



# YEAR BOOK 2022





# YEAR BOOK

of the

## Diocese of Brisbane

Province of Queensland

Anglican Church of Australia

# 2022

## VOLUME I

### REPORTS TO SYNOD

Of:

**DIOCESAN COUNCIL**

**CATHEDRAL CHAPTER**

**COMMISSIONS & COMMITTEES**

**DIOCESAN ORGANISATIONS**

**MISSIONARY AGENCIES**

**COLLEGES & SCHOOLS**

with

**STATEMENTS OF ACCOUNTS**



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Cover picture: Pre-ordination, the candidates gathered to sign their Oaths & Declarations on 2 December, 2021. (L-R) The Rev'd Loretta Tyler-Moss, the Rev'd Gary Tognola, the Rev'd Dr Gemma Dashwood, the Rev'd Juliana Bate, the Rev'd Melissa Conway, the Rev'd Matthew Skelton, the Rev'd Elizabeth Donald-McConnell, the Rev'd Angela McNeill and the Rev'd Lorraine Lynch.

Back cover: ACSQ RAP Coordinator and Quandamooka Bundjalung Elder Aunty Sandra King OAM and the Rev'd Canon Bruce Boase speak at the Reconciliation Action Plan launch at St John's Cathedral, 23 November 2021.



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Mrs Nyang Jok Ayii and Mr Rod Brightman were kept busy on the BBQ, cooking lunch following the welcome service for new Deacon The Rev'd Melissa Conway at St Anne's, Highfields on 19 Dec 2021.

# Diocesan Council

## 2021 Report

### Overview & Outlook

Diocesan Council's activities are centred on the mission of God in the Diocese:

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

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

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

Throughout 2021, Diocesan Council members continued to address the challenges facing the Anglican Church in Southern Queensland.

Central to Diocesan Council's governance activities in 2021 were:

- Ongoing engagement with the Commissions, approving their strategic plans and receiving reports on their implementation.
- The launch of the ACSQ Vision Statement, values and key focus areas, identifying key outcomes in each key focus area and the implementation of plans to undertake the projects identified for each outcome.
- Continuing responses to the COVID-19 pandemic.
- Continuing to address policies for safer ministry and responding to claims relating to child sexual abuse.

ACSQ launched a vision statement for Anglican Church Southern Queensland:

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

together with a statement of aspirational values:

***We aim to be:***

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

and key focus areas:

- Comprehensive Anglican identity and purpose
- Energising and mobilising ACSQ people
- Flourishing Parishes and Faith Communities
- Engagement with each other and the wider community
- Stewardship and sustainability of resources

Throughout the second half of 2021 and into 2022, Diocesan Council has led the identification of key outcomes and the planning and implementation of projects identified for each outcome.

The key outcomes include:

- Comprehensive Anglican identity and purpose
  - Increased ownership, articulation of what living a comprehensive Anglican identity and purpose means.
  - Our shared understanding of comprehensive Anglican identity is demonstrated.
- Energising and mobilising ACSQ people
  - Theological Education: Future clergy/leaders in the Diocese have access to highly regarded theological education.
  - Formation: Students are well formed and ready for the challenges of parish life (including appropriate mix of academic and ministry skills).
  - Leadership: Pathways for building leadership capability are clearly defined.
  - Health and wellbeing: Healthy and well clergy.

- Flourishing Parishes and Faith Communities
  - Increasing number of parishes that are classified as flourishing.
- Engagement with each other and the wider community
  - Increased engagement with the community in relation to relevant community issues.
  - A sustainable model for the delivery of chaplaincy services.
  - Increasing engagement of children and youth with the Diocese, including increased attendance at camps.
  - Community of the Way being a thriving Faith Community.
  - Increasing engagement with First Nations people.
- Stewardship and sustainability of resources
  - New revenue sources through developments and leases, and business investment opportunities.
  - Improved accountability, transparency and reporting of outcomes being delivered via the KFAs.

A reporting framework for Diocesan Council to monitor these outcomes and the associated projects has been developed and will roll out over 2022 as the projects develop and are implemented.

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

## Functions of Diocesan Council

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

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

## Diocesan Council Membership & Meetings

The Diocesan Council met on 10 occasions during the year with the Archbishop presiding at all meetings. Membership during 2021 was as follows:

		No. of meetings attended	No. of meetings while a member
The Most Rev'd Dr PJ Aspinall AC		10	10
The Rt Rev'd JD Greaves		9	10
The Rt Rev'd AJ Roundhill		9	10
The Rt Rev'd CD Venables		8	10
The Rev'd Canon N Colledge	Commenced 26 Sept 2021	2	3
The Rev'd Canon G F Harch	Ended 26 Sept 2021	6	7
The Rev'd Canon L McWilliam	Ended 26 Sept 2021	6	7
The Ven G Hoyte		10	10
The Rev'd A Lowe		9	10
The Rev'd G Moses	Ended 26 Sept 2021	7	7
The Rev'd Dr R Wolff	Commenced 26 Sept 2021	2	3
The Rev'd Dr C Wynne	Commenced 26 Sept 2021	3	3
Ms J Basham	Commenced 26 Sept 2021	3	3
Mr J Kotzur	Ended 26 Sept 2021	7	7
Dr R S Kerr	Ended 26 Sept 2021	7	7
Judge Kevin Laphorn	Commenced 26 Sept 2021	3	3
The Hon Justice D Mullins (Chancellor)		10	10
Ms A Norman	Commenced 25 Feb 2021	7	8
Mr D O'Connor		9	10
Mr D Sneesby		9	10

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

Deputy Chancellor  
General Manager  
Chairs and Executive Directors of Commissions

## **Archbishop's Matters**

The Archbishop informed Council:

- The Eighteenth Session of General Synod has been postponed to May 2022.
- The Most Rev'd Dr Glenn Davies, Archbishop of Sydney retired on 26 March 2021.

### *Elections & Appointments*

The Archbishop reported:

- The Rev'd Rod Chiswell was consecrated and installed as the new Bishop of Armidale on 27 February 2021.
- The consecration of the Very Rev'd Peter Grice took place at St John's Cathedral on 24 February 2021. He was installed as the thirteenth Bishop of Rockhampton on 27 February 2021.
- At the November 2021 meeting of the General Synod Standing Committee, The Hon Justice D Mullins was elected as the Australian Lay Representative on the Anglican Consultative Council for the next three years.
- The Very Rev'd Kanishka Raffel was elected Archbishop of Sydney on 8 May 2021. A service of consecration and inauguration of the Archbishop-elect was held in St Andrew's Cathedral Sydney on 28 May 2021.

### *NCCA and ACRT – Christians United for Afghanistan: Sign the Call*

A letter was received from the National Council of Churches in Australia with a practical way that ACSQ and individual members can join Christians across Australia and take action to support the vulnerable in Afghanistan.

The request was to sign an urgent call on the Federal Government to welcome a special intake of an additional 20,000 Afghan refugees and support the ongoing well-being of all Afghan refugees and their families.

ACSQ showed solidarity for this important issue by signing the call on 27 August 2021 and encouraged individual members to sign online.



## Diocesan Council Matters

### *Professional Standards Committee*

In accordance with the Professional Standards Canon and Professional Standards Canon Regulation 1, Diocesan Council appointed Mr Peter Lyons QC to the Professional Standards Committee for a term of four years.

Diocesan Council approved the extension of Professor Robert Bland's term as the Professional Standards Committee Convenor to 31 December 2021.

Diocesan Council approved the extension for the Rev'd Di Murphy's term on the Professional Standards Committee until 26 October 2025.

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

Diocesan Council appointed Dr Sasaka Bandaranayake as a member of St John's College UQ Council.

### *DARC Membership*

Diocesan Council approved the extension of Dr Ruth Kerr's and Dr Judy Smeed's terms on DARC for another three-year term until 30 April 2024.

### *Angligreen Committee*

Diocesan Council approved the following to be the Committee of Angligreen:

- The Rev'd Deborah Bird
- The Rev'd Graham Warren
- Mrs Alex Bramley
- Mr Rob Farago
- Mrs Jelita Hutchinson
- Mrs Jeni Nix
- Ms Angie Mooney

### *Cathedral Chapter Membership*

Pursuant to section 16(b) of the Cathedral Canon, Archbishop-in-Council appointed Mr Robert Biscoe as a lay member of the Cathedral Chapter.

### *Modern Slavery Statement 2020*

Diocesan Council approved the Diocesan 2020 Modern Slavery Statement for lodgement with Australian Border Force.

### *Constitution of Service Personnel Anglican Help Society (SPAHS)*

Diocesan Council approved the proposed SPAHS Constitution to be used on its conversion to a company limited by guarantee.

### *Request from Diocese of Newcastle to use the Anglicare Logo*

Diocesan Council granted permission to the Diocese of Newcastle to use the Anglicare logo as used in Southern Queensland noting that Anglicare Australia is responsible for approving the use of the name Anglicare.

### *Old Faith Communities Council – Nomination of Ron Mitchell & Ferdous Mitchell for Associate Membership*

Diocesan Council approved the seconding of the nomination of Ron Mitchell and Ferdous Mitchell as an associate member of Queensland Faith Communities Council.

### *Election of Member of House of Clergy to General Synod*

Diocesan Council conducted a ballot as proposed in the business papers and elected the Rev'd Suzanne Grimmitt as a representative from the House of Clergy to General Synod to replace the Rev'd Dr Josephine Inkpin.

### *Election of Member of House of Laity to General Synod*

Diocesan Council appointed Mr Timothy Coates as a Lay Representative to General Synod to replace Ms Wynona Newby-Clark.

### *St John's College UQ Biannual Reports*

The College had 299 undergraduates in residence in 2021.

The College Council had agreed on a scope for a review into the culture of the College and will appoint an appropriately qualified and skilled person to undertake the review.

The College has a comprehensive education strategy with respect to educating all students in areas of consent, sexual harassment, mental health, recognising and responding to disclosures of sexual assault and responsible service of alcohol. The College has a zero-tolerance approach to bullying and harassment.

One of the long-standing traditions at the College has been dining together formally. In recognising this important way the community comes together, the College has reinstated Formal Hall each Monday and Tuesday.

The College celebrated the 38th Academic and Professional Dinner in May 2021. The dinner honoured the academic aspects of the College life and recognised the academic achievements of the students through the awarding of academic prizes. Members of various professionals including Old Johnians as well as professionals who are friends of the College attended.

## *Service to Diocesan Council*

Diocesan Council acknowledged that Dr Ruth Kerr has served the maximum continuous period under the Diocesan Council Canon as an elected member of Diocesan Council and that the August 2021 meeting is her final meeting in that role. Diocesan Council thanks Dr Kerr for her outstanding contribution to the Diocese as a member of Diocesan Council and its committees and for her wise counsel on governance issues. Dr Kerr set an example for diligence in preparation for meetings, attention to the detail in the meeting papers and thoughtful and valuable contributions to debate. Her vast knowledge of the history and evolution of the Diocese and its institutions, her capacity to ask searching questions and her good humour will be missed.

Diocesan Council acknowledged that the Rev'd Canon Gary Harch has served the maximum continuous period under the Diocesan Council Canon as an elected member of Diocesan Council and that the August 2021 meeting is his final meeting in that role. Diocesan Council thanks Canon Harch for his outstanding contribution to the Diocese as a member of Diocesan Council and its committees and particularly his long-term role on the Diocesan Audit and Risk Committee. Canon Harch has been rigorous in contributing to appropriate governance by Diocesan Council and for accountability of Diocesan Council and those bodies for which it is responsible. His fearless questions and capacity to engage with all members of Diocesan Council will be missed.

## **Strategic Issues**

### *Work Health & Safety*

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

### *Youth to Young Adults (YYA) Pathways Project*

The Chair requested that a representative from the Parishes and Other Mission Agencies Commission be appointed to the Project.

### *Development of Early Education and Care Service at St Luke's, Tarragindi*

The Executive Director, ASC presented the business case for the development of an early education and care service at the parish of Ekibin.

The key stakeholders, ASC and the Parish, are both in favour of a smaller facility offering 90 childcare places. ASC employs qualified staff to meet legislative and quality standards for all ECSs. The ECS team are currently managing 19 centres and have capacity to absorb responsibility for another centre without the need to engage additional staff. Diocesan Council:

1. Approved the project as outlined in the business case;
2. Approved the proposed distribution of income as outlined in the business case;
3. Noted:

- a. The MoU which defines the relationship between the Diocese and the Parish pertaining to the development;
- b. That a second MoU will be developed defining the relationship between ASC and the Parish pertaining to onsite operational matters.

### *ACSQ Vision Statement*

The General Manager informed Diocesan Council that the ACSQ Vision Statement, incorporating the values and key focus areas, was launched on 11 May 2021 through an email campaign coordinated with other communications avenues for the Diocese, including Focus. A series of video messages from the Archbishop were released over several weeks.

A feedback mechanism was developed for our community to provide comments and thoughts on the discussion papers.

Diocesan Council thanked the General Manager and the Executive Director, PMC for their significant work on the Vision Statement.

### *Voluntary Assisted Dying Legislation Qld*

The Rt Rev'd J Greaves presented the report.

In 2019, the Archbishop made a submission to the Queensland Parliamentary Inquiry into Aged Care, End of Life and Palliative Care and Voluntary Assisted Dying. The submission was made with the support of Diocesan Council. A major focus of this submission was to highlight the inadequate funding currently provided in Queensland for palliative care.

The Queensland Law Reform Commission had released the report and proposed legislation to be brought to the Queensland Parliament. The Bill is expected to be voted on in September 2021. If the law is passed, it will likely come into effect in January 2023.

Diocesan Council agreed that this is a significant piece of legislation and a further submission from ACSQ is required. The ACSQ community will have strong opinions on both sides of the debate about voluntary assisted dying.

The Archbishop invited all members to provide feedback and reflections to him for consideration.

### *Expression of Interest for the Old Bishopsbourne site at 233 Milton Road, Milton*

At the meeting of Diocesan Council on 25 February 2021, Diocesan Council instructed the MEC and FDSC to explore options for the site and present a joint paper to Diocesan Council on a way forward.

A joint MEC/FDSC meeting was held at Old Bishopsbourne on 13 April 2021 to explore the requirements. There was a general agreement to see St Francis College remain at Milton and to seek opportunities for the rest of the site. It was also agreed that the chapel

should remain an important part of the theological college. MEC will develop a business plan to articulate the St Francis College space requirements based on its operational needs. The Property team will assist in that process.

The aim of the Expressions of Interest campaign is to seek options for the best use of the site, guided by the principles outlined in the paper.

Diocesan Council discussed the report and noted the importance of demonstrating leadership in environmental sustainability and maintaining some green spaces on the site.

Diocesan Council:

1. Endorsed the principles outlined in the paper to guide the EOI process;
2. Noted the progress related to articulating the ACSQ's requirements for the EOI campaign;
3. Noted the issues impacting on the EOI campaign for the Milton site;
4. Noted that the MEC business plan is being prepared to inform the St Francis College's space requirements with a target date towards the end of August 2021.

### *2021–2023 Reconciliation Action Plan*

Diocesan Council

1. Endorsed the draft RAP 2021 -23 for lodgement with Reconciliation Australia for approval and for adoption in the Diocese;
2. Delegated to the RAP Working Group the power to make any minor amendments required by Reconciliation Australia;
3. Thanked the RAP Working Group for their excellent work.

### *Ten Commitments for Preventing and Responding to Domestic & Family Violence*

In 2017, the General Synod Standing Committee appointed a Family Violence Working Group to carry forward the work envisaged by a series of resolutions passed by the 17<sup>th</sup> General Synod. The role of the Working Group included developing a professionally designed, independent research study into the nature and prevalence of family violence within the Australian Anglican Church population. The mandate has resulted in the National Anglican Family Violence Project. The Working Group has developed a set of Ten Commitments for Prevention and Response to Domestic and Family Violence in the Anglican Church of Australia.

At the recent national Next Steps Conference, there was widespread endorsement of the Ten Commitments. There was also recognition that to engage with this work effectively will require a financial commitment, including the resourcing of a paid position to manage these commitments.

The ACSQ Domestic and Family Violence Working Group intends to bring a motion to Synod next month bringing this work to the attention of the Synod, seeking its support for

the adoption of the Ten Commitments and requesting that this work be appropriately resourced.

Diocesan Council discussed and noted the report, supported the adoption of the Ten Commitments, and committed to considering the financial implications for training, resourcing and staffing.

### *Youth to Young Adults (YYA) Pathways Project*

The project was intended to create a process where young people connected to the Anglican Church through our schools, churches and networks might be encouraged to consider the Christian faith and their vocation.

Community of the Way was one of the key projects in 2021. With the resignation of the Chaplain, Jazz Dow, the Community Advisory team have worked to support the Community and to build a strong culture for the for the future. There are two levels of commitment in the Community, one would be called “St Francis House” where members would continue to attend a gathering once per week and learning days once a month. Another group would adopt a more disciplined life of prayer and service, gathering daily for a cycle of prayer and weekly for learning and serving together.

Some recommendations for 2022 include additional camping programs with a service, adventure or contemplative theme and central place to advertise activities in parishes.

Members discussed the report and noted that Parish vitality and leadership is critical. It is important to create engaging faith communities where families can worship together from childhood to adulthood and be nourishing for youth and young adults.

### *Key Focus Areas (KFA) Reporting Framework*

The KFA required actions have been allocated to different areas within the Diocese who hold primary responsibility for delivery.

The workbooks have been developed to assist these areas to plan and track progress and expenditure towards achieving the required actions. The summary report for each individual Commission is to be reported to the respective Commissions by their Executive Director for reporting to the Diocesan Leadership Team and Diocesan Council each quarter.

Diocesan Council discussed and approved the KFA Reporting Framework.

