is recognised in the year in which it is received.

Donation and fundraising monies are recognised as an asset and revenue when control of the contribution is gained. In instances where these monies are not able to be spent for the intended purpose and as a result, there arises an obligation to repay, a subsequent offsetting expense and liability is recorded.

Resident Retentions

Amounts retained as income from entry contributions and accommodation bonds are recognised in accordance with the applicable legislation or the residents' accommodation agreement. Refer Note 1(n).

Interest Income

Interest income is recognised as it accrues, using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate. This is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Rental Income

Rental income is recognised on an accruals basis consistent with the terms of the rental or lease agreement.

Recoveries and Services Income

Recoveries and services income are recognised in proportion to the service provided.

(g) Non-current Assets Held for Sale

Non-current assets and disposal groups are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and the non-current asset (or disposal group) is available for immediate sale in its present condition. Management must be committed to the sale, which should be expected to qualify for recognition as a completed sale within one year from the date of classification.

Non-current assets (and disposal groups) classified as held for sale are measured at the lower of their previous carrying amount and fair value less costs to sell.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO). In these circumstances, the GST is recognised as part of the cost of acquisition of an asset or as part of an item of expense.

Receivables and 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.

i) Leases

Leases are classified as a finance lease whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee. All other leases are classified as operating leases.

Anglicare SQ does not currently hold any leases which are classified as finance leases.

Payments made under operating leases are recognised in the consolidated statement of profit or loss and other comprehensive income as an expense on a straight-line basis over the term of the lease.

Lease incentives received are recognised in the consolidated statement of profit or loss and other comprehensive income as an integral part of the total lease expense and spread over the lease term.

(j) Cash and Cash Equivalents

Cash and cash equivalents in the consolidated statement of financial position comprise cash at bank and in hand and investments held with the Corporation's investment arm Anglican Financial Services ("ANFIN") where the investment is convertible to known amounts of cash and is subject to insignificant risk of changes in value. For the purposes of the consolidated statement of cash flow, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts. Cash and cash equivalents are carried at face value of the amounts deposited or drawn.

(k) Trade and Other Receivables

Trade receivables, which comprise amounts due from sales of services provided to clients or funders, are recognised and carried at original invoice amount less an allowance for any uncollectible amounts. Normal terms of settlement vary from 7 to 30 days. The carrying amount of the receivable is deemed to reflect fair value.

An allowance for doubtful debts is made when there is objective evidence that Anglicare SQ will not be able to collect the debts. Bad debts are written off when identified.

Restricted other receivables is the portion of the other receivables that represents funds which are subject to restrictions on their use as detailed in Note 9.

(l) Prepayments

Prepayments comprise amounts paid to suppliers in advance of the rendering of services by the supplier. Normal terms of settlement vary from 90 days to one year. Amounts are recognised and carried at original invoice amount.

Prepayments are amortised on a straight line basis over the period the service is to be provided.

A prepayment of 11 years rent has been made to a related party (refer Note 10) being The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane. This prepayment was made in December 2012 and will be amortised through to November 2023.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(m) Trade and Other Payables

Trade and other payables represent liabilities for goods and services provided to Anglicare SQ before the end of the financial year that are unpaid. These amounts are usually settled within 30 days.

(n) Financial Instruments

Financial Assets

Financial assets are recognised when Anglicare SQ becomes a party to the contractual provisions of the instrument.

Financial assets are initially measured at fair value. Transaction costs that are directly attributable to the acquisition or issue of financial assets (other than financial assets at fair value through profit or loss) are added to or deducted from the fair value of the financial assets, as appropriate, on initial recognition. Transaction costs directly attributable to the acquisition of financial assets at fair value through profit or loss are recognised immediately in surplus or deficit.

Loans and Receivables

Trade receivables, loans and other receivables that have fixed or determinable payments that are not quoted in an active market are classified as "trade and other receivables". Trade and other receivables are measured at amortised cost using the effective interest method less impairment. Interest income is recognised by applying the effective interest rate.

Impairment of Financial Assets

Financial assets, other than those at fair value through profit or loss, are assessed for indicators of impairment at the end of each annual reporting period. Financial assets are impaired where there is objective evidence that as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows of the investment have been affected.

For certain categories of financial assets, such as trade receivables, assets that are assessed not to be impaired individually, are in addition, assessed for impairment on a collective basis. Objective evidence of impairment for a portfolio of receivables could include Anglicare SQ's past experience of collecting payments, an increase in the number of delayed payments in the portfolio past the average credit period of 30 days, as well as observable changes in national or local economic conditions that correlate with default on receivables.

For financial assets carried at amortised cost, the amount of the impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate.

For financial assets carried at cost, the amount of the impairment loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the current market rate of return for a similar financial asset.

The carrying amount of financial assets is reduced by the impairment loss directly for all financial assets with the exception of trade receivables, where the carrying amount is reduced through the use of a provision account. When a trade receivable is considered uncollectible, it is written off against the provision account. Subsequent recoveries of amounts previously written off are credited against the surplus or deficit. Changes in the carrying amount of the provision account are recognised in the surplus or deficit.

When an available-for-sale financial asset is considered to be impaired, cumulative gains or losses previously recognised in other comprehensive income are re-classified to surplus or deficit in the period.

For financial assets measured at amortised costs, if in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through surplus or deficit to the extent that the carrying amount of the investment at the date the impairment is reversed does not exceed what the amortised cost would have been had the impairment not been recognised.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(n) Financial Instruments (cont.)

In respect of available-for-sale equity instruments, impairment losses previously recognised in surplus or deficit are not reversed through surplus or deficit. Any increase in fair value subsequent to an impairment loss is recognised in other comprehensive income and accumulated under the heading of Accumulated Funds. In respect of available-for-sale debt securities, impairment losses are subsequently reversed through surplus or deficit if an increase in the fair value of the investment can be objectively related to an event occurring after the recognition of the impairment loss.

Derecognition of Financial Assets

Anglicare SQ derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If Anglicare SQ neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, it recognises its retained nature in the asset and its associated liability for amounts it may have to pay.

If Anglicare SQ retains substantially all the risks and rewards of ownership of a transferred financial asset, it continues to recognise the financial assets and also recognise a collateralised borrowing for the proceeds received.

On derecognition of a financial asset in its entirety, the difference between the asset's carrying amount and the sum of the consideration received and receivable and the cumulative gain or loss that had been recognised in other comprehensive income and accumulated in equity is recognised in surplus or deficit.