## **Policy Issues**

### **Review Commencement Date for the Policy for the Protection of Children in Ministry Units**

Diocesan Council:

1. Approved that the Policy for the Protection of Children in Ministry Units will take effect from the date ss 229BB and 229BC of the Criminal Code commence.
2. That if the relevant Criminal Code amendments have not commenced by 1 August 2021, the Policy commencement date is to be again reviewed at the August 2021 Diocesan Council meeting.

### **Risk Management Strategy for Child and Youth Ministries in the Anglican Church Southern Queensland**

Diocesan Council adopted the amendments to the Policy – Risk Management Strategy for Child and Youth Ministries in the Anglican Church Southern Queensland.

### **Review of Policy: Review of Past Settlements**

Diocesan Council approved that the current Review of Past Settlements Policy (the 4 December 2018 policy) be retired and not replaced.

### **Clergy Complaints & Performance Protocol**

Diocesan Council approved the revised Clergy Complaints and Performance Protocol.

### **ACSQ Bullying and Harassment Policy**

Diocesan Council approved the revised Bullying and Harassment Policy.

### **Amendments to the Protocol for Dealing with Sexual Misconduct**

The Director, OPS presented the report and informed Diocesan Council that on 5 July 2021, new Failure to Protect (s 229BB) and Failure to Report (s 229BC) offences commenced under the Criminal Code. Due to these new offences, amendments were made to the Policy for the Protection of Children in Ministry Units, which also commenced on 5 July 2021.

Diocesan Council adopted the proposed amendments to the Protocol for Dealing with Sexual Misconduct.

## **Amendments to Policy – Risk Management Strategy for Child and Youth Ministries in the Anglican Church Southern Queensland**

Diocesan Council adopted the amendments to the Policy – Risk Management Strategy for Child and Youth Ministries in the Anglican Church Southern Queensland.

### **Consideration of Mandating Vaccinations for ACSQ Clergy, Employees and Volunteers**

On 25 November 2021, Diocesan Council resolved to adopt a provisional policy to mandate vaccinations across ACSQ and to commence a consultation process regarding this policy.

On 3 December 2021, the General Manager emailed all staff, Clergy and churchwardens to advise of Diocesan Council's intention to implement the policy and invited feedback as part of the consultation process.

In summary, the general themes of the feedback included:

- Support for the policy on the basis of safety.
- Support for the policy on the basis of Christian duty.
- Opposition on the basis of risk, e.g. there is no greater risk for an unvaccinated volunteer to operate than the risk of them attending church, which has been allowed by the latest government directive.
- Opposition on the basis of conscience including theological reasons.
- Opposition on the basis of freedom of choice.
- Opposition on the basis of impact on church operations and practical implementation (e.g. loss of volunteers for essential roles, effect on employment).

In response to this feedback, the Policy has been modified to more clearly convey the intent to allow for proportionate risk control measures to be put in place. This will enable Parishes to manage risk appropriate to their local circumstances.

The Policy has also been broadened to more clearly allow for grounds for exemption other than medical. This has necessitated further detail to be included in the Policy around risk control measures for exemptions.

Work has commenced on the development of Guidelines to support the implementation of the Policy.

These Guidelines will include:

- What evidence of vaccination will be required and who will be responsible for sighting and recording such evidence.
- How exemptions will be considered:



- Exemptions for Clergy and paid staff will be considered by a Diocesan Exemption Committee consisting of representatives of each Commission and Episcopate as required.
- Exemptions for Parish volunteers will be considered by the Parish Priest in conjunction with Church Wardens.
- How risk control measures will be implemented.
- How non-compliance will be managed.
- Appeal mechanisms.

These Guidelines will provide detail on how these matters are to be managed at the Parish, Commission and Episcopal level.

Members noted the effects of the Policy and the possible feelings of exclusion among the Aboriginal and Torres Strait Islander communities. It was noted the broadening of exemptions and local proportionate risk management responses would assist management of this issue.

Members also discussed the practicality of 10 January 2022 as the date by which all workers vaccination status must be known.

Diocesan Council approved the updated ACSQ COVID-19 Vaccination Requirement Policy.

All policies referred to above are available on the Anglican Resource Community (ARC) website <https://dioceseofbrisbane.sharepoint.com/sites/theanglicanresourcecommunity>

## 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 2021. Important matters in those reports for consideration and action by Council included the following:

### *Anglican Schools Commission*

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

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

- Dr Judy Smeed;
- Mr Daniel O'Connor OAM; and
- Ms Alison Reid.

Diocesan Council noted the continuing membership of the following ASC members:

- Ms Suzanne Bain;

- Mr Geoff McLay;
- Mrs Robyn Kronenberg; and
- Dr Gavin Nicholson.

Diocesan Council also appointed the Rev'd Mary-Anne Rulfs as a Commissioner of the ASC.

### **Hillbrook Anglican School**

The Affiliation Agreement between Hillbrook Anglican School and Anglican Church Southern Queensland has been finalised. Hillbrook Anglican School had requested a ceremonial signing of the agreement to occur at the school

Diocesan Council endorsed the Affiliation Agreement between Hillbrook Anglican School and ASCQ and requested the Archbishop and the General Manager to sign the agreement on behalf of ACSQ.

### **Protecting Children & Young People in Anglican Education Policy**

For some time, ACSQ has required all schools within the Diocese to use the child protection policies approved by Diocesan Council. This provided some assurance as to the quality and comprehensiveness to the processes used. The new Policy replaces the Student Protection in Anglican Schools Policy and Child Protection in Anglican Education and Care Services Policy.

Diocesan Council voted unanimously to approve:

- a) the Protecting Children and Young People in Anglican Education Policy; and
- b) the delegations of Diocesan Council as detailed in Appendix C of the Policy.

### **Protecting Children & Young People in Anglican Education: Training**

Diocesan Council resolved to require Schools and Education & Care Services (ECS) to deliver the child protection training developed by the Anglican Schools Commission for 2022 to:

- a) all staff, undertaking work at the School or Service, by the end of April 2022 (within the first three months of the school year);
- b) all members of the School Council or Service's Management Committee, by the end of April 2022 (within the first three months of the school year); and
- c) all new staff or members who commenced during 2022 but after April, within one month of their commencement.

## ***Community Services Commission***

### **Membership**

Diocesan Council approved the reappointment of the Rt Rev'd Cameron Venables and Professor Karen Healy as members of the Community Services Commission.

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

### **Membership**

Diocesan Council:

1. Noted the retirement from office under the provisions of the Diocesan Governance Canon of Commissioners Mr John Kotzur, Ms Kerry Brinkley and the Rt Rev'd John Roundhill;
2. Approved the reappointment, in accordance with the Canon, of Mr John Kotzur, Ms Kerry Brinkley and the Rt Rev'd John Roundhill for a further three-year term.

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

#### **Sale of Diocesan property at 8 Mcllwraith Avenue, Balmoral**

Diocesan Council:

1. Approved 5% of the sale proceeds be allocated to offset operational costs in relation to property management
2. Approved the remaining proceeds of sale to be placed in a Property Reserve account (similar to a Parish) to be prioritised for other more favourable property income producing opportunities for the Diocese, to be approved by FDSC.

#### **St David's Church Chelmer – Allocation of sale proceeds for church reconfiguration works**

Diocesan Council approved up to \$300,000 of the nett proceeds of sale of 48 & 50 Chelmer Street East be applied to the internal building works to reconfigure St David's Chelmer in accordance with the JWA Mitchell architectural plans and specification as approved by the Archbishop and BCC Heritage Council.

#### **Parish of The Gap re Proposed subdivision and sale 1091 Waterworks Road, The Gap**

Diocesan Council approved:

1. Payment of 5% of the remaining proceeds to the Property Group to offset operational costs in relation to development management.
2. The contribution to Going for Growth be waived and that the balance remaining be used for the construction of a new rectory building.

### **Parish of Gold Coast North – Sale of Vacant Land in Maudsland**

Diocesan Council approved:

1. The allocation of 5% of the remaining proceeds after deduction of cost of sale items, to the Diocese to offset operational costs in relation to property management; and
2. The remaining balance to be placed in an interest bearing property trust account for Parish of Gold Coast North, to be applied to capital works or specific missional purposes as approved by the Regional Bishop.

### **Parish of Gayndah – Sale of vacant land allotments in Wetheron and Byrnestown**

Diocesan Council approved:

1. The allocation of 5% of the remaining proceeds after deduction of cost of sale items, to the Diocese to offset operational costs in relation to property management; and
2. The remaining balance to be placed in an interest bearing property trust account for Parish of Gayndah, to be applied to capital works or specific missional purposes as approved by the Regional Bishop.

### **Parish of Cunnamulla – Sale of Rectory at 23 Emma Street, Cunnamulla**

Diocesan Council approved that the proceeds of sale be held in an interest-bearing Diocesan held property account for the benefit of the Parish of Cunnamulla until such time as a business case is submitted by the parish for the use of funds.

### **Parish of Roma – Sale of residential building – St John the Baptist Burke Street Wallumbilla**

Diocesan Council approved the following allocation of sale proceeds:

1. No contribution be made to the Going for Growth fund;
2. 5% contribution be made to Diocesan Property Operations; and
3. Remaining funds to be placed in an interest-bearing diocesan held property account for use by the Parish of Roma for property related capital works projects, repairs and maintenance within the Parish of Roma.

### **Parish of Roma – Sale of St John the Divine at 27 Cordelia Street, Surat**

Diocesan Council approved:

1. That no contributions be made to the Going for Growth fund;
2. That a 5% contribution be made to Diocesan Property Operations; and
3. That after deduction of expenses and contributions, the balance of the funds be held in an interest-bearing Diocesan Property Account on behalf of the

Parish of Roma to be used for property related capital works and maintenance in the Parish of Roma.

### **Parish of Drayton – Sale of St Mary the Virgin at 39-41 Buckland Street, Harristown**

Diocesan Council approved:

1. Sale related expenses be deducted from the proceeds of sale; and
2. The remaining proceeds of sale be held in an interest-bearing Diocesan Property Account for the Drayton Parish pending the submission of a business case, to be endorsed by the Regional Bishop.

### **Old Friary Site – 139 Brookfield Road, Kenmore Hills**

Diocesan Council approved the following allocation of net proceeds from the sale of the Old Friary site at 139 Brookfield Road, Kenmore Hills.

<b>Allocation of Net Proceeds</b>	<b>\$</b>
1. Kenmore/Brookfield Parish	\$ 100,000.00
2. MEC – St Francis College for Old Bishopsbourne and the Chapel	\$ 935,000.00
3. Emergency Works Fund	\$ 500,000.00
4. Subsidise Claim settlement	\$ 1,000,000.00
5. Diocesan Property	\$ 100,000.00
6. See Estate	\$ 1,500,000.00
7. Going for Growth Fund	\$ 911,706.06
<b>Total Net Proceeds</b>	<b>\$ 4,966,706.06</b>

### **Reconfiguration of St David's Church, Parish of Chelmer**

Diocesan Council approved the remaining net proceeds of sale of 48 & 50 Chelmer Street East, Chelmer be applied as follows:

- 20% contribution to Going for Growth (\$119,837.50);
- \$120,000 be allocated to the St David's structural scope of work identified as a result of termite caused damage; and
- the remaining sales proceeds to be placed in an interest-bearing account in the name of the Parish of Chelmer-Graceville for its missionally linked property purpose to be endorsed by the Regional Bishop.

## **Leasing income – Podium (900 Ann St Fortitude Valley)**

Diocesan Council:

- Approved the distribution of the net income from the lease of the Podium to the Parish of Fortitude Valley for an additional two years, ending November 2023.
- Endorsed the income from Parish investments being taken up in the Parish's unrestricted income to continue work on the Mission Action Plan or as otherwise determined by Parish Council in consultation with the Bishop of the Northern Region and the FDSC through the Diocesan Property Team.

## **Sale of St Thomas' Anglican Church – 11 Main Street Coalstoun Lakes**

Diocesan Council approved that from the balance of the sale proceeds:

- Payment of 5% of the remaining proceeds after deduction of cost of sale items, to the Diocese to offset operational costs in relation to property management; and
- The remaining balance to be placed in an interest-bearing Property Trust account with ANFIN for the Parish of Goonaneman to be applied to capital works projects or specific missional objectives as approved by the Regional Bishop.

## **Parish of Kingaroy – Purchase of Rectory and allocation of sale proceeds, Parish of Kingaroy**

Diocesan Council approved the net proceeds of sale of the previous rectory be allocated as follows:

- 5% to offset Diocesan property operations;
- No contribution to be made to the Going for Growth Fund; and
- The remaining sales proceeds be allocated for the purchase of a new rectory with low ongoing maintenance and operational costs.

## **Halse Lodge, 2 Halse Lane Noosa – New Proposed Lease**

Halse Lodge is one of the few unrestricted property assets available to the Diocese. The site is a unique holding within the Diocese's property portfolio with strong potential to grow in value into the future. To sell appears more financially profitable when compared to the present value of future lease payments. This does not take full account of the potential value of the site at the expiry of a 99 years leasing arrangement. Retention of the site presents the opportunity to derive a stable income stream without the market volatility.

Diocesan Council ratified the decision by the Finance and Diocesan Services Commission for management to enter into further negotiations with the preferred proponent, with the view to achieving the best outcome with regard to the lease and associated agreements.

## **Information Management**

In 2020, Deloitte delivered an Information Management Maturity Internal Audit Report. An Information Management Steering Committee was established to focus on developing the framework and creating the documents to support the rollout plan.

Diocesan Council:

1. Endorsed the Information Management Framework, Information Management Policy and Information Security and Access Policy.
2. Noted the Digitisation Plan.
3. Thanked the Information Management Steering Committee for its work.

## **Reporting Entity Status**

Diocesan Council confirmed that, in its opinion, The Corporation of the Synod of the Diocese of Brisbane continues to not be a reporting entity and can continue to produce special purpose financial statements on that basis.

## **Remuneration Review: Non-Award or EA Covered Employees (excluding schools and Anglicare) for 2022.**

Diocesan Council approved a 2% increase for non-Award employees (excluding schools and Anglicare) to take effect from 1 January 2022.

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

Members commenced their discussion of stipend rates noting that increases can be challenging for some Parishes. Any increase needs to consider rates that enable Clergy to maintain current standard of living and the financial ability of the Parish to support Clergy in their engaged capacity.

Diocesan Council requested that a proposal for a Remuneration Review Working Group be submitted to Diocesan Council for consideration.

Diocesan Council approved a 2% increase for Stipends to take effect from 1 January 2022.

## **Parishes Regulation Canon – Regulations VI and VII**

Diocesan Council:

1. Approved the fixed costs under Regulation VI – Parishes Regulation Canon increase by 4.9%, to take effect from 1 January 2022;
2. Approved the operating costs under Regulation VI Parishes Regulation Canon increase by 4.9%, to take effect from 1 January 2022; and

3. Approved continuing to base the travel allowance for business reimbursement and occasional duties allowance under Regulation VII on the ATO rate, currently at 72c per kilometre.

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

### **Membership**

Diocesan Council reappointed Stephanie Cotroneo and appointed the following members to the PMC:

- Kate Littmann-Kelly;
- Mamuor Maluet Kumpeter; and
- Gwen Amankwah-Toa.

### **Youth to Young Adults (YYA) Pathways Project — New Appointment**

Diocesan Council noted that Stephanie Cotroneo, PMC lay member for the Southern Region, has been appointed to the YYA project.

### **Benefice Classifications**

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

- the Parish of Holland Park retain its non-benefice classification,
- the Parish of Algester shall retain its benefice classification,
- the Parish of Nerang retain its non-benefice classification,
- the Parish of Mudgeeraba retain its non-benefice classification, and
- the Parish of Hamilton shall retain its benefice classification.

### **Parish Contribution**

In relation to parish contributions, Diocesan Council approved the non-payment of arrears for one parish and a reduction in contribution for three parishes.

## ***Change of Name***

### **Parish of Everton Park**

Diocesan Council approved the request from the Parish of Everton Park to rename the church at 203 Flockton Street, “Christ the Cornerstone Anglican Church.”

### **Parish of Eastern Hills Anglicans**

Diocesan Council approved the request from Parish of Eastern Hills Anglicans to change the name of the parish from “Eastern Hills Anglicans” to “Camp Hill – Norman Park”.



## **Parish of Auchenflower – Milton**

Diocesan Council approved the request from the Parish of Auchenflower-Milton to rename the Parish to Parish of Milton Anglican and noted that the Parish will refer to themselves as Milton Anglican.

### *Church Closures*

Council agreed to the closure of the following Churches:

- St Thomas', Coalstoun Lakes, Parish of Goonaneman

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

- Christ Church, Gunalda, Parish of Gympie
- St Barnabas', Amby, Parish of Mitchell

### *Parish Annual Return Data 2020*

The year 2020 was a highly unusual year in the rhythm of local church life. Lockdown periods, various changing restrictions and ongoing capacity limitations impacted every aspect of local parish ministry and particularly, Sunday gatherings.

Due to the extensive lockdown period from March 2020, data was collected in two parts: 2020A, before the lockdown in March 2020, and 2020B, after 1 October 2020.

Digital services were offered in varying degrees regularly by parishes during 2020. 74% of parishes were using some form of online services during the lockdown period. Moving forward, almost half of all very small churches intend to offer no digital services, while all large churches intend to offer regular services online.

Average Sunday attendance declined between 2019 and 2020A with 75% of parishes having an average Sunday attendance of 100 or less. In the 2020B data, there was a considerable shift from churches in the medium category to the small category.

When considering average growth over three years, it is evident that over 43% are declining, 6.8% are growing, with the vast majority as neutral.

Significantly more than half of a parish is over the age of 60 years. The demographic with the smallest proportional representation continues to be 18-30 years.