Financial Liabilities

Financial liabilities are classified as either financial liabilities "at fair value through the profit or loss" or "other financial liabilities".

Other Financial Liabilities

Other financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability or, where appropriate, a shorter period.

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 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.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(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.

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 2017.

(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 Residential Aged Care Facilities (RACs) are valued at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The highest and best use of the land and buildings are considered in determining the valuation. The effective date of the most recent independent valuation obtained by Anglicare SQ was 30 June 2014.

When the carrying amount of the class of assets held at fair value is increased as a result of the revaluation, the increase is credited directly to the revaluation reserve, except where it reverses a revaluation decrement previously recognised in a statement of comprehensive income, in which case it is credited to that statement. When the carrying amount of land and buildings is decreased as a result of a revaluation, the decrease is recognised in the consolidated statement of profit or loss and other comprehensive income, except where a credit balance exists in the revaluation reserve, in which case it is debited to that reserve.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(r) **Property, Plant and Equipment (cont.)**

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 properties revaluation reserve is transferred directly to retained earnings. No transfer is made from the revaluation reserve to retained earnings except where an asset is derecognised.

Residential Aged Care Facilities (RACs) land and other land (restricted and unrestricted) is not depreciated.

The depreciation rates for each class of asset are as follows:-

RAC Buildings and Other Buildings (restricted and unrestricted)	2.5% - 9%
Motor Vehicles	10% - 33%
Office plant and equipment	10% - 33%

(s) **Impairment of Assets**

The carrying amounts of Anglicare SQ assets are reviewed at each reporting period to determine whether there is any indication of impairment. If any such indication exists, the assets recoverable amount is estimated. An impairment loss is recognised whenever the carrying amount of an asset or its cash generating unit exceeds its recoverable amount. Impairment losses are recognised in the consolidated statement of profit or loss and other comprehensive income, unless an asset has previously been revalued, in which case the impairment loss is recognised as a reversal to the extent of that previous revaluation with any excess expensed through the consolidated statement of profit or loss and other comprehensive income.

Determination of Recoverable Amount

The recoverable amount of assets is the greater of their fair value less costs to sell and value in use. In assessing the value in use the depreciated replacement cost is used.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(t) **Employee Benefits**

Wages and salaries

Liabilities for wages and salaries (including non-monetary benefits) expected to be settled within twelve months of the end of the annual reporting period, are recognised in respect of employees' services up to the end of the annual reporting period. They are carried at nominal value where the liability is expected to be settled within twelve months.

Annual leave and long service leave

A liability is recognised for benefits accruing to employees in respect of annual leave and long service leave, when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities recognised in respect of short-term employee benefits, are measured at their nominal values using the remuneration rate expected to apply at the time of settlement. Liabilities recognised in respect of long term employee benefits are measured as the present value of the estimated future cash outflows to be made in respect of services provided by employees up to reporting date.

Employee benefit on costs

Employee benefit on costs are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.

Sick Leave

Sick leave is recognised as an expense when the leave is taken.

Superannuation

Anglicare SQ incurs expenditure in contributing to several defined contribution superannuation plans. Contributions are recognised in the consolidated statement of profit or loss and other comprehensive income as an expense when incurred. Anglicare SQ has no obligation to pay further contributions to these plans if the plans do not hold sufficient assets to pay all employee benefits relating to employee service in current and prior periods.

(u) **Taxation**

The Corporation and the Anglicare SQ Agencies are charitable institutions for the purposes of Australian Taxation legislation and therefore the activities of Anglicare SQ are exempt from income tax as a tax exempt charitable entity under Subdivision 50-B of the Income Tax Assessment Act 1997.

(v) **Business Streams**

A business stream is a distinguishable component of Anglicare SQ that is engaged in providing products or services (business information), or in providing products or services within a particular economic environment (geographic information), which is subject to risks and rewards that are different from those of other segments.

(w) **Related Party Transactions**

Anglicare SQ receives income from, and pays expenses to related parties as follows:-

- Interest income is received from ANFIN and the Corporation;
- Insurance premiums and self-insurance levies 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 and parishes and rental income received from the Corporation and its subsidiaries.

(x) **Reserves**

Anglicare SQ discloses three classifications of reserves:-

- General Reserve;
- Asset Revaluation Reserve; and
- Trust Reserve.

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)

(x) **Reserves (cont.)**

General Reserve

This is the Capital Replacement Fund which represents the Quantity Surveyors estimate of future capital maintenance costs for Independent Living Units. The Retirement Villages Act requires scheme operators to ensure adequate provision is made for capital replacement. Consequently this reserve is in effect a “provision for capital maintenance”. It is recognised as a reserve, as Australian Accounting Standards do not permit recognition of a provision unless there is a contractual obligation.

Asset Revaluation Reserve

These represent the difference between the revalued carrying amount and original cost of non-current assets. Revaluation increments and decrements (impairments) may be written to the Asset Revaluation Reserve. Refer Note 1(r).

Trust Reserve

These represent funds held by the Corporation for specific purposes and beneficiaries as set out in the Bequest or Trust objects. Further details are in Note 18.

(y) **Standards and Interpretations affecting the reported results or financial position**

Anglicare SQ has adopted all of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (the AASB) that are relevant to their operations and effective for an accounting period that begins on or after 1 July 2016.

New and revised Standards and amendments thereof and Interpretations effective for the current reporting period that are relevant to Anglicare SQ include:

- AASB 1057 Application of Australian Accounting Standards and AASB 2015-9 Amendments to Australian Accounting Standards – Scope and Application Paragraphs
- AASB 2014-4 Amendments to Australian Accounting Standards – Clarification of Acceptable Methods of Depreciation and Amortisation
- AASB 2015-1 Amendments to Australian Accounting Standards – Annual Improvements to Australian Accounting Standards 2012-2014 Cycle
- AASB 2015-2 Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 101

The adoption of these standards and amendments did not have any impact on the current period or any prior periods and is not likely to affect future periods.