Average offerings per parish declined in 2020. Average income per parish has grown, likely in part due to JobKeeper received.

## ***Ministry Education Commission***

### **Membership**

Diocesan Council approved the appointment of Ms Janine Schmidt and the reappointment of the Rev'd Rodney Wolff to the Ministry Education Commission.

### **St Francis College Constitution**

Diocesan Council approved:

1. The updated St Francis College Constitution; and
2. The lodgement of the Constitution with the ACNC as the governing document of the College.

### **Reported Matters**

- Received reports on the continued growth of tertiary enrolments at the College and growth in income;
- endorsed the KFAs that belong to the MEC in the areas of Formation, youth ministry, lay education and Community of the Way;
- adopted principles governing the development of the land at Milton;
- noted the Principal-Executive Director's intention to retire end 2021; and
- noted the membership of, and received reports on, the Search Committee's progress to find a new Principal / Executive Director.

## ***Bequests 2021***

Diocesan Council noted the following bequests with grateful thanks:

**Estate of the late Andrew James Ian Balmain** – A bequest in the amount of \$40,000 from the estate of the late Andrew James Ian Balmain *“to the Michener Fund, Allora Clifton Parish to be used for the maintenance of St David’s Anglican Church, Allora”*.

**Estate of the late Anne Margaret Colthup** – A bequest in the amount of \$10,000 from the estate of the late Anne Margaret Colthup for *“Spiritus – a part of Anglicare Australia”*.

**Estate of the late Christine Mary Cooper** – A bequest in the amount of \$145,572.56 being a final distribution from the estate of the late Christine Mary Cooper to be distributed as follows:

- *“6% share for the general charitable purposes of The Mission to Seafarers Brisbane”*;
- *“1.5% share for the general charitable purposes of the Parish of All Saints Anglican Church Wombat Group”*;
- *“1.5% share for the general charitable purposes of the Parish of All Saints Anglican Church Wombat Anglican Refugee Support Group”*; and

- *“2% share to St Hughes Inala Anglican Church for the general charitable purposes of Careforce”.*

**Estate of the late Francis David Goudge** – A bequest in the amount of \$331,352.94 being a final distribution from the estate of the late Francis David Goudge, \$322,795.11 for the *“general charitable and religious purposes of the Parish of Saint James Toowoomba”*; and \$8,557.83 *“as to the rest and residue of the estate for the purposes of Spiritus including its community and nursing care services for elderly persons in the Toowoomba region”*.

**Estate of the late John Arthur Gradwell** – A bequest in the amount of \$10,000 from the estate of the late John Arthur Gradwell *“to the Corporation of the Synod of the Diocese of Brisbane”*.

**Estate of the late Ross David Gurgo** – A bequest in the amount of \$21,871.78 from the estate of the late Ross David Gurgo *“to be applied for the specific purpose of and use by the St Andrew’s Anglican Church at Indooroopilly”*.

**Estate of the late Joan Katherine Hendrikz** – A bequest in the amount of \$29,157.42 being an interim distribution from the estate of the late Joan Katherine Hendrikz a *“two percent (2%) share of the balance to be applied for ministry support and child/youth work purposes of the parish of St Andrew’s Anglican Church South Brisbane.”*

**Estate of the late Dulcie Mabel Holdway** – A bequest in the amount of \$1,000 from the estate of the late Dulcie Mabel Holdway to be applied for the purposes of *“Anglicare Southern Queensland (“Anglicare”) for the purposes of Home Assist Secure, Sandgate”*.

**Estate of the late Lillian Rhoda Hoult** – A bequest in the amount of \$9,886.09 from the estate of the late Lillian Rhoda Hoult the rest and residue of the balance of *“two percent (2%) to St Matthews Perpetual Care of 29 Church Road, Mitchelton for their use and benefit”*.

**Estate of the late Edward Cecil Kitson** – A bequest in the amount of \$29,478 from the estate of the late Edward Cecil Kitson *“to St Marks Anglican Church, Warwick for the general charitable and religious purposes of the Parish”*.

**Estate of the late Dorothy Margaret Newman Marsden** – A bequest in the amount of \$6,000 from the estate of the late Dorothy Margaret Newman Marsden *\$1,000 for the “general charitable and religious purposes of St Peter’s Anglican Church, 81 Charlotte Street, Wynnum”*; and *\$5,000 “general charitable and religious purposes of St David’s Anglican Church Chelmer-Graceville, 62 Chelmer Street East, Graceville”*.

**Estate of the late Russell Stewart Matthews** – A bequest in the amount of \$7,500 from the estate of the late Russell Stewart Matthews *“to St Andrew’s Care HACC for its general purposes”*.

**Estate of the late Heather Mavis McGeary** – A bequest in the amount of \$60,000 from the estate of the late Heather Mavis McGeary *“\$20,000 for the benefit of Anglicare”*

*Southern Queensland; \$20,000 to the Bush Ministry Fund; and \$20,000 for the benefit of the Parish of Saint Andrews Lutwyche”.*

**Estate of the late Marie Joan Murphy** – A bequest in the amount of \$5,000 from the estate of the late Marie Joan Murphy “for the general charitable and religious purposes of the Parish of Freshwater”.

**Estate of the late Ivy Ellen O’Brien** – A bequest in the amount of \$150 from the estate of the late Ivy Ellen O’Brien “*for the general purposes of the Parish of Gatton*”.

**Estate of the late Mary Khin Olbrich** – A bequest in the amount of \$2,000 from the estate of the late Mary Khin Olbrich “*for the general charitable and religious purposes of St Anne’s Church of the Parish of Highfields*”.

**Estate of the late Vincent Keith Pengilly** – A bequest in the amount of \$16,121.75 from the estate of the late Vincent Keith Pengilly “*as to a three percent (3%) share to The Corporation of the Synod of the Diocese of Brisbane for the benefit of Anglicare*”.

**Estate of the late Graham Roy Phillips** – A bequest in the amount of \$2,180,000 being an interim distribution from the estate of the late Graham Roy Phillips as “*90% of the residue of the estate to be held by the Anglican Diocese of Brisbane for additions, maintenance and sustaining all of the operations of the Anglican Parish of St Paul, Ipswich*”.

**Estate of the late Lorna Mary Postle** – A bequest in the amount of \$10,000 from the estate of the late Lorna Mary Postle “*for the general charitable purposes of St James Anglican Church Toowoomba*”.

**Estate of the late Edward Gordon Press** – A bequest in the amount of \$5,000 from the estate of the late Edward Gordon Press “*to be applied for the benefit of the Redcliffe Anglican Parish*”.

**Estate of the late Eunice Ryan** – A bequest in the amount of \$1,000 from the estate of the late Eunice Ryan to be applied for the “*specific purposes of St Peter the Fisherman Church 13 Lucinda Street Clontarf Queensland*”.

**Estate of the late Gwenda Rose Sorensen** – A bequest in the amount of \$10,000 from the estate of the late Gwenda Rose Sorensen “*the sum of five thousand (\$5,000) for the general and religious purposes of St Peter’s Church in Injune*”, and “*the sum of five thousand (\$5,000) for the general and religious purposes of the Bush Ministry Fund*”.

**Estate of the late Elizabeth Anne Woolnough** – A bequest in the amount of \$73,250.92 being a final distribution from the estate of the late Elizabeth Anne Woolnough for the “*general and charitable purposes of St John’s Anglican Church Hervey Bay*”.

## Trusts

The following distributions were received from trusts:

<b>Bancroft, L</b>	
Australian Board of Mission	\$0.00
Foreign Missions	\$93.14
Home Mission Fund	\$0.00
St Francis College	\$0.00
<b>C H Boden Trust</b>	
St John's Cathedral - Building Fund	\$4,877.56
Parish of Redcliffe	\$4,868.30
<b>Canon Ivor Church</b>	
St Francis College	\$0.00
<b>E C Evans Trust</b>	
St Luke's Nursing Service	\$1,960.51
<b>Richard Harper Ferris Trust</b>	
Parish of Hamilton (St Augustines)	\$5,022.37
St Luke's Nursing Service	\$5,022.37
<b>Natalie Gray Trust</b>	
St Andrew's South Brisbane	\$6,794.76
St John's Cathedral	\$6,794.76
<b>Florence May Harrison Trust</b>	
St Matthews, Holland Park	\$4,098.46
<b>Dorothy Frances Hooper Trust</b>	
St Luke's Nursing Service	\$662.77
Mission & Service Fund (Anglicare)	\$662.77

<b>Marguerite Hester Hyland Memorial Trust</b>	
St Luke's Nursing Service	\$4,661.32
The Holy Spirit Church, Kenmore	\$4,661.32
<b>Dr David Clements Jackson Trust</b>	
Completion and maintenance of St John's Cathedral	\$219,150.98
<b>Barbara Gay Klavikoski</b>	
For aged care or any or such other similar charitable organisation	\$1,068.41
<b>Victor Lionel Meise Trust</b>	
Care of disadvantaged children (which can include accommodation options through foster care)	\$11,580.59
<b>Thelma Noble Trust</b>	
All Saints Wickham Terrace	\$0.00
<b>John O'Rourke Trust</b>	
Trinity Pantry, Fortitude Valley	\$7,059.49
<b>Penberthy Trust</b>	
St Luke's Nursing Service	\$2,065.42
<b>Ethel May Scott Trust</b>	
St Luke's Nursing Service	\$4,200.86
<b>Nancy Service Trust</b>	
Tufnell Welfare Service	\$5,497.65
<b>Lizzie Stokes Trust</b>	
Tufnell Home	\$1,468.17
ABM	\$1,468.16

Relief and Treatment of the Homeless, Drug Users, people suffering from HIV/AIDS and Aboriginal people of Australia	\$1,468.16
Toowoomba St Lukes Anglican Church	\$4,198.59
<b>James Taylor Trust</b>	
The Glennie School	\$15,405.01
Toowoomba Anglican School	\$15,405.00
<b>Doris L Waraker Trust</b>	
St Luke's Nursing Service	\$3,914.97
<b>Olive Nellie Stratham White Trust</b>	
St Luke's Nursing Service	\$1,422.52
Anglican Foundation for Disabled and Aged Persons	\$2,845.05
<b>F &amp; L Wilkinson</b>	
Diocese of Papua New Guinea	\$117.04

# Diocesan Audit & Risk Committee (DARC) Report

## 1. Purpose

The purpose of this report by the Diocesan Audit & Risk Committee (DARC) is to detail activities of the Committee for the period 1 January 2021 through to 31 December 2021.

DARC is a subcommittee of Diocesan Council (DC), established to provide assistance to the Archbishop and DC in their oversight of the Anglican Church Southern Queensland's (ACSQ's) control and compliance, and risk management frameworks.

## 2. Background (Membership & Composition)

The Committee's membership is appointed by DC.

As at 31 December 2021, Committee structure and membership was as follows:

Ref	Member Details / Position	Appt Date	Scheduled End of Term	Max Term (Charter)	Available Extension (to Max term)	Notes on max term
1	Mr David Sneesby (Chair)	MEMBER Sep 2012 DARC CHAIR Feb-16	31-Dec-24	6	Feb-22	Extended beyond max term to Dec 2024.
2	Mr Craig Hutley (Member)	Apr-17	30-Apr-23	6	Apr-23	Extended by DC in June 2020 to max term
3	Mr Gary Brady (Member)	Aug-17	30-Jun-22	6	Aug-23	Extended by DC in June 2020. Provision still available for further extension to Aug 2023.
4	Dr Ruth Kerr (Member)	Apr-18	30-Apr-24	6	Apr-24	Extended to max term
5	The Rev'd Gillian Moses (Member)	Dec-18	31-Dec-21	6	Dec-24	Member resigned on 3 Feb 2022 . Provision for extension of term noted.
6	Dr Judy Smeed (Member)	Apr-18	30-Apr-24	6	Apr-24	Member resigned 22 Feb 2022 . Term previously extended.



There were no changes to the Committee structure, its charter or composition during 2021.

The following membership changes were however noted in February 2022:

- Resignations:
  - The Rev'd Gillian Moses – effective 3 February 2022 following conclusion of her initial term (December 2021).
  - Dr Judy Smeed – effective 22 February 2022.
- Appointments:
  - The Rev'd Ceri Wynne – appointed by Diocesan Council on 24 February 2022.

The Committee is very grateful to the Rev'd Moses and Dr Smeed for their rigorous contributions to DARC over the period of their appointment. It is also noted that the Chair of the Committee has been approved for extension beyond the current maximum term specified in the Committee Charter. This is an approved exception authorised by DC.

DARC operates under a Charter approved by DC, which is reviewed annually by the Committee; the latest review was undertaken in March 2022 against good corporate governance principles and resources prepared for audit and risk Committees by Audit Advisory Firms.

Proposed amendments to the charter were prepared in consultation with the Chair and General Manager, GMO, and presented for discussion and endorsement at the March meeting of DARC before being recommended to Diocesan Council.

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

### **3. Commission Reporting & Governance Model**

The year 2021 was the fourth full year of the implementation of the recommendations of the Governance and Shared Services review, which recommended DARC receive twice yearly reporting from the Community Services Commission (CSC), the Finance and Diocesan Services Commission (FDSC) and the Anglican Schools Commission (ASC) in relation to each areas' Governance, Compliance and Risk Management (GCR) activities.

Since 2019, DARC has also received a twice-yearly report from the General Managers' Office (GMO). 2020 was the first time the Parishes and Other Mission Agencies Commission (PMC) reported to DARC in relation to the Commission's GCR activities the reporting of which has continued on a once a year cycle (scheduled for August each year).

In line with the Memorandum of Understanding between the Diocese and St John's College UQ, a governance report from the College is also received by the Diocese twice yearly. This reporting commenced in 2020 and has continued during 2021. The report is initially reviewed by DARC prior to being presented to DC.

## 4. Reporting Coverage

DARC has adopted a reporting template and guidelines for the Commissions that for reporting to DARC in relation to the following matters:

- Internal and External Audit Matters;
- Financial Reporting;
- Risk Management;
- Compliance; and
- Governance.

High level risks are also required to be reported to DARC as per the Commission reporting framework in line with the Diocesan Risk Management Policy. This allows DARC to monitor these risks and the actions taken by Commissions in relation to them.

Amendments proposed to the Committee Charter have also sought to provide clarity on the roles and responsibilities of the Committee and:

- extend (amongst other areas) review via Commission reporting on risks having regard to achievement of the ACSQ Strategic Plan and Key Focus Areas.
- make provision for the Committee to contribute to the development of and monitoring of a DC approved ACSQ Risk Appetite Statement, enabling greater visibility on decision making in line with Council approved appetite and tolerances limits (yet to be formally set).

Required amendments to reporting templates and guidelines produced for the Commissions will follow the approval on proposed changes to the Committee Charter by Diocesan Council.

## 5. Reporting Highlights

Highlights of reports received during the reporting period were as follows:

The Executive Director – FDSC provided updates in relation to the:

- 2021 Diocesan Budget which upheld a commitment to Synod to reduce operating expenditure.

- Key Focus Area (strategic priority) reporting framework delivered in 2021 for reporting to commence in Q1 2022 seeking to address key risk areas surrounding sustainability of the business model.
- transition of the payroll team from FDSC to CSC ; and
- Diocesan Property Condition assessment report and risk surrounding premature deterioration of Diocesan property.

The General Manager, on behalf of the GMO reported on:

- the formation and development of the ACSQ Vision Statement, which was supported as a strong, comprehensive Anglican vision.
- declining attendances in parishes remaining a critical risk for the Diocese to resolve with consideration to be given to whether the Diocese should change the way it conducts 'church' including through engagement strategies for multicultural communities.
- the outcome of child protection audits, and status/volume of national redress and PIPA claims (still noted as substantial) with continued work to ensure meaningful and compassionate responses on litigated matters.
- COVID-19 risks and the introduction of the ACSQ COVID-19 Vaccination Requirement Policy to mandate COVID-19 vaccinations for clergy and workers.
- launch of the Reconciliation Action Plan (November 2021) which has now transitioned to its implementation phase.

The Executive Director – CSC presented on the:

- the outcomes of the Aged Care Quality and Safety Commission (ACQSC) site visits to aged care facilities, identified non-conformance including status on improvement actions and resolution of notices of direction.
- shift in the risk profile for the organisation as a result of COVID-19.
- introduction of the Serious Incident Response Scheme (1 April 2021)
- draft recommendations of the Aged Care Royal Commission and potential implications, some of which included:
  - Bringing to an end to the practice of Refundable Accommodation Deposits (RADs) – which would have implications for the management of both Anglicare and the Diocese given income drawn from the management of RADs is used and by both entities.
  - Introducing the requirement for more Registered Nurse hours per aged care resident which would trigger changes to Anglicare's workforce and associated increase in wage costs.
  - New mandatory reporting, which would add a new level of complexity to the aged care sector.

The Executive Director – ASC presented on:

- the rollout of the ASC Risk Management Framework and core strategic risk reporting model across all Diocesan Schools.

- the effectiveness of school governance which remained a risk itself specifically in relation to the effectiveness of school councils.
- the work underway to raise the profile of the role of School Chaplains and the knowledge and skill requirement for School Councils noting a shortage and challenges in recruitment.
- that all Anglican system schools finished 2020 in a strong financial position and on track to meet their 2021 budgets with all schools remaining above the 2020 enrolment levels during 2021 with the exception of Springfield Anglican College having suffered a decline in enrolments due to relocations following severe storm seasons.
- the expected decrease in government funding expected in coming years due to a change in the way funding is calculated (capacity to contribute).
- recent Cyber security initiatives including ySafe Cyber security engagement contract for the 11 Diocesan owned schools and implementation for Best Practice framework for Online Safety Education together.
- COVID-19 Vaccination policy mandates for School and ECS sectors.
- The support being provided to assist schools manage changes to legislation, child and youth risk management, including planning, information sharing and records management.
- the six schools showing as moderate on the financial sustainability dashboard with unexpected and or understated expenses noted against target.

The Executive Director – PMC reported to DARC on the:

- PMC operational plan and status of actions,
- outcome of the Safeguarding our Children audit on the PMC Hospital Ministry and associated audit findings,
- Resource Church Initiative which experienced significant disruption as a result of COVID during 2020 with some progress during 2021,
- heightened risks associated with failure to increase the number of healthy and growing parishes (with the long-term impacts of COVID-19 on the habit of going to church not currently known), and
- need to develop a culture of willingness to discuss and create a sustainable Anglican presence for the future including reshaping our presence in the community with leadership identified as critical to the health of the parishes in maintaining a medium or large church.

DARC has continued to work with the Commissions to ensure adequacy in reporting to ensure DARC is kept well informed on all relevant risk and compliance activities across the whole of the Commissions operations.

## 6. External Audit Oversight

- The 2020 ACSQ Financial Statements and EY External Audit closing report were presented to the Committee at the March 2021 meeting of DARC.
- The ACSQ annual financial statements incorporate the assets and liabilities and the results of the business streams that are not reported elsewhere.

Consequently, these statements exclude the results of the individual Schools owned or controlled by ACSQ, Anglicare and parishes (except for real property of the latter).

- The audit of the 2020 ACSQ financial statements was the third of the external audits performed by EY under their initial engagement; with EY reappointed as external auditor for the Corporation and Anglicare Southern Queensland in the 2022 and 2023 financial reporting periods pursuant to motion made by Synod on 25 September 2021.
- During 2021, a new audit partner was assigned to manage the Diocesan and Anglicare audits and met with the Chair of the Committee in Q3 2021.
- The focus areas of the 2020 ACSQ financial audit were as follows:
  - valuation of buildings,
  - legal claims disclosure and contingent liabilities,
  - revenue recognition, including commonwealth funding and other revenue streams,
  - migration to the new accounting system, and
  - COVID-19 audit risks.

Key highlights of the financial statement presentation were also noted as follows:

- significant increase noted in the fair value of property due to a more comprehensive valuation occurring in 2020 and those valuations being adopted in the financial statements,
- cost of insurance noted with increase primarily due to increased property values based on the 2020 valuations,
- fair value hierarchy reporting disclosure included for the first time in the 2020 accounts,
- ANFIN gross margins having been maintained through 2020 despite impacts of COVID-19,
- access to external financing having been increased although not drawn upon, and
- abuse claims (in respect to actual and contingent liabilities) – still significant.

The 2020 audit did not find any uncorrected misstatements that either individually or in aggregate could have a material effect on the financial report for the year ended 31 December 2020. EY were therefore in a position to sign an unmodified audit opinion.

In October 2021, the 2021 CSC Financial Statements and EY External Audit closing report were presented, again with an unmodified audit opinion. Unadjusted audit differences noted in the EY Close out report were attributed to timing in negotiations with the valuer with on-cost variances resolved for the 2022 reporting period.

The Committee did however note that the current liabilities were greater than current assets; this being attributable to the nature of funding for residential aged care and retirement living which involves large deposits paid by residents in the form of Refundable Accommodation Deposits (i.e., current liabilities as a result of being required to be repaid

at any time). Anglicare maintains a prudent liquidity ratio to ensure RADs can be met as needed.

The status and outcome of financial audits at the individual school and parish level is currently unreported to the Committee.

## **7. Internal Audit**

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

Commissions have been reporting the results of completed Internal Audit through to DARC.

During 2020:

- FDSC presented the Information Management Internal Audit to DARC in March 2021 with status and close out of remaining items reported again in March 2022. Considerable work continues in operationalising those Information Management frameworks as business-as-usual activity with reporting activity tracking now addressed as part of the FDSC risk register reporting.
- CSC reported on the 2020 Deloitte reviews undertaken on Cyber Security Maturity Assessment, Internal Audit 6 monthly validation and Project Management – Microsoft Dynamics Phase 1; as well as the 2021 Deloitte reviews undertaken on work, health, and safety and fraud and corruption.

In December 2021, CSC also presented its internal audit plan for 2022 including scheduled reviews for fleet management, business continuity and disaster recovery, information privacy and payroll.

Internal audits presented to the Committee have not indicated any concerns in respect to Commissions addressing issues arising from Internal Audits.

It is however noted that Internal Audit Program within FDSC was placed into hibernation following reallocation of the budget to continuous improvement projects, as decided at the December 2020 meeting of FDSC where there was little perceived value seen in conducting the scheduled internal audits. DARC were however informed that other assurance activities were occurring during this hiatus including in respect to Cyber Risk. The last Internal audits conducted by Deloitte within FDSC related to the 2019 Risk Management Framework, Treasury and Cash Management and Information Management Framework review.

## 8. Acknowledgements

DARC acknowledges that 2021 has been a difficult year within the Diocese, the Commissions of the Diocese and across society as a whole as we have navigated through the COVID-19 global pandemic.

We look forward to 2022, with renewed hope of transitioning to a new 'COVID endemic state' i.e., COVID normal, which can be managed as business as usual.

We would like to thank the General Manager for his support during 2021, the Executive Directors of the Commissions for their ongoing reporting to DARC and Mr Nick Gentner for performing secretarial duties during the period.

*Mr David Sneesby,  
Chair*

# Cathedral Chapter

## 2021 Pastoral Report

*It was the best of times, it was the worst of times,  
it was the age of wisdom, it was the age of foolishness,  
it was the epoch of belief, it was the epoch of incredulity,  
it was the season of light, it was the season of darkness,  
it was the spring of hope, it was the winter of despair.*

**Charles Dickens, *A Tale of Two Cities***

Our year 2021 concluded with the need to explore the vexed issue of vaccination status and attendance at the Cathedral. The health directives left it to churches, unlike most other indoor venues, to decide for themselves whether to admit the unvaccinated.

At first glance it appeared that we were faced with the question, should we exclude the unvaccinated? The answer to that question was, 'No, we do not want to exclude anyone. Everyone is welcome here.'

*Every complex problem has a solution which is  
simple,  
direct,  
plausible –  
and wrong.*

**HL Mencken, *Prejudices: Second Series***

However, as we listened to the voices of people in our community, we realised that we had mistakenly approached the issue as if it were a simple one. The voices we were hearing soon helped us see that we were dealing with something more complex. Following the consultation with the community over several weeks we soon discovered that the question facing us was the more vexed one, 'Who shall we choose to exclude?'

The consultation with the community had revealed that there was a significant cohort of people who were going to be excluded if the unvaccinated were to be present, given the significantly increased risk of an infected unvaccinated person transmitting the virus compared to an infected vaccinated person. The group that would have been excluded consisted of the vulnerable and those who had vulnerable people at home.



After much to-ing and fro-ing, we decided, given that we had to decide to exclude someone, that we would exclude those who had choice in the matter, namely the unvaccinated, rather than those who had no choice.

The decision presented us with challenges. The Stewards had the unenviable task of explaining the policy and its consequences to those who could not prove vaccination status. They did this with compassion and grace but at a personal cost. We thank them for doing this and acknowledge the pain it caused them.

The positive effect of our decision was affirmed by many attendees, particularly over Christmass. We had vulnerable people and people with vulnerable relatives at home from several nearby parishes (which had decided not to insist on vaccination) attend because they felt unable to attend their parish due to the increased risk they would face there.

In the end we worked cooperatively with the parishes that had decided to admit the unvaccinated. Some of these made it known that we were providing a safer environment for the vulnerable and we pointed people, who wished to exercise choice and not be vaccinated, to the places of worship they could attend.

On reflection we realised that this was example of how building a policy framed around protecting the vulnerable, voiceless and the poor is a costly and challenging path, not least because those who do have power and privilege know how to use their voice and are willing to use it. The vulnerable and voiceless on the other hand tend to fade away without making a fuss. We constantly need to be on the lookout for the ways in which we slip into colluding with power and privilege at the expense of the voiceless and marginalised.

*We need to shift the paradigm  
from reactive technologies  
to more integrative solutions  
that deal with the variety and complexity  
of the threats that are out there today.*

**John W Thompson**

<https://www.infoworld.com/article/2667741/interview--symantec-s-john-thompson-talks-about-big-picture-security.html>

I lead with this story because it is archetypal. It is a story of our time that represents and models, not only the nature of the challenges we face, but also the type of processes that we need to use as we seek to deal not only with the pandemic, which has now entered its third year, but also the other complex problems we face in our time. Among these are climate change and the related ecological crisis, and discerning what the future life and role of the church looks like.

Looking back, we can see that many of the missteps taken over the past few years have been the result of applying simple answers to the complex problem that COVID-19 has presented to the world, and to our nation and state.

*Without reflection,  
we go blindly on our way,  
creating more unintended consequences,  
and failing to achieve anything useful*

**Margaret Wheatley, *It's An Interconnected World***

<https://margaretwheatley.com/articles/interconnected.html>

In these complex days, simple solutions are being posited to many of the complex problems we are facing. These will only exacerbate the situations in which we find ourselves. By way of example, one of the local councils in Northern NSW has accepted that climate change is not only real, but will result in drier seasons. In response to this news, the council has resolved to build a new dam to sure up water supplies for their citizens. It turns out that the preferred site will see the obliteration of the most significant piece of koala habitat left in their area.

The council is justifying this destructive decision by claiming to have no choice. Those on the ground report that the council has not considered any other options. So, a simple response (build a dam) to a complex problem (climate change) exacerbates another problem (pushing one our endangered iconic species closer to extinction).

One of the simple solutions we have applied for centuries to the complexities of living on this planet has been to clear or flood land, as if such a practice was without consequence. This has been driven by the simple and erroneous assumptions that the supply of land is limitless, and that if it isn't being used for a human-centred purpose it is going to waste. We are beginning to see that this approach to land is not so much a problem solver as a problem exacerbator.

If the council had taken time to engage with the water supply problem as a complex issue, a more sophisticated and sustainable response might have arisen. Did they consider ways to reduce water consumption? Did they consider recycling? Did they consider rainwater tanks? Did they consider the need for healthy ecosystems if the human family is going to survive and thrive?

*Listening is such a simple act.  
It requires us to be present,  
and that takes practice,  
but we don't have to do anything else.  
We don't have to advise, or coach, or sound wise.  
We just have to be willing to sit there and listen.*

**Margaret J Wheatley**

The church is facing challenges of similar significance and complexity. The 'eco-system' in which the church operates is changing. The COVID pandemic has proven to be a very complex phenomenon. It has also brought into sharp focus some of sociological changes that have been developing over the past few decades, if not centuries. The understanding

of community is undergoing significant shifts, as is our understanding of the human person and identity.

As with that local council in NSW, the church too has been prone to approach complex problems as if they are simple. When congregations diminish, we tend to respond with simple solutions such as amalgamating parishes or selling property, without first reflecting on the complexities of being communities of faith in marginal spaces. As the COVID pandemic took hold, some simplistic analysis was done on future viability, even though COVID was opening a very complex space for us.

We still have no idea how the effects of COVID will play out. At St John's in 2020, and again in 2021, we have been seeking to engage with that which is emerging before responding. To engage with the emerging future, we have taken the time to notice what is happening; particularly to notice that which we did not and could not expect. We have already had some surprises, including an inflow of new people into our worshipping and community life. New ministries have emerged, and we have sought to nurture these. We have discovered new ways to sustain and build community. Online gatherings, for example, look like being an enduring feature of our life rather than a stop-gap measure.

During the year, Holy Hermits Online, an online ministry that arose as part of a response to the COVID pandemic, moved to be part of the Cathedral community. During 2021, we explored ways in which the Holy Hermits can complement and extend the ministry of the Cathedral.

*In organizations,  
real power and energy is generated through relationships.  
The patterns of relationships  
and the capacities to form them  
are more important than tasks, functions, roles, and positions.*

**Margaret Wheatley**

Complexity theory suggests that the best outcomes emerge when as many different people and groups are involved in the process of discernment. One of the challenges for us at St John's and for the wider Church is to find ways to engage more broadly when we are doing our discernment processes. Instead of seeing ourselves as self-contained we could do complexity-engaging exercises that invite the wider community and other faith communities into dialogue and conversation. Together, we could explore how we might achieve God's mission in the world using the assets and people we have. Can assets we no longer need, be used to generate income to resource other ministries? Or could we work with others to use them to house refugees or other vulnerable people? What neighbourhood and community partnerships could we participate in?

*The contemplative acknowledges the leading activity of the Holy Spirit  
and so jealously guards  
the distinctness of the third 'person' [of the Trinity].*

**Sarah Coakley**

In my view, the Church has much to offer as we seek to engage with complexity and with the emerging future. The gifts that we can offer have their origins in the very nature of God. To access them we need to do a bit of work to reclaim an understanding of God as Trinity.

Because of the enduring influence of platonic thought, Western framing of life and issues tends to be binary. A binary approach to life and issues leads to a simplistic analysis, which in turn leads to the adoption of simple answers.

This way of viewing the world and life has even affected our view of God, with the Trinity tending to be seen as a Dyad (Father and Son); a view that relegates the Spirit to being the love that bids them or the principle that manifests their presence. This way of thinking about God is captured in the Nicene Creed which refers to the Father and Son being of the same substance (God from God), but does not talk of the Spirit as an equal player in the partnership. Given the nature of this report it is not possible to explore this theme in detail. Sarah Coakley gives a good explanation of the issue in her book, *God, Sexuality and Self*.<sup>1</sup>

A reclaiming of the idea of Trinity through a rediscovery of the full personhood of the Spirit will regift the church with the complexifying presence of the Spirit. In turn a trinitarian approach to life will allow us to move beyond binary thinking and will open us to explore a greater range of possibilities.

*I am neither male nor female,  
even though both genders are derived from my nature.  
If I choose to appear to you as a man or a woman,  
it's because I love you.  
For me to appear to you as a woman and suggest that you call me 'Papa'  
is simply to mix metaphors,  
to help you keep from falling  
so easily back into your religious conditioning.*

**William P Young, *The Shack***

It does not take much imagination to see how this could allow the church to be a positive contributor to the gender and sexuality diversity conversations our society is currently engaged in. It would also allow us to be a blessing as our society seeks to engage with the big challenges that threaten our very existence, such as climate change, the eco-catastrophe, and the future shape of mission.

Another issue that is way more complex than our binary way of thinking allows us to handle is Euthanasia or Voluntary Assisted Dying (VAD). As the parliamentary debate in Queensland was beginning, I had the privilege of launching Everald Compton's novel, A

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<sup>1</sup> *God, Sexuality, and the Self: An Essay 'on the Trinity'*, Sarah Coakley, Cambridge, 2013

*Beautiful Sunset.* In the novel, Everald, who is a Uniting Church member and staunch supporter of VAD, explores some scenarios in which the characters wrestle with the complexities of life and death, and the role of VAD.

Everald knew that I am agnostic on the issue of VAD because of the complexities generated by the collision of pastoral experience, which makes me somewhat sympathetic to the idea, and my suspicion of our utilitarian and individualistic culture, which I see as diminishing people's understanding of their value and so pushes people towards VAD. I used the opportunity of the book launch to invite those present on at the launch, who were rusted on VAD supporters, to engage more deeply with the complexities and to entering to dialogue with those they disagreed with.

As the debate over the legislation continued, I appeared on ABC radio as the middle-ground person with Everald, as the supporter of VAD, and another church leader as the opponent. This led to a conversation with Andrew Denton, who is known for his dedicated support of VAD. He told me that I was the first Church leader who had agreed to interact with him. During our conversation, I shared my thinking about complexity and my view that binary, simplistic thinking and resorting to debate rather than dialogue had resulted in a piece of legislation that no one was happy with. We agreed that, at some stage in 2022, we would host a session to explore the complexities.

*When understood in all its rich complexity, religion does not simply provide secure foundations but destabilizes every type of religiosity by subverting the oppositional logic of either-or.*

**Mark C Taylor, *After God***

Our interest in engaging with complexity led to us in 2021 having the privilege of hosting one of the Diocesan Resource Church projects. This was specifically designed, to enable a number of faith communities from across the Diocese, to use techniques that enabled them to engage with the complexity of their situation and attend to the opportunities that were emerging for their communities. In a report of this scale and focus, it is not possible to expound fully on this project but some of the principles we used can be found here: <https://www.complexability.com.au/>

We are fortunate enough to be able to further this project in 2022.

Our *On the Way* Podcast (<https://www.stjohnscathedral.com.au/podcasts/>) continues to be an important way for the Cathedral community to explore the complexity of life, and the ways in which faith interacts with that complexity. We also try to explore what a non-binary or non-dualistic approach to life and faith might look like.

Each year, the Cathedral community seeks to engage with the complexity of our situation and that which is emerging for us in terms of ministry and missional opportunities through our Visioning Day which uses Open Space technology.

As always, our Visioning Day in 2021 gave rise to some significant and transformative projects. These included seeking to engage more meaningfully with First Nations people,

the creation of the Domestic Abuse Working Group and the hosting of a conversation about marriage equality that allowed us to hear the voices of the LGBTQI+ people in the Cathedral community. It was an exercise in listening rather than debating.

*While church and sect need each other,  
the mystic,  
who “recalls both to contemplative practice,  
will always stand at the edges of institutional acceptability,  
always pressing to an ‘orthodoxy’ beyond mere propositional assent”.*

**Frances Young on Sarah Coakley**

During much of 2021, we saw life breathed back into worship and our corporate life. We welcomed some newcomers amongst us. Some regulars became too frail to join us. Easter was a real gift, given the inability to celebrate that festival in person in 2020.