(z) **Standards and Interpretations in issue but not yet adopted**

At the date of authorisation of the annual financial report, Anglicare SQ has not applied the following new and revised Australian Accounting Standards, Interpretations and amendments that have been issued but are not yet effective:

Standard / Interpretation and the relevant amendment standard	Effective for annual reporting periods beginning on or after	Expected to be Initially applied in the financial year ended
AASB 9 ‘Financial Instruments’	1 January 2018	30 June 2019
AASB 15 Revenue from Contracts with Customers		
<ul style="list-style-type: none"> • AASB 2014-5 Amendments to Australian Accounting Standards arising from AASB 15 • AASB 2015-8 Amendments to Australian Accounting Standards – Effective date of AASB 15 • 2016-3 Amendments to Australian Accounting Standards – Clarifications to AASB 15 • AASB 2016-7 Amendments to Australian Accounting Standards – Deferral of AASB 15 for Not-for-Profit Entities • AASB 2016-8 Amendments to Australian Accounting Standards – Australian Implementation Guidance for Not-for-Profit Entities 	1 January 2019	30 June 2020

STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**(z) Standards and Interpretations in issue but not yet adopted**

Standard / Interpretation and the relevant amendment standard	Effective for annual reporting periods beginning on or after	Expected to be initially applied in the financial year ended
AASB 1058 Income of Not-for-Profit Entities	1 January 2019	30 June 2020
AASB 16 Leases	1 January 2019	30 June 2020
AASB 2016-2 Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 107	1 January 2017	30 June 2018
AASB 2016-4 Amendments to Australian Accounting Standards – Recoverable Amount of Non-Cash-Generating Specialised Assets of Not-for-Profit Entities	1 January 2017	30 June 2018
AASB 2017-1 Amendments to Australian Accounting Standards – Transfers of Investment Property, Annual Improvements 2014-2016 Cycle and Other Amendments	1 January 2018	30 June 2019
AASB 2017-2 Amendments to Australian Accounting Standards – Further Annual Improvements 2014-2016 Cycle	1 January 2017	30 June 2018

The potential effect of the revised Standards/Interpretations on Anglicare SQ's financial statements has not yet been determined.

(aa) Comparatives

Where necessary, comparative amounts have been amended for any changes to the current year presentation or classification of items in the financial statements that were made in order to enhance users' understanding of the financial statements:

- Additions to work in progress pertaining to investment properties regrouped from additions to property, plant and equipment to conform to current year presentation
- Classification changes in opening balances from Other Land & Buildings at fair value to RAC Land & Buildings at cost
- Cash flows for investment properties separately disclosed

2 OTHER REVENUE

	2017	2016
	\$'000	\$'000
Rental Income	604	527
Recoveries for expenses and services	1,630	3,514
Donations and Bequests	1,257	1,132
Bond retentions and accommodation charges	828	872
	<u>4,319</u>	<u>6,045</u>

3 EMPLOYEE EXPENSES

Wages and salaries	120,194	113,349
Other associated personnel expenses	5,061	4,711
Contributions to superannuation funds	10,487	9,996
	<u>135,742</u>	<u>128,056</u>

4 OTHER EXPENSES

Audit fees (Note 6)	163	150
Bank charges	9	8
Bad debts	155	110
Provision for lease make good	-	175
Decrease in share values	-	79
Project write-offs	-	117
Other	100	-
	<u>427</u>	<u>639</u>

5 RATES AND SERVICE FEES

Rates on property assets	757	727
Diocese shared services fee	8,890	9,670
Anglican Belonging Fee	2,002	1,067
	<u>11,649</u>	<u>11,464</u>

6 REMUNERATION OF AUDITORS

The auditors of Anglicare SQ - Deloitte Touche	163	150
Tohmatu audit fees	-	-
	<u>163</u>	<u>150</u>

7 INVESTMENT PROPERTIES

	At fair value		Total \$'000
	Work in progress \$'000	Finished properties \$'000	
2016			
Balance at 1 July	-	-	-
Transfer from property, plant and equipment	-	46,287	46,287
Addition at cost	1,304	-	1,304
Transfer to finished properties	-	-	-
Gain(loss) on fair valuation	-	-	-
Balance at 30 June	1,304	46,287	47,591
2017			
Balance at 1 July	1,304	46,287	47,591
Transfer from property, plant and equipment ⁽ⁱ⁾	-	(307)	(307)
Addition at cost	16,094	-	16,094
Transfer to finished properties	(2,660)	2,660	-
Realised investment properties gain/(loss)	-	504	504
Gain(loss) on fair valuation ⁽ⁱ⁾	-	(5,720)	(5,720)
Balance at 30 June	14,738	43,424	58,162

- (i) The current year fair value change in investment properties is \$6,027,300. This includes depreciation of \$307,064 relating to investment property in 2016 that has been reversed and reflected on the fair value change in investment properties in the current year consolidated statement of profit or loss and other comprehensive income. The net effect of fair value change in investment properties as shown in the consolidated statement of profit or loss and other comprehensive income is \$5,720,236.

Fair value

The fair value of investment properties (excluding those under construction) as at 30 June 2017 have been determined on the basis of a valuation performed by Knight Frank Health and Aged Care Queensland (a certified practicing valuation firm who is independent of Anglicare SQ). The valuations, which conform to International Valuation Standards, were determined by discounted cash flow projections, and by reference to current market value taking into consideration observable sales and historical sales data in the relevant market for properties of similar nature and specification. The valuation methodology also assumes vacant property possession. Retirement villages are classified as level 2 in the fair value hierarchy. This means that key assumptions used in their valuations are not directly observable. These key assumptions are:

- The discount rate of 16% to 18%
- Property price growth rates of 2.75% to 3.0% in the medium and long term
- Average subsequent tenure period of 8 to 12 years

Investments properties under construction are initially measured at cost and subsequently stated at fair value at each balance date where fair value can be reliably determined. Fair value of investment properties under construction is primarily determined using direct comparison of active market prices, adjusted for any difference in the nature, location or stage of completion of the specific asset. Any gain or loss arising from a change in fair value is recognised in the consolidated statement of profit or loss and other comprehensive income.

Details of investment properties and information about the fair value hierarchy are as follows:

	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
30 June 2017				
Retirement villages	-	43,424	14,738	58,162
30 June 2016				
Retirement villages	-	46,287	1,304	47,591

There were no transfers between Levels 1, 2 or 3 during the year. Refer to Note 1(c) for further details on the fair value hierarchy.

7 INVESTMENT PROPERTIES (cont.)

Estimates and judgements

Fair valuation of investment properties may in some cases be subjective and may depend on the inputs used in the calculations. To provide an indication about the reliability of the inputs used in determining fair value, Anglicare SQ has classified its investment properties into the three levels prescribed under the accounting standards. Refer to Note 1(q) for further details on the fair value methodology.