The Cathedral continues to be a place where art, drama and music are celebrated. Amongst the events hosted in 2021 was *A Sleep of Prisoners* by English dramatist Christopher Fry, performed by the Queensland Shakespeare Ensemble, directed by Rob Pensalfini. This performance was almost 60 years to the day after its original (and only) Brisbane performance in 1961. The original Brisbane production was broadcast live on the ABC on 2 March 1961. It was the first one-hour TV drama produced in Brisbane.

We also hosted an exhibition, *Saints in the Suburbs*, by David Binns and the annual QCEN Creation-tide Photo and art exhibition.

We were delighted to receive a gift of some works of art by the Blake Prize winning artist, Eric Smith, from Paul Morton. These works will be displayed for the first time in 2022.

We hosted a performance by Dr Michael Knopf as part of the Mad Hatters Festival. The Festival is a showcase for the achievements, talents and creativity of artists with a lived experience of mental health issues. Michael played pieces that were his responses to art produced by several artists.

Among the book launches we hosted in 2021 were a biography of Senator Neville Bonner Book and the posthumously published book, *Gender Balanced Belief* by Mavis Rose. We also published and launched the magnificent *Stiches in Time*, which honours the Cathedral’s tapestry cushion collection. We are grateful to Mary and Ian Bennie for the generous donation that made the project a possibility and to Jackie Scott and Matt Tesch for the book’s production. The launch was attended by a number of people who participated in the cushion project last century.

We also hosted a mini physical exhibition selected from the enormous amount of material captured in the online collection, *From Biscuits to Bishops: A Celebration of Anglican Women’s History in the Diocese of Brisbane*. We are grateful to the team that assembled the collection: Dr Gwenneth Roberts, the Rev’d Kate Ross, Lyn Moorfoot and Crisia Constantine. The Collection continues to grow and will remain hosted on the Cathedral website at: <https://www.stjohnscathedral.com.au/womens-exhibition/>

*The future cannot be determined  
It can only be experienced as it is occurring  
Life doesn't know what it will be until it notices what it has become.*

**Margaret J Wheatley, A Simpler Way**

As part of attending to the future, we undertook a music review. This was very thoroughly and capably undertaken by Dr Helen Lancaster. We are still in process of reviewing the findings. We also began work on enhancing the Choral Music Trust. We have engaged AskRight as consultants, and being shepherded through a project that aims to raise a substantial amount of money, approximately \$15 million to ensure the future and growth of Choral Music here at St John's.

The precinct Development Approval was extended for a further ten years. We will soon be take the opportunity to engage in a process that will enable the Cathedral community and wider Diocese to shape the future use of the Cathedral precinct.

The Cathedral community and its clergy continue to engage on social issues as part of the mission of the church described in the Five Marks of Mission. I was privileged to be a panel member for the IPAN (Independent and Peaceful Australia Network) inquiry into the effects of the Australia-US alliance. The inquiry report will be tabled in Federal parliament after the Federal election.

*If you are neutral in situations of injustice  
you have chosen the side of the oppressor.*

**Desmond Tutu**

We participated in protests against the Land Forces Expo and the AUKUS alliance and protests seeking better treatment of refugees and asylum seekers including the annual Palm Sunday rally. We hosted the annual Brisbane Peace Lecture, which was delivered by Admiral (ret) Chris Barrie, as well as services for World Refugee Day, Earth Overshoot Day, a service for the 150<sup>th</sup> anniversary of The Coming of the Light to the Islands of The Torres Strait, and Service of lament and Prayer in response to the devastating collapse of society in Afghanistan.

In partnership with others, we hosted several Climate conversations which aimed to help people of faith develop the skills required to speak about the need for climate action. The material used in the presentations can be viewed here:

<https://www.stjohnscathedral.com.au/discover-st-johns/advocacy/environment/reframe/>

We hosted the UNAAQ (United Nations Association of Australia – Queensland) for an event on Human Rights Day and participated in a vigil in support of climate action at Cop26. The Cathedral community also participated in the Green Faith awareness raising events as Cop26 approached. We attended the annual Pride Fair, hosted our own Pride Sunday events and participated in the Mosque Open Day. We continued our ministry to the homeless.

In October, we were honoured by the presence of The Governor, His excellency, The Hon Paul de Jersey AC, and Mrs De Jersey, at worship, to thank them for their time in office. We look forward to greeting the new Governor, The Honourable Jeanette Young PSM, when she has the opportunity to visit the Cathedral. We have been in contact with her to thank her for her wonderful work during the COVID pandemic as Queensland's Chief Health Officer.

As we reflect on the precious gift of community, we give thanks for those who gave of themselves as part of our community and died in 2021: Michael Bryce, Elizabeth Heber, Pauline Hauenschield, Roger Kelly, Tedd Dungleison, Llew Edwards, Sylvia da Costa-Roque, Mary Earnshaw, Anne Bayton, Mother Eunice SSA, Rob Freeman, Kate Sinclair David Johnstone and Cecily Jackson. May light perpetual shine upon them.

We also give thanks for the Cathedral staff, the wardens, Cathedral council and all the members of the community who enrich our life through the dedicated use of their gifts and talents. I am incredibly grateful for all my colleagues. We offer special thanks to The Rev'd Kate Ross, who moved to Bundaberg, to Helen Wotton who stepped down as a warden and John Postle who finished his time on Chapter

Finally, a personal note of thanks. It is a great privilege to and be part of the life of St John's at this point in history. I think, as Church, that we have a tremendous opportunity to make an impact. The inclusiveness, generosity, passion and dedication of the Cathedral community, the staff and the chapter, in a world that is increasingly tribalised and divided, provides the bedrock for such an impact to be effectively made.

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

*A work team made up of collaborating individuals would...have,  
if you could measure and plot creativity, failure, and success,  
a strange attractor  
that depicted the edges and patterns of the team's behavior.  
This pattern would be constrained by the forces operating  
within the company and outside in the market,  
but it would be most affected by the focus and vision of the team.  
A strong vision and purpose acts as a kind of strange attractor,  
allowing individual creativity while acting as a natural constraint to behavior  
that is detrimental to the team.  
Without repressive rules, then,  
a cohesive team with a strong sense of its mission, ethics, and tasks  
can be allowed a lot of leeway to develop its own approach to problems.*

**David Whyte,  
The Heart Aroused: Poetry and the Preservation of the Soul in Corporate America**



**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 2021**

Each heading on  
this page is a  
clickable link ↓

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

**FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

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## INDEPENDENT AUDITOR'S REPORT

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

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane (the Entity), which comprises the balance sheet as at 31 December 2021, the income and expenditure statement, the statement of changes in accumulated funds and reserves and the cash flow statement for the year then ended, and notes to the financial report, 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 2021 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 (including Independence Standards)* (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 Entity 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.

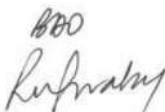
### **Auditor's responsibilities for the audit of the Financial Report**

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\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf)

This description forms part of our auditor's report.

**BDO Audit Pty Ltd**



**R M Swaby**  
Director

Brisbane, 4 April 2022

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

STATEMENT BY THE LESSER CHAPTER

The attached financial statements, being the Balance Sheet of The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane ("the Lesser Chapter") as at 31 December 2021, 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.

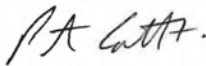
In our opinion, in accordance with the basis of accounting set out in notes 1 and 2 of the attached financial statements:

- (a) the attached Balance Sheet presents fairly the financial position of the Lesser Chapter as at 31 December 2021; and
- (b) the attached Income and Expenditure Statement presents fairly the results of the operations for the year ended 31 December 2021; 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 2021; and
- (d) the attached Cash Flow Statement presents fairly the cash flows of the identified funds for the year ended 31 December 2021.

The Lesser Chapter has, in respect of the financial year ended 31 December 2021:

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

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



The Very Reverend Dr P Catt  
Dean of Brisbane



Mr Tim Reid  
Chapter Clerk

Dated: 4 April 2022  
St Martin's House  
373 Ann Street  
Brisbane

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

**INCOME AND EXPENDITURE STATEMENT  
For the year ended 31 December 2021**

	Notes	2021 \$	2020 \$
<b>OPERATING INCOME</b>			
Bequest Income, Gifts & Donations		370,404	248,992
Offerings		207,336	195,842
Rental and Parking Income	4	769,639	741,440
Use of Cathedral		234,565	91,162
Interest Income		527	1,454
Royalty Income		-	-
Ministerial Services Income		4,682	4,327
Grants – Synod		73,778	50,375
Grants from Other Sources		14,144	-
Sales and Commission – Shop		42,250	35,993
COVID-19 Income		60,675	362,808
Other Income		1,949	2,178
	3	1,779,949	1,734,571
<b>OPERATING EXPENDITURE</b>			
Staffing Costs	5	(633,366)	(718,245)
Ministry & Worship Expenses	5	(63,586)	(145,040)
Giving	5	(36,140)	(26,350)
Occupation Expenses	5	(708,630)	(447,220)
Administration & Other Expenses	5	(382,061)	(334,121)
	3	(1,823,783)	(1,670,976)
<b>NET OPERATING SURPLUS/(DEFICIT) FOR THE YEAR</b>	3	<b>(43,834)</b>	<b>63,595</b>
<b>TOTAL SURPLUS/(DEFICIT) FOR THE YEAR</b>		<b>(43,834)</b>	<b>63,595</b>

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

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

**BALANCE SHEET  
As at 31 December 2021**

	Notes	2021 \$	2020 \$
<b>ASSETS</b>			
Current Assets			
Cash and Cash Equivalents	6	688,015	550,766
Trade and Other Receivables	7	219,668	166,098
Inventory		46,263	49,186
Deposits and Payments in Advance		383,852	24,337
		<u>1,337,798</u>	<u>790,387</u>
Non-Current Assets			
Property, Plant and Equipment	8	249,401,194	249,557,242
Investment and Loans	9	30,000	30,000
Other Receivables	7	217,554	176,860
		<u>249,648,748</u>	<u>249,764,102</u>
<b>TOTAL ASSETS</b>		<b>250,986,546</b>	<b>250,554,489</b>
<b>LIABILITIES</b>			
Current Liabilities			
Trade and Other Payables	10	555,244	235,558
Revenue in Advance	11	634,958	570,762
Staff Leave Provisions		208,629	189,245
Interest Bearing Borrowings	12	120,131	139,743
		<u>1,518,962</u>	<u>1,135,308</u>
Non-Current Liabilities			
Other Payables	10	265,000	80,000
Revenue in Advance	11	353,193	863,826
Interest Bearing Borrowings	12	650,415	743,224
		<u>1,268,608</u>	<u>1,687,050</u>
Capital Funds			
General & Ministry Funds	14	2,290,168	2,290,122
		<u>2,290,168</u>	<u>2,290,122</u>
<b>TOTAL LIABILITIES</b>		<b>5,077,738</b>	<b>5,112,480</b>
<b>NET ASSETS</b>		<b>245,908,808</b>	<b>245,442,009</b>
<b>ACCUMULATED FUNDS &amp; RESERVES</b>			
Revaluation Reserve		240,692,424	240,692,424
Capital Reserve	19	9,080,982	8,570,350
Accumulated Deficit		<u>(3,864,598)</u>	<u>(3,820,765)</u>
<b>TOTAL ACCUMULATED FUNDS &amp; RESERVES</b>		<b>245,908,808</b>	<b>245,442,009</b>

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

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

**STATEMENT OF CHANGES IN ACCUMULATED FUNDS & RESERVES  
For the year ended 31 December 2021**

	Notes	Revaluation Reserve	Capital Reserve	Accumulated Surplus/ (Deficit)	TOTAL
		\$	\$	\$	\$
<b>Balance at 1 January 2020</b>		<b>240,692,424</b>	<b>8,059,717</b>	<b>(3,884,360)</b>	<b>244,867,781</b>
NPD Rent in Advance Allocation	19	-	510,633	-	<b>510,633</b>
Net Surplus/(Deficit) for the Year		-	-	63,595	<b>63,595</b>
<b>Balance at 31 December 2020</b>		<b>240,692,424</b>	<b>8,570,350</b>	<b>(3,820,765)</b>	<b>245,442,009</b>
NPD Rent in Advance Allocation	19	-	510,633	-	<b>510,633</b>
Net Surplus/(Deficit) for the Year		-	-	(43,834)	<b>(43,834)</b>
<b>Balance at 31 December 2021</b>		<b>240,692,424</b>	<b>9,080,983</b>	<b>(3,864,599)</b>	<b>245,908,808</b>

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



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

**CASH FLOW STATEMENT  
For the year ended 31 December 2021**

	Notes	2021 \$	2020 \$
<b>Cash Flows from Operating Activities</b>			
Cash Payments to Employees, Suppliers and Others		1,732,853	1,823,184
Cash Used by Operations		(1,395,765)	(1,438,479)
Cash Used by Operations		337,088	384,705
Interest Received		573	1,102
Interest Paid		(19,548)	(22,093)
Net Cash from Operating Activities	6	<u>318,113</u>	<u>363,714</u>
<b>Cash Flows from Investing and Construction Activities</b>			
Net Investment in Plant and Equipment		(27,749)	(33,623)
Third Party Donations and Receipts to Finance Construction Activities		36,120	102,437
Construction Costs: Cathedral Completion		(76,815)	(122,981)
Proceeds on Sale of Property, Plant and Equipment		-	-
Net Cash Inflow (Used in)/from Investing and Construction Activities		<u>(68,444)</u>	<u>(54,167)</u>
<b>Cash flows from Financing Activities</b>			
Payment of Capital Element of Interest Bearing Loans		(112,420)	(86,608)
Net Cash Inflow (Used in)/from Financing Activities		<u>(112,420)</u>	<u>(86,608)</u>
<b>Net Increase/(Decrease) in Cash and Cash Equivalents</b>		<b>137,249</b>	<b>222,939</b>
Cash and Cash Equivalents at beginning of the year		550,766	327,827
<b>Cash and Cash Equivalents at end of the year</b>	<b>6</b>	<b><u>688,015</u></b>	<b><u>550,766</u></b>
<b>Consisting of:</b>			
Cash and Cash Equivalents - Operating Funds		(1,602,153)	(1,739,356)
Cash and Cash Equivalents – General & Ministry Funds	14	<u>2,290,168</u>	<u>2,290,122</u>
Cash and Cash Equivalents in Funds as per Balance Sheet	6	688,015	550,766
Bank Overdraft	13	-	-
<b>Total Cash and Cash Equivalents</b>	<b>6</b>	<b><u>688,015</u></b>	<b><u>550,766</u></b>

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

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

**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 2021 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 2021**

**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 2021 is \$208,629 (2020: \$189,245)

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 2021 was 21, including 3 full-time employees (2020: 23 employees, 4 being full-time and 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 2021

**NOTE 2: SUMMARY OF ACCOUNTING POLICIES continued**

**(k) Property, Plant and Equipment**

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

*(i) Land and buildings*

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

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

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

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

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

*(ii) Plant and Equipment*

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

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

*(iii) Goods in-kind*

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

*(iv) Depreciation*

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

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

Land and buildings are not depreciated.