8 CASH AND CASH EQUIVALENTS

	2017 \$'000	2016 \$'000
Cash at bank and other financial institutions	30,991	28,295
Deposits at call	1,194	1,174
Cash investments at cost	90,417	86,304
	<u>122,602</u>	<u>115,772</u>
Restricted Cash		
Residential Aged Care Bonds & Accommodation		
Deposits ⁽ⁱ⁾	49,484	42,877
Retirement Villages entry contributions ⁽ⁱⁱ⁾	20,484	17,479
Bequest Funds ⁽ⁱⁱⁱ⁾	6,687	10,099
Employment Action Centre Limited ^(iv)	2,803	2,735
Surplus refund liability and deferred income ^(v)	11,961	14,018
Independent Living Units maintenance and capital reserves ^(vi)	1,946	2,189
Anglicare Foundation for Aged Persons	20	7
	<u>93,385</u>	<u>89,404</u>
Unrestricted Cash	<u>29,217</u>	<u>26,368</u>
Total Cash and Cash Equivalents	<u>122,602</u>	<u>115,772</u>

- (i) Residential Aged Care Bonds & Residential Accommodation Deposits (RAD)
Funds with high level of restrictions:
Aged care bonds & refundable accommodation deposits of \$49.18m (2016: \$42.88m) 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.

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% (2016: 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 departure except the new Taigum village. Taigum village residents' entry contributions are refunded upon settlement of resale of the unit.
- (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 under funded 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**

	2017 \$'000	2016 \$'000
Fees receivable ⁽ⁱ⁾	2,843	5,323
GST receivable	734	273
Sundry receivables ⁽ⁱ⁾	3,128	147
Provision for doubtful debts	(324)	(264)
	<u>6,381</u>	<u>5,479</u>

(i) Anglicare SQ does not charge interest on fees or sundry receivables.

- NON CURRENT

	2017 \$'000	2016 \$'000
Restricted		
Trust funds invested within the Corporation ⁽ⁱⁱ⁾	12,900	12,648
Other bequest funds	55	54
	<u>12,955</u>	<u>12,702</u>
Unrestricted		
Amounts invested within Corporation ⁽ⁱⁱⁱ⁾	<u>17,020</u>	<u>17,020</u>
	<u>29,975</u>	<u>29,722</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 2017 the rate was 1.95% (2016:2.40%).

(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 2017 this rate was 1.95% (2016: 2.40%).

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	279	366
Insurance	261	250
Other – miscellaneous	64	19
	<u>1,068</u>	<u>1,099</u>

- NON CURRENT

Prepaid rental on head office space (The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane)	2,400	2,865
	<u>2,400</u>	<u>2,865</u>

11 PROPERTY, PLANT AND EQUIPMENT

Anglicare SQ carries the following assets at costs:

- Residential Aged Care (RAC) land and buildings
- Plant and equipment
- Motor vehicles
- Assets under construction

Anglicare SQ carries other land and buildings (excluding RAC land and buildings) at fair value.

11 PROPERTY, PLANT AND EQUIPMENT (cont.)

Other land & buildings held at fair value

Anglicare SQ's policy is to make revaluations with sufficient regularity to ensure that the carrying amount of land and buildings does not differ materially from that which would be determined using fair value at the end of the reporting period. Independent valuations are periodically obtained in the application of this policy. At 30 June 2014, all land and buildings held at fair value were valued by an independent valuer, Mr Warren Galea (AAPI), a Certified Practising Valuer and Registered Real Estate Valuer (No. 2277) with Colliers International Consultancy and Valuation Pty Limited (Colliers).

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 2017 has taken into account:-

- The most recent independent valuation obtained from Colliers in 2014;
- Depreciation for the 2017 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 2017.

The Commission is satisfied other land and buildings held at fair value are appropriately recorded as at 30 June 2017.

Work in progress

The carrying value of work in progress relates to the Residential Integrated software, residential aged care facility development in EM Tooth and Symes Grove and 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	Work in progress at cost	Total
COST OR VALUATION								
Balance at 30 June 2015	40,692	87,826	13,646	12,868	16,810	3,234	6,123	181,199
Additions	-	-	-	-	724	326	7,273	8,323
Impairment write down	-	-	-	-	-	-	-	-
Transfers	64	5,499	5,192	(3,310)	1,577	-	(12,332)	-
Transfer to investment properties	-	(65,398)	-	-	-	-	-	(68,708)
Revaluation	-	-	-	(300)	(321)	(430)	-	(1,051)
Disposals	-	-	-	-	-	-	-	-
Balance at 30 June 2016	40,756	27,927	18,838	9,258	18,790	3,130	1,064	119,763
Additions	-	26	-	346	690	484	6,456	8,002
Impairment write down	-	-	-	-	-	-	-	-
Transfers	137	-	-	26	264	-	(427)	-
Revaluation	-	-	(4,082)	-	(1,384)	(83)	-	(5,549)
Disposals	-	-	-	-	-	-	-	-
Balance at 30 June 2017	40,893	27,953	14,756	9,630	18,360	3,531	7,093	122,216
ACCUMULATED DEPRECIATION								
Balance at 30 June 2015	(8,369)	(22,793)	(2,542)	(3,365)	(12,391)	(2,930)	-	(52,390)
Elimination on disposal of assets	-	-	-	-	319	411	-	730
Depreciation Expense	(1,188)	(575)	(512)	(565)	(1,755)	(245)	-	(4,840)
Transfer to investment properties	-	21,552	-	868	-	-	-	22,420
Balance at 30 June 2016	(9,557)	(1,816)	(3,054)	(3,062)	(13,827)	(2,764)	-	(34,030)
Elimination on disposal of assets	-	-	1,269	-	1,376	52	-	2,697
Depreciation Expense	(1,198)	(279)	(448)	(578)	(1,705)	(178)	-	(4,386)
Accumulated depreciation transferred in	-	-	-	(88)	(43)	(164)	-	(295)
Transfer to investment properties	-	307	-	-	-	-	-	307
Balance at 30 June 2017	(10,755)	(1,788)	(2,233)	(3,728)	(14,199)	(3,054)	-	(35,757)
Carrying Value at 30 June 2017	30,138	26,165	12,523	5,902	4,161	477	7,093	86,459
Carrying Value at 30 June 2016	31,199	26,111	15,784	6,196	4,963	366	1,064	85,683

Depreciation expense for Anglicare SQ activities for the 2017 year was \$4,385,974 (2016: \$4,840,017).

Notes to the Annual Financial Statements for the Year Ended 30 June 2017

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	2017 Building Value \$'000	Bequest/Trust Name	Broad purpose of Trust
Symes Grove & St Martins	333 Handford Road, Taigum	11,013	2,590	Bequest of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons
Symes Thorpe	161 Rowbotham Street, Rangeville	4,481	3,973	Bequest of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons
St John's Home	15 Exmouth Street, Toowoong	2,748	1,118	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	966	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	3,829	1,655	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	5,000	-	Neilson Bequest	Land was gifted on condition that it 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	4,950	-	Tufnell Bequest	For the acquisition of land and improvements for use as an orphanage
Van Estate - Murgon	43 Krebs Street, Murgon	450	92	Van Estate	Declaration of Trust – Mr George Van – to provide (in and around the town of Murgon) - accommodation for aged or needy people who have retired from fulltime work - self-contained units for physically or mentally impaired people (whether retired or not)
Homelessness Services for Women & Children	24 Mount Street, Toowoong	5,175	-	Deed of Grant of Land	Upon trust for the erection of female refuge
Stanley Lane	47 Stanley Lane, Gymbie	250	66	Bechmere Bequest	For the care of children
Tufnell	39 Dennis Road, Springfield	355	212	Tufnell Bequest	For charitable purpose of Tufnell Home
Mellene	4 Mezger Street, Kalkie	2,617	1,462	Baker & Lovell Bequests	For general charitable purposes
Other		500	331		Miscellaneous
		44,138	12,165		
Total Restricted		56,303			

Non-current assets held for sale

The property at 223 Gilmore Road, Berrimba continued to be held for sale in 2017. No contract has been entered into. It is being actively marketed for sale at the fair value amount, and measured at lower of its carrying value and assessed fair value less expected costs to sell.

12 AVAILABLE FOR SALE FINANCIAL INVESTMENTS

	2017 \$'000	2016 \$'000
Listed investments at fair value in:-		
Shares	501	455
	<u>501</u>	<u>455</u>
Movement in Available-for-Sale Financial Investments		
Balance at 1 July	455	534
Revaluation increment(decrement)	46	(79)
	<u>501</u>	<u>455</u>

All available-for-sale investments are quoted on the Australian Stock Exchange. Shares have no fixed maturity or coupon rate.

Anglicare SQ's exposure to credit, currency and market price risks related to available-for-sale investments is disclosed in Note 25.

13 TRADE AND OTHER PAYABLES

Trade payables ⁽ⁱ⁾	3,459	2,192
Accrued expenses	9,141	4,991
Deferred income ⁽ⁱⁱ⁾	11,391	14,018
Sundry accruals	1,106	1,012
	<u>25,097</u>	<u>22,213</u>

(i) No interest charges have been paid to any supplier.

(ii) Deferred income consists of government grants received in advance for services to be rendered by Anglicare SQ where the underlying funding agreement is reciprocal in nature.

14 EMPLOYEE ENTITLEMENTS

CURRENT		
Annual leave	8,231	7,757
Long service leave	6,493	5,256
	<u>14,724</u>	<u>13,013</u>
NON CURRENT		
Long service leave	2,249	2,864
	<u>2,249</u>	<u>2,864</u>

15 BORROWINGS AND OTHER LIABILITIES

CURRENT		
Maintenance reserve fund	553	550
Refundable accommodation deposits/accommodation bonds	49,484	42,878
Entry contributions	20,484	17,479
Loan repayable	3,095	-
	<u>73,616</u>	<u>60,907</u>
NON CURRENT		
Loans repayable	7,149	5,522

16 PROVISIONS

- CURRENT

	2017	2016
	\$'000	\$'000
Provision for lease make good	162	144
Provision for claims ⁽ⁱ⁾	2,548	2,670
	<u>2,710</u>	<u>2,814</u>

- NON CURRENT

Provision for lease make good	509	348
	<u>509</u>	<u>348</u>
Total Provisions	<u>3,219</u>	<u>3,162</u>

Reconciliation of Carrying Value

Balance at 1 July	3,162	3,295
Provision made during the year	190	539
Provision used during the year	(133)	(605)
Provision reversed during the year	-	(67)
Balance at 30 June	<u>3,219</u>	<u>3,162</u>

(i) Refer Note 21 for further information.

17 RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES TO SURPLUS

	2017	2016
	\$'000	\$'000
Net Surplus/(deficit) for the period	381	1,790
Adjustments for non-cash and non-operating items:		
Depreciation	4,386	4,840
Transfer net assets of common controlled entity	(538)	-
Change in fair value of investment properties	5,720	-
Realised investment properties (gain)/loss	(504)	-
Net (gains)/loss on disposal of assets	(116)	96
Bond retentions and deferred management fees	(828)	(873)
Transfer to general reserve	128	-
Operating cash flows before changes in working capital and provisions	<u>8,629</u>	<u>5,853</u>
(Increase) /decrease in trade and other receivables	(797)	(1,209)
(Increase) /decrease in other assets	496	462
(Increase) /decrease in available-for-sale financial investments	(46)	(609)
(Decrease)/increase in trade and other payables	(12)	(1,636)
(Decrease)/increase in employee entitlements	1,096	1,254
(Decrease)/increase in provisions	57	(132)
Net cash flows from/(used in) operating activities	<u>9,423</u>	<u>3,983</u>

18 RESERVES

	2017 \$'000	2016 \$'000
Asset Revaluation Reserve		
Balance at beginning of year	41,799	41,899
Increase/(decrease) arising on revaluation of properties	-	
Movement in reserve	-	(100)
Balance at end of year	<u>41,799</u>	<u>41,799</u>
General Reserves		
Balance at beginning of year	2,494	2,114
Transfers	128	380
Balance at end of year	<u>2,622</u>	<u>2,494</u>
Trust Reserves (i, ii and iii)		
Balance at beginning of year	23,202	20,792
Additions	1,115	2,410
Transfers	(4,229)	-
Balance at end of year	<u>20,088</u>	<u>23,202</u>
Total Reserves	<u>64,509</u>	<u>67,495</u>

Trust Reserves

	Balance as at 30/06/2016 \$'000	Released to retained earnings \$'000	Interest Accrued \$'000	Trust funds received during the year \$'000	Balance as at 30/06/2017 \$'000
(i) Invested with the Corporation (refer Note 9)	12,648		252		12,900
(ii) Invested in Cash or Cash Equivalents (refer Note 8)	10,099	(4,229)	222	595	6,687
(iii) Invested in financial investments (refer Note 12)	455	-	-	46	501
	<u>23,202</u>	<u>(4,229)</u>	<u>474</u>	<u>641</u>	<u>20,088</u>

19 RELATED PARTY DISCLOSURES

Commissioners' Compensation

Commission members act in an honorary capacity and receive no remuneration for their services to the Commission.