**(l) Receivables**

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

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

NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021

**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 2021 is \$863,826 (2020: \$1,374,459).

**(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 2021**

	<b>2021</b>	<b>2020</b>
	<b>\$</b>	<b>\$</b>
<b>NOTE 3: CHAPTER OPERATING INCOME &amp; EXPENDITURE OVERVIEW</b>		
Cathedral Operations		
Income	1,534,935	1,462,383
Expenses	(1,168,130)	(1,022,910)
Surplus/(Deficit)	366,805	439,473
Music		
Income	26,427	67,406
Expenses	(202,621)	(255,806)
Surplus/(Deficit)	(176,194)	(188,400)
Cathedral Maintenance		
Income	218,587	204,782
Expenses	(453,032)	(392,260)
Surplus/(Deficit)	(234,445)	(187,478)
TOTAL CHAPTER		
Operating Income	1,779,949	1,734,571
Operating Expenses	(1,823,783)	(1,670,976)
<b>NET OPERATING SURPLUS/(DEFICIT)</b>	<b>(43,834)</b>	<b>63,595</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

	Notes	2021 \$	2020 \$
<b>NOTE 4: RENTAL &amp; PARKING INCOME</b>			
Gross Rental & Parking Income		1,031,051	996,460
Rental Discount – Diocese Offices		(261,412)	(255,020)
<b>TOTAL RENTAL &amp; PARKING INCOME</b>		<b>769,639</b>	<b>741,440</b>
<b>NOTE 5: OPERATING EXPENDITURE</b>			
<b>Staffing Costs</b>			
Ministry		204,657	264,501
Music		126,221	130,672
Administration, Vergers and Operations		302,488	323,072
		<u>633,366</u>	<u>718,245</u>
<b>Ministry &amp; Worship Expenses</b>			
ACGS Scholarship		-	71,309
Other Ministry & Worship Expenses		63,586	73,731
		<u>63,586</u>	<u>145,040</u>
<b>Giving</b>			
Parish Contribution to the Diocese		35,340	26,115
Other Diocese Levies & Giving		800	235
		<u>36,140</u>	<u>26,350</u>
<b>Occupation Expenses</b>			
Electricity & Gas		12,954	14,874
Insurance - Property		319,469	291,110
Repairs & Maintenance		261,617	37,623
Other Occupation Expenses		114,590	103,613
		<u>708,630</u>	<u>447,220</u>
<b>Administration &amp; Other Expenses</b>			
Audit Fees		13,107	11,600
Consulting Fees		(4,327)	7,554
Depreciation	8	183,797	187,018
IT Expenses		28,116	23,899
Hire office equipment		8,672	13,848
Stationery and Postage		14,054	10,694
Telephone/Internet		5,292	8,108
Interest Paid		19,548	22,093
Marketing Expenses		34,604	5,892
Cost of Sales - Shop		25,857	23,131
Other Expenses		53,341	20,284
		<u>382,061</u>	<u>334,121</u>
<b>TOTAL OPERATING EXPENDITURE</b>		<b>1,823,783</b>	<b>1,670,976</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

	Notes	2021 \$	2020 \$
<b>NOTE 6: CASH &amp; CASH EQUIVALENTS</b>			
Operating Funds		(1,602,153)	(1,739,356)
General & Ministry Funds	14	2,290,168	2,290,122
<b>TOTAL CASH &amp; CASH EQUIVALENTS IN FUNDS</b>		<b>688,015</b>	<b>550,766</b>
Bank Overdraft	12	-	-
<b>TOTAL CASH &amp; CASH EQUIVALENTS</b>		<b>688,015</b>	<b>550,766</b>
 <b>Reconciliation of Net Cash Provided by Operating Activities to Net Surplus/(Deficit)</b>			
Net Surplus/(Deficit)		(43,834)	63,595
Non-Cash Flows in Operating Deficit:			
Depreciation		183,798	187,018
Interest Forgone – Cathedral Completion		-	(491)
Financing Activities Interest Income		46	140
Changes in Provisions:			
Employee Benefits		19,384	35,269
Changes in Assets and Liabilities:			
Decrease/(Increase) in Trade Debtors		(53,570)	40,697
Decrease/(Increase) in Prepayments		(359,515)	296,448
Decrease/(Increase) in Inventories		2,921	(365)
Increase/(Decrease) in Payables		568,883	(258,597)
<b>Net Cash Generated from Operations</b>		<b>318,113</b>	<b>363,714</b>
 <b>NOTE 7: TRADE &amp; OTHER RECEIVABLES</b>			
Current			
Trade Debtors		137,757	34,894
Other Debtors & Receivables		81,911	131,204
		219,668	166,098
Non-Current			
Cathedral Completion Commitments	16	217,554	176,860
<b>TOTAL TRADE &amp; OTHER RECEIVABLES</b>		<b>437,222</b>	<b>342,958</b>



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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

	Notes	2021 \$	2020 \$
<b>NOTE 8: PROPERTY, PLANT &amp; EQUIPMENT</b>			
Land & Buildings - at Valuation		247,899,000	247,899,000
Motor Vehicles - at Cost		11,500	11,500
Less: Accumulated Depreciation		(11,500)	(11,500)
		<u>-</u>	<u>-</u>
Computer Software - at Cost		33,833	33,833
Less: Accumulated Depreciation		(32,535)	(29,632)
		<u>1,298</u>	<u>4,201</u>
Furniture and Fittings - at Cost		553,006	553,006
Less: Accumulated Depreciation		(389,660)	(351,805)
		<u>163,346</u>	<u>201,201</u>
Musical Instruments - at Cost		5,000	5,000
Less: Accumulated Depreciation		(5,000)	(4,627)
		<u>-</u>	<u>373</u>
Office Equipment - at Cost		71,968	71,968
Less: Accumulated Depreciation		(65,649)	(62,191)
		<u>6,319</u>	<u>9,777</u>
Computer Equipment - at Cost		162,881	135,132
Less: Accumulated Depreciation		(119,192)	(104,874)
		<u>43,689</u>	<u>30,258</u>
Plant & Equipment - at Cost		2,224,528	2,224,528
Less: Accumulated Depreciation		(1,021,214)	(900,534)
		<u>1,203,314</u>	<u>1,323,994</u>
Helidon Quarry - at Cost		143,185	143,185
Less: Accumulated Depreciation		(58,957)	(54,747)
		<u>84,228</u>	<u>88,438</u>
<b>TOTAL PROPERTY, PLANT &amp; EQUIPMENT</b>		<b><u>249,401,194</u></b>	<b><u>249,557,242</u></b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

	Notes	2021	2020
		\$	\$
<b>NOTE 8: PROPERTY, PLANT &amp; EQUIPMENT continued</b>			
<b>MOVEMENTS IN PROPERTY, PLANT &amp; EQUIPMENT</b>			
<b>Land &amp; Buildings</b>			
Carrying value at beginning of financial year		247,899,000	247,899,000
Revaluation Increment		-	-
Additions		-	-
Carrying value at end of financial year		247,899,000	247,899,000
<b>Motor Vehicle</b>			
Carrying value at beginning of financial year		-	-
Depreciation		-	-
Carrying value at end of financial year		-	-
<b>Computer Software</b>			
Carrying value at beginning of financial year		4,201	11,984
Additions		-	-
Depreciation		(2,903)	(7,783)
Carrying value at end of financial year		1,298	4,201
<b>Furniture and Fittings</b>			
Carrying value at beginning of financial year		201,201	238,869
Additions		-	-
Depreciation		(37,855)	(37,668)
Carrying value at end of financial year		163,346	201,201
<b>Musical instruments</b>			
Carrying value at beginning of financial year		373	873
Disposals		-	-
Depreciation		(373)	(500)
Carrying value at end of financial year		-	373
<b>Office equipment</b>			
Carrying value at beginning of financial year		9,777	12,135
Additions		-	3,794
Depreciation		(3,458)	(6,152)
Carrying value at end of financial year		6,319	9,777
<b>Computer equipment</b>			
Carrying value at beginning of financial year		30,258	17,093
Additions		27,749	26,945
Depreciation		(14,318)	(13,780)
Carrying value at end of financial year		43,689	30,258

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

	Notes	2021 \$	2020 \$
<b>NOTE 8:      PROPERTY, PLANT &amp; EQUIPMENT continued</b>			
Plant and equipment			
Carrying value at beginning of financial year		1,323,994	1,438,034
Additions		-	2,884
Depreciation		(120,680)	(116,924)
Carrying value at end of financial year		1,203,314	1,323,994
Helidon Quarry			
Carrying value at beginning of financial year		88,438	92,649
Depreciation		(4,210)	(4,211)
Carrying value at end of financial year		84,228	88,438
<b>TOTAL</b>			
Carrying value at beginning of financial year		249,557,242	249,710,637
Revaluation Increment		-	-
Additions		27,749	33,623
Disposals		-	-
Depreciation	5	(183,797)	(187,018)
<b>Total Carrying value at end of financial year</b>		<b>249,401,194</b>	<b>249,557,242</b>
 <b>NOTE 9:      INVESTMENTS AND LOANS</b>			
Shares at Cost – Cathedral Quarry Pty Ltd		30,000	30,000
<b>TOTAL INVESTMENTS AND LOANS</b>		<b>30,000</b>	<b>30,000</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

	Notes	2021 \$	2020 \$
<b>NOTE 10: TRADE &amp; OTHER PAYABLES</b>			
Current			
Trade Accounts Payable		453,597	33,434
Net Taxes Payable		10,181	7,810
Giving	18	5,289	7,826
Other Creditors, Accruals & Payables		86,177	186,488
		555,244	235,558
Non-Current			
Other Payables		265,000	80,000
<b>TOTAL TRADE &amp; OTHER PAYABLES</b>		<b>820,244</b>	<b>315,558</b>
 <b>NOTE 11: REVENUE IN ADVANCE</b>			
Current			
Weddings and Functions Booked		51,850	38,825
Rent in Advance - Northern Precinct Diocese Funding		510,633	510,633
Other Income in Advance		72,475	21,304
		634,958	570,762
Non-Current			
Rent in Advance - Northern Precinct Diocese Funding		353,193	863,826
<b>TOTAL REVENUE IN ADVANCE</b>		<b>988,151</b>	<b>1,434,588</b>
 <b>NOTE 12: INTEREST BEARING BORROWINGS</b>			
Current			
Bank Overdraft	13		
Unsecured Loan for Northern Precinct Development	13	114,432	134,021
Unsecured Loan for Deanery Balcony	13	5,699	5,722
		120,131	139,743
Non-Current			
Unsecured Loan for Northern Precinct Development	13	616,059	704,090
Unsecured Loan for Deanery Balcony	13	34,356	39,134
		650,415	743,224
<b>TOTAL INTEREST BEARING BORROWINGS</b>		<b>770,546</b>	<b>882,967</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

	Notes	2021 \$	2020 \$
<b>NOTE 13: AVAILABLE FACILITIES</b>			
Bank Overdraft			
Current	12	-	-
Balance	6	-	-
Maximum Facility		300,000	300,000
Unsecured Loan for Northern Precinct Development			
Current	12	114,432	134,021
Non-Current	12	616,059	704,090
Balance		730,491	838,111
Maximum Facility		1,400,000	1,400,000
Unsecured Loan for Deanery Balcony			
Current	12	5,699	5,722
Non-Current	12	34,356	39,134
Balance		40,055	44,856
Maximum Facility		50,000	50,000
<b>NOTE 14: GENERAL &amp; MINISTRY FUNDS</b>			
Chapter Capital Funds			
Special Funds	15	55,720	55,718
Ministry Funds	15	1,742,848	1,742,848
Music Funds	15	190,861	190,861
Maintenance Funds	15	300,739	300,695
Total Chapter Capital Funds	15	2,290,168	2,290,122
<b>TOTAL GENERAL &amp; MINISTRY FUNDS</b>	<b>6</b>	<b>2,290,168</b>	<b>2,290,122</b>

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

**NOTE 15: CHAPTER CAPITAL FUNDS**

<b>Total Chapter Capital Funds</b>	<b>Special \$</b>	<b>Ministry \$</b>	<b>Music \$</b>	<b>Maintenance \$</b>	<b>Total \$</b>
Opening Balance - Prior Year	55,714	1,742,848	190,861	300,559	2,289,982
Bequests and Donations					
Other Donations	-	-	-	-	-
Total Bequests and Donations	-	-	-	-	-
Interest/Other Income	4	-	-	136	140
Less: Outlays	-	-	-	-	-
<b>Closing Balance – Prior Year</b>	<b>55,718</b>	<b>1,742,848</b>	<b>190,861</b>	<b>300,695</b>	<b>2,290,122</b>
Bequests and Donations					
Other Donations	-	-	-	-	-
Total Bequests and Donations	-	-	-	-	-
Interest/Other Income	2	-	-	44	46
Less: Outlays	-	-	-	-	-
<b>Closing Balance – Current Year</b>	<b>55,720</b>	<b>1,742,848</b>	<b>190,861</b>	<b>300,739</b>	<b>2,290,168</b>
<b>Closing Balance – Prior Year</b>					
Represented by:					
Interest Bearing Deposits	1,675	-	-	43,980	45,655
Chapter Loan	54,043	1,742,848	190,861	256,715	2,244,467
<b>Closing Balance – Prior Year</b>	<b>55,718</b>	<b>1,742,848</b>	<b>190,861</b>	<b>300,695</b>	<b>2,290,122</b>
<b>Closing Balance – Current Year</b>					
Represented by:					
Interest Bearing Deposits	1,677	-	-	44,024	45,701
Chapter Loan	54,043	1,742,848	190,861	256,715	2,244,467
<b>Closing Balance – Current Year</b>	<b>55,720</b>	<b>1,742,848</b>	<b>190,861</b>	<b>300,739</b>	<b>2,290,168</b>

Lesser Chapter has decided, for internal management accounting purposes only, to determine the notional interest required for the Chapter Capital Funds to maintain at least CPI annual growth, commencing in 2011. It is the intention of Lesser Chapter to defer the recognition of this notional interest until after repayment of the loan for the “Northern/Cathedral Precinct” building projects (approximately in 2025) when it is expected Lesser Chapter will then have the ability to repay these amounts from the commercial rental returns expected to be achieved. At 31 December 2021 total accumulated notional deferred interest on Chapter Capital Funds is \$469,389 (2020: \$367,565).

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

	<b>Notes</b>	<b>2021</b>	<b>2020</b>
		<b>\$</b>	<b>\$</b>
<b>NOTE 16: CATHEDRAL COMPLETION COMMITMENTS</b>			
Cathedral Completion Commitments at beginning of period		176,860	155,825
Total Completion Costs during the year		76,814	123,472
Less: Bequests and Donations Received			
National Trust St John's Cathedral Appeal		(25,000)	(81,321)
Diana Mary Luker Bequest			(466)
David Miller Willis Bequest			(15,000)
Other Donations and Income		(11,120)	(5,650)
Total Bequests and Donations Received		(36,120)	(102,437)
Net Increase/(Decrease) in Total Commitments		40,694	21,035
<b>TOTAL CATHEDRAL COMPLETION COMMITMENTS</b>	<b>7</b>	<b>217,554</b>	<b>176,860</b>

**NOTE 17: SUBSEQUENT EVENTS**

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

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

**NOTES TO FINANCIAL STATEMENTS  
For the year ended 31 December 2021**

	Paid 2020 \$	Balance 2020 \$	Received 2021 \$	Paid 2021 \$	Balance 2021 \$
<b>NOTE 18: SUMMARY OF GIVING</b>					
Congregation Giving					
Bush Ministry Fund	-	-	-	-	-
Cathedral Outreach	15,301	6,631	21,667	23,829	4,469
Gifts for Clergy	250	1,125	1,090	1,430	785
Mothers' Union	403	70	1,913	1,948	35
Defence Force Chaplaincy	570	-	600	600	-
<b>Total Congregation Giving</b>	<b>16,524</b>	<b>7,826</b>	<b>25,270</b>	<b>27,807</b>	<b>5,289</b>
Special Events					
Loaves & Fishes					
N/A for 2020 and 2021	179	9,214	-	-	9,214
<b>Total Congregation &amp; Special Events Giving</b>	<b>16,703</b>	<b>17,040</b>	<b>25,270</b>	<b>27,807</b>	<b>14,503</b>
Other Giving by Lesser Chapter					
Parish Contributions to Diocese	26,115			35,340	
Other Discretionary Funds	-			-	
<b>TOTAL GIVING PAID</b>	<b>42,818</b>			<b>63,147</b>	

	General \$	NPD Rent in Advance Allocation \$	TOTAL \$
<b>NOTE 19: CAPITAL RESERVE</b>			
Opening Balance - Prior Year	4,327,840	3,731,877	8,059,717
Transfers to Reserve - Prior Year	-	510,633	510,633
<b>Closing Balance - Prior Year</b>	<b>4,327,840</b>	<b>4,242,510</b>	<b>8,570,350</b>
Transfers to Reserve - Current Year	-	510,633	510,633
<b>Closing Balance - Current Year</b>	<b>4,327,840</b>	<b>4,753,143</b>	<b>9,080,983</b>

NPD Rent in Advance Allocation

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



# Ministry Education Commission

## St Francis College

Despite COVID constraints the MEC ended 2021 on a high note. Tertiary enrolments were the best we have had; income generated was also the best we had achieved; the Chapel and Library were refurbished; Brookfield was sold; a review of our marketing processes was undertaken; and new appointments were made in the areas of Formation and the Registrar's work.

I am very grateful to all members of the MEC for their oversight of our ministry. That oversight has many elements: tertiary theological courses, the Formation and post-ordination Formation programs, the lay adult education programs, the work of the Anglican Youth Children and Families ministry, the Spiritual Direction Formation program, the Roscoe Library, the Community of the Way and the Baroona Farm ministry, as well as a residential community living on site at Milton of around 45 adults and children. Until mid-2021 the ministry at Brookfield was also part of the MEC responsibility.

The composition of the MEC for 2021 was:

- The Most Rev'd Dr Phillip Aspinall AC
- Mr Douglas Porter (*Chair*)
- The Rt Rev'd Dr Jonathan Holland (*Exec Dir.*)
- Assoc. Prof. Ann Dashwood (to Dec 2021)
- The Rev'd Canon Sarah Plowman (to Dec 2021)
- Dr Robin Ray
- Ms Janine Schmidt (from Dec 2021)
- Mr Ross Switzer
- The Rev'd Dr Rodney Wolff

The Rev'd Canon Sarah Canon Plowman resigned following her acceptance of the position of Director of Discernment and Formation; and Associate Professor Ann Dashwood chose not to seek re-nomination after 12 years' service to the MEC. I would like to thank both Sarah and Ann for their contributions to the MEC. Sarah continues to contribute through her new position and has brought new energy, insights and planning to the Discernment and Formation programs. I would thank Ann particularly for her service over many years, not simply at MEC meetings where she always made considered contributions, but also as a willing and thoughtful helper at Formation Intensive weekends, which she did out of kindness and a belief in the good work SFC and the Diocese was doing.

Nominations to Diocesan Council for Ms Janine Schmidt and Professor George Mellick to fill vacancies on the MEC were approved in November 2021 and February 2022 respectively and we look forward to their contributions in the years ahead.

I shall canvas the 2021 developments under the four key elements which mark MEC work:

- **Education and Formation.** This is the essence of our ministry, our *raison d'être*. We aim to provide excellent teaching and formation in the Anglican faith. Each ministry in our suite of services is engaged in: tertiary theological courses, the formation program, the lay adult education programs, the work of the Anglican Youth Children and Families ministry, the Spiritual Direction Formation program, the Roscoe Library, the Community of the Way and even the Baroona Farm ministry. We hope that all our students and others engaged in our education and formation programs will grow not only in knowledge and understanding, but also in love and faithfulness. The former without the latter represents a degree of failure on our part.
- **Community Life and Activity.** We have a residential community of 40 or so adults and children, a Community of the Way, members of a community of 'Baroona Farm', the community of staff who work at St Francis College, and a community of 80 or more tertiary students. As well, members of the Parish of Milton meet for worship on Sundays making up another community. We aim to foster these communities as expressions of the Body of Christ and as part of the evangelistic mission and of the Church.
- **Service to others.** A large number of diocesan and secular groups and individuals use our facilities. Local businesses rent car parking spaces from us; others book rooms for overnight accommodation or for day-time meetings. An intentional part of their life together is service to others. We aim to offer generous hospitality to all as an expression of Christian service.
- **The Site: buildings and grounds.** The grounds and buildings are a 'hidden garden'. The buildings work for us as lecture rooms, meeting spaces, library resources and residences. Old Bishopsbourne, the Chapel and Main Wing in particular need special care as witnesses to the long history of faithful Anglicans in ACSQ. The gardens and grounds provide an ambience of peace in the midst of busy roads, businesses and shops around us. Improving our facilities is driven by a desire to make the student learner journey easier to engage in learning and formation.

## Education & Formation

### 1. *The Search for a New Principal-Executive Director.*

I announced my intention to retire from the end 2021, but was asked to stay on till June 2022 in order to give an MEC Search Committee time to find a replacement. Following conversations between the Chair MEC and the Archbishop, a Search Committee was

formed, made up of the Archbishop, the Chair MEC, the General Manager, the Rev'd Dr Ceri Wynne and Dr Robin Ray. A Position Description was discussed at the October 2021 MEC meeting and used by the Search Committee in its advertising. In November and December 2021, the position was advertised electronically and in selected church papers in Australia and overseas. Thirteen applications were subsequently received.

The process of short-listing and interviews has been rigorous and the Search Committee needs to be congratulated on what looked to me from the outside to be a thorough and comprehensive search. At the time of writing (March 2022), the Search Committee has made its recommendation to the Archbishop and perhaps it will be possible to introduce the new Principal-Executive Director at this June's Diocesan Synod?

## *2. Tertiary Studies & Enrolments*

Tertiary enrolments for 2021 were the best since we first joined the CSU School of Theology in 2009.

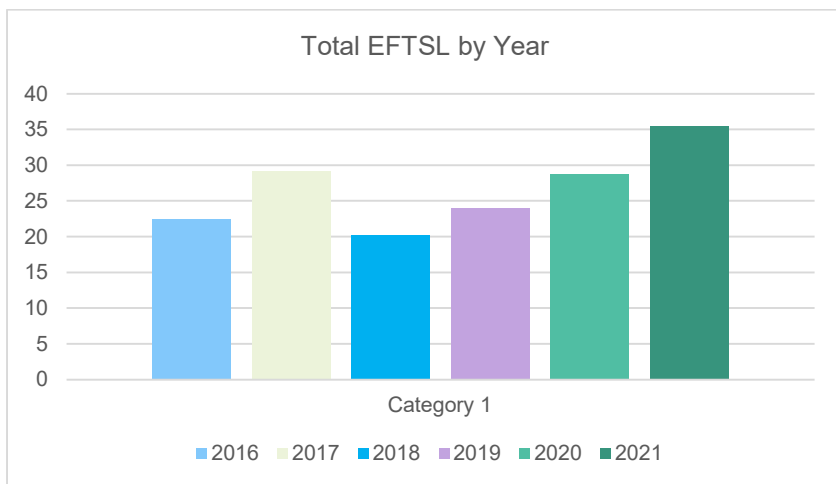
### **Equivalent Full-Time Student Load (EFTSL)<sup>1</sup>**

	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Sem I</b>	11.875	13.625	11.375	10.125	12.375	15.875
<b>Sem II</b>	10.500	15.500	8.375	10.000	11.125	14.125
<b>Sem III</b>			.375	2.500	3.750	2.750
Prof Super.				1.375	1.500	2.750
<b>TOTAL</b>	<b>22.375</b>	<b>29.125</b>	<b>20.125</b>	<b>24.000</b>	<b>28.750</b>	<b>35.500</b>

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<sup>1</sup> An EFTSL represents a single student who takes on a full-time study load. For an undergraduate this is eight subjects in the year. Most of our students are studying part-time. A student who takes four undergraduate subjects in the year – a part-time load – is represented as a .5 EFTSL.

## Equivalent Full-Time Student Load (EFTSL)

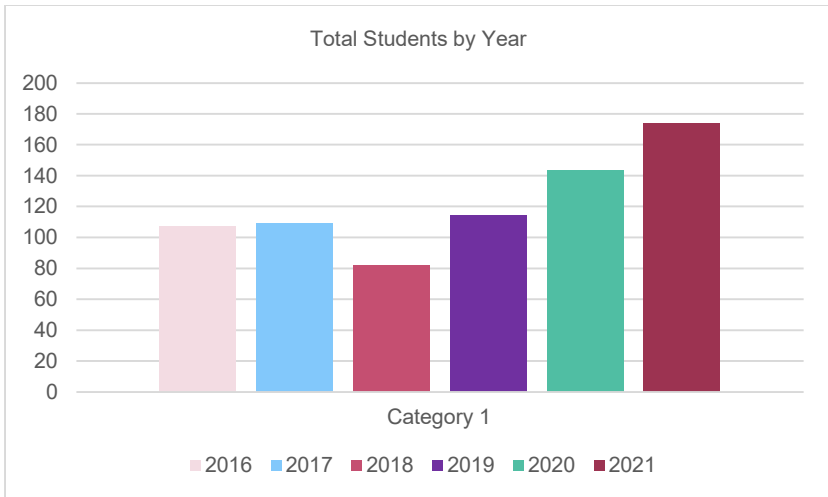


You will see from the above data that we have been steadily climbing in student enrolments since 2018. We joined the School of Theology at Charles Sturt University in 2009 (as an affiliated member through St Marks Anglican Theological College, Canberra) and have usually oscillated around the low- to mid-20s EFTSL mark, so to reach over 35 EFTSLs is a cause for celebration. I appreciate that the above figures include the Professional Supervision course which technically is not a tertiary subject but a VET subject. Nevertheless, it is delivered through our link with St Mark's and represents a new endeavour, new students and a source of extra income.

Growing student numbers reflects the growing EFTSLs.

### Number of Enrolled Students

	2016	2017	2018	2019	2020	2021
<b>Sem I</b>	55	54	42	47	55	65
<b>Sem II</b>	52	57	37	41	46	57
<b>Sem III</b>			3	15	30	27
<b>Prof Super</b>				11	12	22
<b>TOTAL</b>	<b>107</b>	<b>109</b>	<b>82</b>	<b>114</b>	<b>143</b>	<b>174</b>



In Semester 1 last year we had 65 students with 121 enrolments; Semester 2 we had 57 students with 109 enrolments; Semester 3, 27 students with 27 enrolments; plus another 22 students enrolled in the Grad Cert in Professional Supervision. In reading this graph it is important to remember that most Semester 1 students are also Semester 2 and Semester 3 students, so in understanding our tertiary student numbers the figure to settle on is around 80-90 tertiary students: 60 or so enrolled, plus another 22 in the Prof Supervision class, plus a dozen or more who audit.

Our aim is to keep pushing on to 50 EFTSLs, which I understand anecdotally is the figure at which other benefits start to kick in: classes sufficiently large to make it easier to attract new students; economic viability more assured; more resources – human and financial – to stimulate extra activities.

We have undertaken a number of strategies to drive enrolments up: encouraging auditing, launching new subjects, making the most of Semester 3, improving our website and marketing, improving our technology and facilities, and making the most of our 'added values': the beautiful site, the community feel, the 'contemporary Catholic' theology (or as we are saying now, 'comprehensively Anglican' theology) and the daily round of prayer. All these are intended to assist the 'student learner journey'.

Other data, such as the ratio of male to female, age range, mode of engagement, and percentage of Formation students to can be found in the Appendix.

### Scholars Flat & Guest Lecturers

Early in 2021, we set aside the free-standing flat at the end of the Ivor Church Units as a Visiting Scholars' Flat, and valued hosting the Rev'd Dr Stephen Pickard as our first 'scholar in residence' for two months in July and August 2021. Unfortunately, COVID

lockdowns were a real nuisance during this time and limited his contact with students. The hope is to invite an (overseas) scholar to spend some time in residence each year. (I had my hope set on inviting Bonnie Thurston, from USA, who presented a guest lecture in 2018 to much acclaim by Formation students, but with COVID this has proved impossible to date.)

With COVID restrictions now easing a little and the outlook less constraining, we have also planned for our usual four guest lecturers for 2022 – the first time we have been able to do this since 2019.

- The Rev'd Dr Michael Trainor, Friday 11 March, Felix Arnott Lecture: 'Church Leadership: Voices from Early Jesus Movement'. This was an excellent lecture with around 35 attendees, and was followed the next day by a seminar on Luke's Gospel, again well-attended and for which credit needs to go to Bishop Jeremy for organising.
- The Rev'd Dr Anne van Gend, a workshop on Atonement Theories on Sat 28 May.
- Three teachers from Myanmar, who will be staying at SFC while visiting Anglican schools with the ASC. 4-14 August: a seminar on the Anglican Church in Myanmar.
- Fourth lecture to be determined: maybe the new Principal?

### **The Ivor Church Bursary**

Canon Dr Ivor Church was Principal of SFC from 1951-1981. He was instrumental in shaping a whole generation of clergy in this diocese around a 'comprehensive Anglican' identity. He died in the early 1990s and left a considerable bursary in trust to be used for post-graduate study overseas by former students of SFC. With fewer in Formation and more of them older and married, finding candidates suitable and desirous of studying overseas has been difficult in recent years and COVID made it impossible for the last two years. The trustees sought a cy-pres whereby the bursary could be offered to those wanting to study post-graduate theology in Australia as well as overseas. Early in 2022 we were informed the cy-pres had been successful and it will now allow us to encourage local post-graduate study much more confidently.

### **A New Accrediting Body for SFC**

One of the key matters before the MEC at the moment is finding a new accrediting body for our tertiary courses.

We received a surprise on 22 December when Andrew Cameron (Principal, St Mark's) rang to say that the St Mark's Council had decided to activate that clause in our MOU that brings the 'affiliation agreement' to an end by end-2023. (St Mark's is one of two Colleges that make up the CSU School of Theology, and we can offer CSU accredited awards through an affiliation with St Mark's.) He cited 'capacity' as the reason: St Mark's inability to meet all the administrative requirements to manage affiliated bodies. I subsequently discovered that St Barnabas' College, Adelaide, also in an affiliated relationship with St Mark's, had been told the same thing.

Thankfully we had already begun some research into another accrediting body for SFC, which we had put on hold during the COVID problems, but which we had then reactivated in 2021. Our interest in another accrediting body had come about because of the difficulties we had with the St Mark's affiliation: clumsy enrolment procedures, invisibility on the CSU School of Theology website, lack of CRICOS, constraints around 'distance education', and occasional theological differences around curriculum content for particular subjects. In 2021, our thinking was to push along our interest in a new accrediting body. So, in some ways, St Mark's made a decision for us that we were leaning towards anyway. At the time of writing we are preparing our application for admission to this new university accrediting body.

My feelings after St Mark's made their decision, were ones of relief and keenness that at least now we knew our direction to an accrediting body which had many pluses for us: more course offerings, CRICOS, simplified enrolment process, no 'DE' constraints, greater visibility, and so on. There are some negatives – learning and teaching support is not quite as robust and we might require extra tertiary staff – but the new accrediting body I believe would allow us to better grow enrolments, go on expanding course offerings and move on from an 'affiliated' status to something which allows us to move up to the next level of tertiary engagement.

Students have been made aware of the transition. For those students not completing their studies by the end 2023, study pathways are being drawn up to ensure they complete their course with the award they are looking for either through St Marks/CSU or through the new accrediting body. I hope by the time Diocesan Synod meets, it will be possible to announce who that new accrediting body is.

### *3. Ordained Ministry Formation (OMF)*

Following the Rev'd Penny Jones' (Director of Formation) departure early in 2021, we were very fortunate to have the services of Bishop Bill Ray, as an interim Director of Formation, while a review of the Discernment, Formation and post-ordination Formation (called the 'Graduate Clergy Training Program') phases was carried out. Bishop Bill brought a pastoral hand to the ministry and a great deal of insight based on experience. We benefited greatly from his presence, including his enthusiasm, generosity, commitment and pastoral care, all of which were gifts to Formation candidates as marks of Christian discipleship.

The result of the 'think-tank' that carried out the review was to combine the three phases (Discernment, Formation and post-ordination Formation) under one Director, with a part-time Deputy Director to develop more thoroughly the post-ordination Formation program. Canon Sarah Plowman was appointed Director of Discernment and Formation in November 2021 and it is great to have her drive and skills in the area of Discernment and Formation. The Rev'd Ray Clifton was appointed Deputy Director and has responsibility for post-ordination training, 'field supervision' and ongoing clergy professional development. He also brings experience in other fields which will be very helpful: professional supervision and mentoring. Ms Prue Conaghan commenced work in February 2022 as Assistant to the Director. A final staff member who makes up the Formation team is Archdeacon Olaf Anderson, who acts as the chaplain to the Formation students (and wider). It is great to have the 'complete' Formation team on site once again

(apart from Olaf). It will allow informal conversations to happen much more readily and the chance to develop stronger unified approaches to this important formation ministry.

### Formation Statistics

	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Number</b>	24	18	18	18	14	16
<b>M/F</b>	12/12	9/9	7/11	8/10	7/7	10/6
<b>Age: over 40/ &lt;40</b>	15/9	10/8	11/7	11/7	10/4	11/5
<b>Ethnic</b>	1 Sudanese				2 Sudanese	3 Sudanese
					1 Korean	1 Korean
					1 Maori	1 Maori
						1 First Nations
<b>Deaconed</b>	8	8	6	7	4	--

The figures above show that since 2017, 55 people have entered Formation. Most are in Formation for three years, but ‘readiness’ and ‘suitability’ are the two criteria we use to recommend for ordination and some are both ready and suitable within three years, others longer. In the six years since 2017, seven students have chosen to withdraw from Formation. (All but one came to the conclusion ordination was not for them; the one other person moved interstate for family reasons and is now seeking ordination in another diocese.) Three completed Formation but were not ordained; and two were asked to leave Formation, of whom one has now been invited to re-enter Formation. That means that of the 55 who have been invited into Formation, 11 have not proceeded to ordination.

All Formation students since 2017 have been hoping for ordination to the priesthood. None have sought and been accepted into Formation for the (permanent) diaconate. All those training for the priesthood are expected to meet the same academic and formative levels, meaning that the idea of a distinction between ‘honorary’ (= less well trained) and ‘stipendiary’ (= better trained) is redundant. A person is trained to be a priest, after which they can accept a stipendiary position if they choose or choose to minister in an honorary way. Most choose the stipendiary track, but two in the last six years have chosen to minister in an honorary way and this intention has been known from the beginning of their training. After ordination, they have kept their secular work, while assisting as priests in their local parish in an honorary capacity. Two further priests began in an honorary capacity, but subsequently both accepted invitations to full-time stipendiary ministry.

No one is accepted to train for specific ministries, like ‘chaplaincy’ work, although some may have their eye on this at some stage, whether school, hospital or military chaplaincy.



That is because formation at this stage is formation for what is common to everyone who is ordained: understanding the Bible and doctrine and church history, formation in prayer and pastoral care, and a broad range of interpersonal skills that are transferrable across any ministry that one subsequently finds oneself in. There are some things every ordained person needs whether he or she hopes one day to minister in a parish or a chaplaincy, in a cathedral or in a rural setting, among a large parish or among many small parishes, in an honorary way or a stipendiary way. And it is these ‘things that every ordained person needs’ that are the subject of the Formation program.

This year there are 16 ordinands in the Formation program. Nine are new students and seven are continuing students. Of those 16, seven will complete their required academic studies this year. Since many students are enrolling in the Bachelor of Theology course prior to entering formation, it may become more common that students will complete their BTh in their first or second year of formation. Because the Formation process is more complex and nuanced than simply ‘doing a degree’, the role of Field Supervisors, SFC staff members involved in the OMF program and Examining Chaplains in determining the readiness of ordinands becomes more significant. For this reason, the Formation team is intentionally focusing on supporting these people in their supervision and reporting on students at all stages of the program.

The figures show a small increase in ethnic diversity. This is good for the Church but has brought its own challenges. We find some Formation (and other) students, from non-English speaking backgrounds, have very limited educational experiences and/or poorly developed reading, writing and comprehension skills in English. As a result, we initiated in 2021 a two-fold tactic: individualised tuition to help with reading and writing in English; and offering of ‘Comm120’ – a subject in communication, designed to help new university students who have poor grammar skills, better understand what they are reading, answer questions appropriately and improve comprehension. I am deeply grateful to the four volunteers – Ken Rouse, Robin Ray, Andrew Craig and Debbie Kemish – who offered to help us in this exercise and without whom it is hard to see how some of those for whom English is not a first language could make their way through some of the BTh subjects.

In the *Discernment program*, there are 12 candidates for 2022, three of whom are undertaking a trial Vocational Development Program in their respective parishes, after attending Discernment in 2021. All 12 are already enrolled in the BTh program at St Francis College and are progressing satisfactorily.

With regard to KFA 2.2: ‘*Formation Students are well formed and ready for the challenges of parish life (with an appropriate mix of academic and ministry skills)*’, the strategic actions in this project include:

- Research appropriate content/processes/outcomes for Formation.
- Prepare an appropriate program.
- Plan for effective delivery of the program.
- Training for educators/supervisors.
- Ongoing support and resources for ordinands.

Outcomes for this KFA have been developed. Two new Formation initiatives in progress are the establishment of a *Formation Steering Committee* (eight people from diverse areas of the church in location, ministry unit and theology, to be a source of feedback as the Formation program is refreshed) and planning for greater integration of *Supervised Field Education*. That is, the way in which field learning is integrated into the gathered formation intensive weekends is to be changed, with students bringing back to their learning cohort feedback about learning projects and goals. This will encourage students to develop educational skills, as well as giving other students opportunities to share in their field learning.