Key Management Personnel Disclosures

The following were key management personnel of Anglicare SQ at any time during the reporting period and unless otherwise indicated were key management personnel for the entire year.

Name	Title	Date Appointed	Date of Cessation
The Most Rev'd Dr P J Aspinall ⁽ⁱ⁾	Archbishop	-	-
The Right Rev'd G M Smith ⁽ⁱ⁾	General Manager	-	7 April 2017
S Long ⁽ⁱ⁾	Acting General Manager	10 April 2017	-
K Crouch	Executive Director	-	-
A Zappala	Director Service Enablement & Strategy	-	-
K Jones	Acting Director Service Enablement & Strategy	-	29 January 2017
C Nesvadba	Director Quality Learning & Workforce Development	-	22 July 2016
A Davies	Director Quality Learning & Workforce Development	3 April 2017	-
S Cooke	Director Service Delivery	-	-
Rev'd Canon L McWilliam	Director Mission & Social Justice	-	-
J Shallcross ⁽ⁱ⁾	Executive Director – Diocesan Services Commission	-	11 November 2016
S Long ⁽ⁱ⁾	Chief Financial Officer	-	-
D Burton ⁽ⁱ⁾	Acting Chief Financial Officer	10 April 2017	-
M D Ryan	Finance & Reporting Director	23 October 2016	-

(i) These personnel are employed under ABN 32 025 287 736 of The Corporation of the Synod of the Diocese of Brisbane. A portion of the total remuneration paid to these personnel is charged to Anglicare through the shared service fee.

The total key management personnel compensation included in 'Employee expenses' (Note 3) are as follows:

	2017	2016
	\$'000	\$'000
Short-term employee benefits	1,410	1,415
Post-employment benefits	119	130
Balance at end of year	1,529	1,545

Key Management Personnel Compensation Disclosures

Apart from the details disclosed in this note, no key management personnel have entered into a material contract with Anglicare SQ since the end of the previous financial year and there were no material contracts involving key management personnel interests existing at year-end.

Loans to Key Management Personnel and their Related Parties

There were no loans extended during the year to key management personnel and their related parties.

19 RELATED PARTY DISCLOSURES (cont.)**Payments to Related Parties****Transactions with Other Related Parties**

Anglicare SQ is part of The Corporation of the Synod of the Diocese of Brisbane ("The Corporation") and has related party relationships with various agencies and departments of The Corporation, including Parishes, ANFIN and The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane.

Transactions and Balances with Related Parties

Transactions and balances with related parties are generally priced on an arm's length basis.

Significant Related Parties relationships are:-

		2017	2016
		\$'000	\$'000
Anglican Financial Services	Interest earned	2,753	2,837
	Interest paid	-	-
	Net balances held at year-end	119,721	111,855
The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane	Rent prepaid during year 2013	5,213	5,213
	Net balance of prepaid rent at year-end	2,864	3,328
Anglican Parishes	Outgoings and car park charges per lease	63	65
	Rent paid for premises	279	302
The Corporation of the Synod of the Diocese of Brisbane	Insurance premium prepaid	261	269
	Shared services fee	10,892	10,737
	Trust funds	12,900	12,648

20 COMMITMENTS

2017	< 1 year	1-5 years	> 5 Years	Total
Capital Commitments				
Property, plant and equipment	45,954	52,197	-	98,151
Total capital commitments	45,954	52,197	-	98,151
Operating lease rentals				
Motor vehicles	1,751	1,601	-	3,352
Leased premises	2,655	3,152	143	5,950
Equipment	77	13	-	90
Total operating lease rentals	4,483	4,766	143	9,392
2016	< 1 year	1-5 years	> 5 Years	Total
Capital Commitments				
Property, plant and equipment	133	436	-	569
Total capital commitments	133	436	-	569
Operating lease rentals				
Motor vehicles	1,674	1,547	-	3,221
Leased premises	2,170	2,592	198	4,960
Equipment	102	87	-	189
Total operating lease rentals	3,945	4,226	198	8,370

21 CONTINGENT LIABILITIES

Compensation

Anglicare SQ has potential future exposure to claims and costs associated with its response to abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. Anglicare SQ has accrued its best estimate of the net costs of known uninsured abuse claims yet to be settled (refer Note 16). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge in the future. Accordingly, no liabilities or expenses have been recorded in relation to potential future claims.

Grants

In the past, grants have been received from the Queensland Government (the "Government") to construct two low cost rental accommodation facilities at Toowoomba and Manly. In the event that Anglicare SQ ceases providing these facilities for the purposes specified in the agreement, the funding (with accumulated interest) is required to be repaid to the Government.

Bank Guarantees

Anglicare SQ has issued Bank Guarantees totalling \$263,951 (2016: \$263,951) to landlords in lieu of paying tenancy bonds on leased properties.

22 BUSINESS STREAMS REPORTING

Business stream information is presented in respect of Anglicare SQ main business components. Anglicare SQ operates primarily within one geographic area being Southern Queensland.

Inter-stream pricing is determined on an arm's length basis.

Business stream revenue results, assets and liabilities include items directly attributable to a business stream as well as those that can be allocated on a reasonable basis. Business stream capital expenditure is the total cost incurred during the period to acquire business stream assets that are expected to be used for more than one period.

Business Streams

Anglicare SQ comprises the following main business streams:-

- Residential aged care and retirement living services (provided pursuant to the *Aged Care Act 1997* and *Retirement Villages Act 1999*); and
- Community Care Services.

Management has chosen to organise the entity around these two streams as Anglicare SQ's monthly results are reported on this basis.

2017	Residential \$'000	Community Services \$'000	Total \$'000
Revenue from external parties			
Governments	43,040	103,013	146,053
Clients and residents	13,005	23,566	36,571
Other sources	3,702	4,552	8,254
Total revenue	59,747	131,131	190,878
Surplus/(deficit) for the year	(3,691)	4,072	381
Depreciation expense	2,946	1,440	4,386
Impairment loss	-	-	-
Capital expenditure	21,713	2,383	24,096
Business Stream Assets	218,677	89,371	308,048
Business Stream Liabilities	(93,693)	(32,361)	(126,054)
2016			
Revenue from external parties			
Governments	41,063	94,157	135,220
Clients and residents	13,713	20,419	34,132
Other sources	3,062	6,324	9,386
Total revenue	57,838	120,900	178,738
Surplus/(deficit) for the year	(110)	1,900	1,790
Depreciation expense	3,214	1,626	4,840
Impairment loss	-	-	-
Capital expenditure	8,864	1,051	9,915
Business Stream Assets	202,662	86,504	289,166
Business Stream Liabilities	(75,838)	(31,843)	(107,681)

Revenue from Governments includes revenue for service delivery, capital grants and transitional or concessional income as shown in the consolidated statement of profit or loss and other comprehensive income.

Revenue from clients and residents includes income for service delivery and bond and accommodation charges as shown in the consolidated statement of profit or loss and other comprehensive income.

23 SUBSEQUENT EVENTS

As at the date of this report, no other matters or occurrences have come to the attention of the Commission, which would materially affect the financial report or disclosures therein, or which are likely to materially affect the future results or operations of Anglicare SQ.

24 ECONOMIC DEPENDENCY

Anglicare SQ is dependent to a material extent upon the ongoing receipt of Federal and State Government grants to fund its operations. The continued support and funding of aged care, child safety and community services by the Federal and State Governments is subject to regular reviews and accreditation requirements.

As at the date of this report management has no reason to believe that this financial support will not continue.

25 FINANCIAL RISK OVERVIEW

Overview

Anglicare SQ's financial instruments comprise cash and cash equivalents, interest bearing investments and a prepayment with a related party. In addition, Anglicare SQ has amounts receivable in respect of residents at its residential aged care facilities and also in relation to the provision of aged care and other community and welfare services. Anglicare SQ also has amounts payable to trade and other creditors and holds accommodation bonds that are repayable (after deduction for agreed retentions).

The main risks arising from the financial instruments are liquidity risk, credit risk and investment risk. Anglicare SQ does not use any derivative instruments to manage risks associated with its financial instruments.

The Commission has overall responsibility for risk management, including risks associated with financials instruments. Risk management policies are established to identify and analyse the risks associated with the Anglicare SQ's financial instruments, to set appropriate risk limits and controls and to monitor the risks and adherence to limits.

The Commission monitors the effectiveness of Anglicare SQ's risk management policies and processes and regularly reviews risk management policies and systems. The Commission is assisted in this role by KPMG who provide internal audit services to the Corporation. The management of all financial, banking and investment and treasury services is undertaken by the Financial Services Commission (FSC) and this Commission is responsible for implementing risk management policies and systems in relation to Anglicare SQ's financial assets and liabilities. FSC reviews the financial risk management of Anglicare SQ, taking into account changes in market conditions and activities. FSC 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 FSC, manages liquidity risk by monitoring forecast cash flows and ensuring that adequate liquid funds are available to meet normal operating expenses.

The following are the contractual maturities of financial liabilities, including estimated interest payments.

25 FINANCIAL RISK MANAGEMENT (cont.)

Trade and other payables, accommodation bonds and entry contributions from independent living units are as follows:-

	2017 \$'000	2016 \$'000
Trade and other payables		
Within 1 year	<u>25,907</u>	<u>22,213</u>
Total Trade and other payables	<u><u>25,907</u></u>	<u><u>22,213</u></u>
Refundable accommodation deposits/accommodation bonds and entry contributions		
Within 1 year	<u>69,968</u>	<u>60,357</u>
Total refundable accommodation deposits/accommodation bonds and entry contributions	<u><u>69,968</u></u>	<u><u>60,357</u></u>

Credit Risk

Credit Risk is the risk of financial loss to Anglicare SQ if a client or counterparty to a financial instrument fails to meet its contractual obligations. Anglicare SQ is exposed to two sorts of credit risk – amounts receivable from clients and from government funders in respect of services provided – and also counterparty risk in respect of funds invested with banks, other financial institutions and related parties.

Anglicare SQ has in place a credit policy to assist in monitoring the risk of financial loss due to a customer or counterparty to a financial instrument failing to meet its contractual obligations.

The majority of amounts receivable in relation to service providers are due from Commonwealth and State government departments. Further protection is provided where an accommodation bond is held for residential aged care services or in relation to an independent living unit bond as service fees can be retained from these bond amounts. All service arrangements with funders and in relation to client contributions are subject to contractual arrangements, which include stated settlement terms. Any amounts outstanding beyond the contracted settlement period are followed up.

Credit is extended to clients only after credit evaluations are carried out. In some instances, financial hardship evaluations will pre-empt client fees being written off, however this is done within two months of the fees being invoiced and is reflected in the balances shown at balance date.

Funds are deposited with banks and with the Corporation and its financial Agency, ANFIN (ABN 51 925 884 864). The FSC has responsibility for the investment of the Anglicare SQ funds via ANFIN and the funds that Anglicare SQ has invested with the Corporation.

The FSC 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.

25 FINANCIAL RISK MANAGEMENT (cont.)

Property

In November 2009 a strategy was approved to develop additional residential and aged care accommodation. All developments are assessed over a 25 year life cycle and they are required to have a positive net present value that meets the benchmark set by the Commission for the portfolio of developments. The models are then used for assessing each development accordingly. Each project is subjected to stress testing in relation to all key assumptions and the outcome of this sensitivity analysis is presented to the Commission prior to the approval of the project. A detailed maintenance program is followed for all properties.

Market risk management

Market risk is the risk that changes in market prices such as interest rates and equity prices will affect Anglicare SQ income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

Interest rate risk

Interest rate risks are managed with the aim of reducing the impact of short-term fluctuations in earnings. Over the longer-term, however, permanent changes in interest rates would have an impact on earnings. Anglicare SQ is not exposed to fluctuations in foreign exchange.

Anglicare SQ has a zero real interest loan from the Commonwealth of Australia as represented by the Department of Social Services to extend the Kirami residential aged care facility in Hervey Bay.

Anglicare SQ assesses its short term cash requirements and invests these at call. The balance of the cash may be invested in term deposits or other longer term fixed interest securities.

The following table illustrates sensitivities to Anglicare SQ exposures to changes in interest rates and equity prices. The table indicates the impact on how surplus and equity values reported at balance date would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

	Surplus \$'000	Equity \$'000
Year Ended 30 June 2017		
+/- 0.5% in interest rates	644	644
Year Ended 30 June 2016		
+/- 0.5% in interest rates	592	592

The above interest rate sensitivity analysis has been performed on the assumption that all other variables remain unchanged.

Equity Price Risk

Equity price risk arises from fluctuations in the market values of available-for-sale securities.

At the reporting date the market value of available-for-sale investments and the impact of a 10% movement in the market value of the investments was:-

	Market value \$'000	+10% impact \$'000	-10% impact \$'000
Shares			
Balance at 30 June 2017	<u>501</u>	<u>50</u>	<u>(50)</u>
Balance at 30 June 2016	<u>455</u>	<u>46</u>	<u>(46)</u>

It should be noted that the full impact of movements in market value would not necessarily be immediately reflected in the statement of profit or loss and the Anglicare SQ funds as these investments are deemed to be available-for-sale investments. The impact of market movements would be recognised in the income statement and Anglicare SQ funds only if the investments were sold or if an impairment loss was recognised.

Fair Values

Carrying amounts of financial assets and liabilities recorded in the financial statements represent their net fair values, as determined in accordance with the accounting policies disclosed in Notes 1(c), 1(n), 1(q) and 1(r).

25 FINANCIAL RISK MANAGEMENT (cont.)

Operational risk management

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with Anglicare SQ processes, personnel, technology, infrastructure and other risks not covered above.

In addition to the risk management practices carried out by Anglicare SQ, the Commission manages operational risk through a variety of mechanisms:-

- Accessing professional services through the Corporation shared service teams.
- A Care Governance Committee includes 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.
- Quarterly self-assessment of compliance with controls and risk management strategies, subject to periodic independent audit by the Corporation's Risk and Compliance team and Internal Audit by independent third party.
- A three year program of internal audit carried out by professional 3rd party auditors, supplemented by audits carried out by internal teams.
- Research into and monitoring of likely future market trends.
- Regular reviews of strategic and operational plans and delivery against those plans.
- The development of business continuity plans.
- Achievement of accreditation for all services where this is relevant

26 FINANCIAL INSTRUMENTS COMPOSITION AND MATURITY ANALYSIS (cont.)

	Gross Amount	Within Initial Trade Terms	Past Due but Not Impaired (Days Overdue)				Past Due and Impaired
			<30	31-60	61-90	>90	
2017							
Trade and term receivables	2,519	777	1,277	364	128	297	(324)
Other receivables	3,862	3,862	-	-	-	-	-
Total	6,381	4,639	1,277	364	128	297	(324)
2016							
Trade and term receivables	5,060	3,408	1,187	84	98	546	(264)
Other receivables	419	419	-	-	-	-	-
Total	5,479	3,827	1,187	84	98	546	(264)

Net Fair Values

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the consolidated statement of financial position and in the notes to the financial statements.

Fair values are in line with carrying values.

Capital Management

Management control the capital of Anglicare SQ to ensure that adequate cash flows are generated to fund its programs and that returns from investments are maximised.

Risk management policies are approved and reviewed by the Commission on a regular basis. These include credit risk policies and future cash flow requirements. The capital of Anglicare SQ consists of financial liabilities, supported by financial assets.

FSC effectively manages the capital of Anglicare SQ by assessing the financial risks and responding to changes in these risks and in the market. These responses may include the consideration of debt levels. There have been no changes to the strategy adopted by management to control the capital of Anglicare SQ since the previous year.

Gearing Ratio

The gearing ratios for the years ended 30 June 2017 and 30 June 2016 are as follows:

	2017	2016
	\$'000	\$'000
Total Liabilities	126,054	107,681
Less Cash and Cash Equivalents ⁽ⁱ⁾	99,185	86,724
Net Debt	26,869	20,957
Total equity (reserves + retained earnings)	181,994	181,485
Gearing ratio	14.76%	11.55%

⁽ⁱ⁾ 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 2017 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.

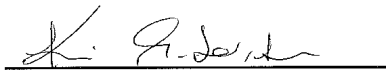
The Commission has been given declarations by the Executive Director of Anglicare SQ and the Chief Financial Officer stating that:

- (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 2017 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.

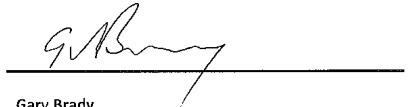
This declaration is made in accordance with a resolution of the Commission.

Dated this 13th day of Oct 2017.

On behalf of the Commission Members



Kim Forrester
Commissioner
Anglican Community Services Commission



Gary Brady
Commissioner
Anglican Community Services Commission

The Chair
Anglican Community Services Commission
The Corporation of the Synod of the Diocese of Brisbane
439 Ann Street
Brisbane QLD 4000

Dear Madam

**The Corporation of the Synod of the Diocese of Brisbane
trading as Anglican Southern Queensland**

In accordance with Subdivision 60-C of the *Australian Charities and Not-for profits Commission Act 2012*, I am pleased to provide the following declaration of independence to the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglican Southern Queensland.

As lead audit partner for the audit of the financial statements of The Corporation of the Synod of the Diocese of Brisbane trading as Anglican Southern Queensland for the financial year ended 30 June 2017, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely

DELOITTE TOUCHE TOHMATSU



R D Waustall
Partner
Chartered Accountants
Brisbane, 13 October 2017

Independent Auditor's Report to The Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland

Opinion

We have audited the financial report of The Corporation of the Synod of the Diocese of Brisbane trading as Anglican Southern Queensland ("Anglicare SQ" or "the entity"), which comprises the consolidated statement of financial position as at 30 June 2017, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in accumulated funds and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the Anglican Community Services Commission ("the Commission") Members' declaration.

In our opinion, the accompanying financial report of the entity is in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (the "ACNC Act"), including:

- (i) giving a true and fair view of the entity's financial position as at 30 June 2017 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

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

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

Other Information

The Commission is responsible for the other information. The other information comprises the Commission Members' Report included in the entity's annual financial report for the year ended 30 June 2017, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and the Commission for the Financial Report

Management of the entity is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the ACNC Act and for such internal control as management determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

The Commission is 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.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

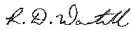
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with management and the Commission regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



DELOITTE TOUCHE TOHMATSU



R D Wanstall

Partner

Chartered Accountants

Brisbane, 13 October 2017



**2018 Year Book
Volume I**

**Printed by
Kingswood Press**