In summary, the Formation Program is in a phase where review and refreshment are key elements of the year ahead so that a program that integrates field education, collaborative learning and theological reflection can be delivered in a cohesive manner.

#### *4. Non-Tertiary Offerings*

##### **Lay Education**

The FormedFaith department (= lay adult education) of SFC continues to thrive, creating content, advising, advocating for learning about faith and curating resources for our parishes, schools and Anglicare. The pandemic meant some adjustments to the ways Jonathan and Fiona work, but some forethought means the ministry has grown during this time more than ever.

##### **Key Focus Area 1.1: Comprehensive Anglican Identity and Purpose**

The current project on the front burner at FormedFaith is KFA 1.1 on 'Anglican Identity', which is being created as an eight-episode course of orientation about the life-giving nature of comprehensive Anglicanism. The creation of this course got underway in 2021 and aims in the years ahead to be useful for parish groups or individuals, but also as an orientation for Anglicare, Anglican schools or diocesan staff with backgrounds other than Anglican.

The course looks at the breadth of Anglican theological understanding, its history and pre-history, how it arranges itself and does mission, as well as specific sections written for Anglicare ('An Anglican Theology of Caring') and Anglican Schools ('Why We Educate'). It does so with good humour, highlighting the strengths of an Anglican approach to Christianity in this diocese.

Jonathan and Fiona have spent the last year filming in varied locations at parishes, schools and diocesan events to highlight the nature of the breadth and depth of Anglicanism around the diocese. Filming in the studio at St Francis College was intense too; over 50 presenters were invited to highlight the diversity that enlivens and enhances our faith. This course, the largest project ever attempted by the 1.6 staff of FormedFaith, is due to be finished and launched around June/July 2022.

## SFC Short Courses

There are now five St Francis College 'short courses' exploring the person of Jesus, the Bible, Anglican ethos, worship and theological 'Big Questions'. Each is housed at the St Francis College website and is available for groups and individuals, bundled with suggested processes for use, discussion questions and other extra resources. Created for individual browsing or group use, the courses have proved a significant addition to the faith formation programs of parishes and some schools around the country and beyond.

By the beginning of February 2022, the courses had amassed around 11,433 views. This number is impressive, more so if we remember that a 'view' may indicate use by one person or a larger group of individuals. There have been anecdotal reports of groups of up to 18 people watching the videos on a large screen before discussion.

The online Short Course Views as of first week in February 2022 are:

- |  |       |
|--|-------|
| • What Matters about Jesus               | 1,078 |
| • Exploring the Bible                    | 2,936 |
| • Faith Asking Questions                 | 3,104 |
| • Being Anglican                         | 972   |
| • Understanding Worship                  | 3,001 |
| • Trailers, welcomes, explanatory videos | 352   |

Such data is helpful up to a point. Other factors need to be explored and taken into account to interpret the data. For example, the 'Jesus' and 'Anglican' courses were the first published, so the larger numbers for the other courses must be due to factors other than longer availability. Also, the 'Anglican' course has only five videos, whereas the 'Faith Asking Questions' has 35. Factors like these mean comparing numbers of views *alone* as a method of exploring future usage is not necessarily helpful.

The reach of these courses is also hard to quantify meaningfully since individual videos have individual figures for these metrics. While many learners do full courses, some browse individual videos. Some Christian educators, lay or ordained, curate their own courses using selected videos, following the Roberto model. YouTube also lists many metrics under the term, 'reach', including geographical location, device type, traffic source, viewer age and gender, etc. But a selection of the most watched videos reveals in a more anecdotal sense that:

- the 'Faith Asking Questions' course, which deals with 'Big [theological] Questions' has the highest viewed individual videos, which are:
  - what do Christians believe about destiny and fate?
  - what do Christians believe about heaven and hell?
- around two thirds of viewers see a 'SFC Short Course' video on the YouTube 'watch page', not the SFC website page.
- viewers are primarily located in Australia, though significant numbers watch from the UK and India.

- the figures for device type vary considerably across videos. For instance, around 70% have watched the 'Destiny and Fate' video on their phones, whereas only 30% of viewers saw the 'Heaven and Hell' video in that fashion.

Currently the online courses don't require registration, though there are moves to move the courses behind a registration wall, so that more information about users can be collected; and the badging of some of the online courses for a cost is currently being explored. This would be part of a policy of making our educational offerings work for us financially along a user-pays model.

### **The 360 Project**

There are now eight 360 Project seminars available to Anglican groups. Created so they can be run by FormedFaith presenters or led by parish experts. The seminars cover a wide range of subjects in three streams: Bible360, Faith360 and Mission360. Designed to be facilitated face to face, over a day, the COVID times have prompted more experimentation. For instance, 360 seminars have been run in the past year over a number of weeks using Zoom for the Diocese or individual parishes. Jonathan facilitated the 'Introduction to the Bible' seminar for the Western Region from the video studio at St Bartholomew's, Middle Ridge, with the assistance of local clergy.

Although COVID constraints have meant less exposure for 360 seminars, it is heartening that bookings for face-to-face seminars have seen an upsurge for the first half of 2022, already surpassing previous years.

Jonathan and Fiona continue to be involved in many other areas of ministry and faith life in the Diocese. Both continue to assist parishes and schools with daily calls about particular questions, processes and resources. Jonathan lectures in a number of subjects for St Francis College in the Practical Theology area, growing the ministry capacity of lay and ordained people in the diocese. Fiona has been heavily involved in The Community of the Way, chairing and facilitating an advisory group that has created a new focus and new staff for the community which will enter a new phase in 2022. While the output of the FormedFaith staff is of a high standard, the bottom line is that there are limits to the capacity of only 1.6 staff.

### **Spiritual Direction Formation Program**

The SD Formation Program was delivered online throughout 2021 to 24 students, although a blended delivery had been planned. Intensives went very well, with good feedback from students. Students who do not live in Brisbane (we have students from Adelaide, Mackay, Sydney, northern NSW western and far north Queensland), and who normally would travel, were especially grateful for the online format. As a result of the success of the online format, future delivery structure will present the first intensive in May online, and the second intensive as a blend of online and face-to-face. More and more enquiries are coming from people who do not live in Brisbane, so the online format should attract enrolments from a wider demographic.

Ten new students entered the program in 2021; and two students graduated with the *Certificate in Spiritual Direction* in May. The total student cohort in 2021 was 24 students over the four years of the course; and at the time of writing it looked as if numbers will be about the same for the first intake and intensive in May 2022. Potential students can opt for either a four-year 'Spiritual Direction Formation course' or a one-year course, 'The Art of Contemplative Listening'. This course targets people who are already having contemplative conversations in their work or volunteer ministry, and who wish to develop more of the skills of contemplative listening. Those who complete this course, may continue on into the four-year course if they wish, and most people choose to do this.

Supervisors are a necessary part of the SD Formation program, so in 2021 Dale (Director of the SD Formation program) wrote and launched a training program to train supervisors. This program commenced in second semester 2021. It is totally online, and attracted two students from NSW and one from Brisbane. While enrolments were small, it has provided an opportunity to trial the newly written course. It will be offered again in 2022. At the moment it is the non-tertiary course for Supervisors of Spiritual Directors offered in Australia.

Two professional development programs a year for graduate students, fill out the offerings of the SP Formation team, and having been compelled to make these online the number enrolling jumped from 6-8 to about 15. It is likely they will continue to be offered online in years to come.

The SD Formation programs are increasingly self-funding and, the hope is that from 2022, they will not be a financial cost to ACSQ at all.

## 5. Marketing

A lot of time in 2021 was spent looking at marketing and how we could better market our tertiary and non-tertiary courses. We contracted Edmonds Marketing to help us in this exercise and hopefully drive up further enrolments especially in the tertiary field. There was some resistance to some of Edmond's recommendations. For example, Edmonds recommended refreshing the website so it is aimed at a prospective student. But concerns were raised about the loss of the presence of AYCF, Community of the Way, Baroona Farm, bookings of rooms, etc on a College website. Most of these other ministries have their own websites; and some overall MEC website attached the ACSQ website has been suggested as a solution but as yet not enacted.

Another area of contention was the recommendation to make our educational offerings – our non-tertiary ones – work for us financially. Just as Ridley College badges its online courses as a 'Ridley Certificate' for which a user pays, so we should badge our own online courses and charge a fee for their use. (Similarly the argument was made that we should charge to complete the 'online child safe program' which the MEC created.) Some are not convinced noting that this seems to be going against a long-standing policy that if parishes pay for MEC work, MEC ought to offer what it creates free of charge. There is a debate here that still needs some resolution.

## Community Life & Activity

### 1. Community of the Way

#### **Key Focus Area 4.3: Community of the Way being a thriving Faith Community**

In July 2021, the Rev'd Jazz Dow resigned as foundation Chaplain to the Community of the Way. The work and dedication Jazz put into establishing the Community of the Way over her three years as Chaplain was much appreciated, especially give she had to guide the Community through the difficult two COVID years when at times little could be done except keep in touch with Community members in lockdown along with the rest of the State. Jazz established a base to work from in the years ahead.

Following her resignation, the Exec. Director set up an Advisory Group, with Fiona Hammond as Chair, other members being the Rt Rev'd John Roundhill, the Rev'd Canon Sarah Plowman and the Rev'd Richard Browning. (Rev'd Andrew Cooper has now replaced Bishop John.) Together with the Rev'd Dr Ceri Wynne as Acting Chaplain, they did an excellent work in keeping the Community cohesive while we searched for a new chaplain-missioner, and in reviewing the needs of the Community. The Advisory Group subsequently submitted a report of its review to the Executive Director and became the interviewing panel for a new chaplain.

Early in January, Mr John Rolley moved on site as the new Lay Chaplain-Missioner and he brought an immediate burst of energy. The Community of the Way commenced 2022 with seven members; and a Commissioning Day in January 2022 followed by workshops focusing on community life. The seven members were 'clothed' with a prayer shawl and a San Damiano cross. Please see a recent article by Community member Stacey McCowan, recently published in *anglican focus*:

<https://anglicanfocus.org.au/2022/02/08/community-of-the-way-renewal-highlights/>

The new Chaplain, John Rolley, was also commissioned by the Rt Rev'd John Roundhill and similarly was given a prayer shawl.

The Daily Office (Morning Prayer, Evening Prayer and Compline) are regularly offered in the College Chapel for all members of the College community. Members of the Community of the Way have committed to attending as many of the Offices as possible. As such, there are always members at all three. Compline is becoming a favourite. The weekly schedule includes, in addition to the Daily Office, a Tuesday evening Eucharist (open to all) following immediately after Evening Prayer, a shared meal and intentional formation. Once per month, the Rev'd Andrew Cooper will be leading the Community in a group reflective process to encourage the members to process their experiences in Community. Friday mornings the Community meets after Morning Prayer for breakfast and theological reflection. Currently the Community is using an oral tradition approach to reflecting on scripture. Various reflection techniques will be explored over the year.



**Front Row:** Naomi Mayer, Aaron Vidyasagar & John Rolley

**Back Row:** Stacey McCowan, Eleanor Reid, Jack Venables, Jack Horton, Jordan Cuskelly

The CommWay members are a terrific group of young adults and seem well on the way to fulfilling the KFA 'being a thriving Faith Community'. The Church can give thanks to God for their presence; and for the work of John and the Advisory Group team.

For an encouraging article on the work of CommWay members during the March 2022 floods see:

<https://anglicanfocus.org.au/2022/03/08/community-of-the-way-members-cook-and-distribute-50-hot-meals-to-rough-sleepers-during-the-recent-flood-emergency/>

## *2. AYCF and Ichthus camps*

### **Key Focus Area 4.3: Increasing engagement with children and youth... Increasing numbers at children's and youth camps.**

A central part of AYCF is the Ichthus Camping Ministry led by the Director for AYCF, Ms Erica Skerman. These camps are run on a diocesan level to provide a space for young people to connect with each other and make friends, to talk, share and explore their faith in God, and to have fun. This camping ministry has been running since 2002 and continues to have an impact on the faith and development of our youth and young leaders in ACSQ.

The camping ministry of AYCF had a disjointed and interrupted year in 2021, both Senior and Primary Ichthus camps impacted by lockdowns; and COVID concerns impacting

numbers across the board. However AYCF was able to do a mini Senior Ichthus in December; and Junior Ichthus went ahead and was a very successful week with real depth of spiritual thought and formation for campers.

We are hopeful for good numbers in 2022 and realise that one of the MEC KFAs is to increase engagement and numbers. Junior Ichthus had, until COVID lockdowns struck, been generally increasing in numbers, so that age range seems particularly open to growth in the years ahead. The AYCF team has done some initial thinking around numerical growth, such as expanding the number of camps by making them regional, although the extent to which camps can grow numerically is tied to some degree with the number of active children and youth in parishes. As a result, AYCF is keen to work closely with PMC to increase engagement with children. Informal conversations have begun.

Tables reflecting camp numbers follow:

Year	Senior Ichthus					
	Campers			Leaders		
	New	Returning	Totals	New	Returning	Totals
2015	23	14	37	n/a	18	18
2016	18	12	30	7	10	17
2017	15	9	24	1	13	14
2018	17	15	32	1	11	12
2019	9	17	26	0	15	15
2020	n/a	n/a	0	n/a	n/a	0
2021	7	25	32	0	14	14
2022						



<b>Junior Ichthus</b>						
Year	<b>Campers</b>			<b>Leaders</b>		
	New	Returning	Totals	New	Returning	Totals
2015	38	n/a	38	n/a	17	17
2016	23	8	31	5	13	18
2017	36	14	50	1	12	13
2018	16	28	44	3	14	17
2019	24	19	43	4	12	16
2020	8	52	60	4	19	23
2021	6	22	28	1	12	13

<b>Primary Ichthus</b>						
Year	<b>Campers</b>			<b>Leaders</b>		
	New	Returning	Totals	New	Returning	Totals
2015	38	n/a	38	n/a	17	17
2016	41	7	48	6	9	15
2017	47	17	64	3	16	19
2018	25	22	47	10	8	18
2019	30	17	47	6	16	22
2020	22	18	40	6	18	24
2021	30	19	49	5	19	24

Over the past six years of the Ichthus Camping Ministry, AYCF has:

- trained 62 young leaders in leadership and discipleship of young people,
- built relationships with over 500 young people from across more than 40 parishes, including many with no church background at all, and
- facilitated more than 1000 unique camping experiences that foster a richer faith, build friendships and connections and have an amazing and fun time doing it.

### **Young Adult Ministry**

A small but rich young adult retreat was held in February 2021 with 12 attendees; and another in February 2022 with ten attendees. The retreat was held at Pointro Campsite and the hope is to make this the Young Adult retreat home for years to come. This has been supplemented by the re-establishment of Young Adult Worship Nights which are locked in for 2022. AYCF also hosted two internships in 2021 which was a valuable year for them in learning and growing in their skills in ministry.

### **Parish Support**

AYCF continues to support local parishes as they continue to explore and grow local ministry. There have been inquiries made throughout the year from both lay and clergy covering a range of questions from establishing ministries, to resources, to baptism and confirmation. There is strong need to focus on creating 'package' resources that will equip parishes to start and grow their ministries, which is a key focus for 2022.

AYCF has also been part of Amplify training day preparations, ecumenical groups that engage with children's ministry, and also connecting nationally within the Anglican Church through the Children's and Youth Network.

### **2025 Vision**

The other major project over 2021 was taking time to listen, observe, and reflect on where AYCF should move in the future. This has result in the AYCF 2025 Vision which incorporates the ACSQ Key Focus Areas for AYCF. This vision has been considered by various parties and is well positioned to provided overall guidance on key future projects.

### ***3. 'On Earth' Festival***

Held in October 2021, the On Earth Festival was a new venture – a day-long celebration of environmental awareness at SFC – organised by the ACSQ Social Responsibilities Committee, and in particular by Peter Brandjerporn. Peter did a spectacularly good job organising this festival. Around 400 people attended over the five or six hours of its life, with many SFC staff involved as volunteer helpers. Various groups played music, gave talks, ran activities, sold food and drink, provided paintings for the art exhibition, and even offered a complimentary drive in a Tesla EV car. The whole day was a very happy exercise and great PR for SFC and ACSQ. Refugees through the Romero Centre made a considerable contribution. The hope is to make this an annual festival, with the next On Earth Festival now set for Saturday 8 October. (Put this in your diary!) We certainly need

something like this to showcase our buildings, grounds and gardens and promote Anglicanism and the diocese. Donations to enter the grounds and money received from art goods, food and drinks were dispersed to ABM, the Romero Centre, artists (refugees) and AYCF.

#### 4. *Frank's News*

*Frank's News* is a monthly electronic newsletter now emailed to over 950 readers. We began this 18 months ago. The newsletter keeps readers in contact with the activities of the College and aims to engender a sense of community and belonging. It contains information on upcoming subjects, special workshops and events, liturgical occasions, as well as facilities for hire at the college. It encourages continued and active participation in the life of the College. The readership base comes from College alumni, current students, staff, residents, past lecture attendees as well as those who have made enquiries about theological studies or have attended open days. (Please let Linda at [LBurridge@ministryeducation.org.au](mailto:LBurridge@ministryeducation.org.au) know if you would also like to receive *Franks News*.)

The eNewsletter is read widely, with an average of 47% of subscribers opening the email. This is an exceptionally good rate and compares very favorably to the average for religious email openings of 27% and the general industry average of 21%. *Frank's News* is also shared to the SFC Facebook page, which disseminates the information to a further 652 followers. Engagement with the newsletter was logged at 121 Facebook users.

## Service to Others

### 1. *Organisations and Groups*

We are pleased to make the Chapel available to the Parish of Milton, especially on Sundays. The parish priest, the Rev'd Dr Ceri Wynne, is overseeing an increase in numbers, and the parish community is simply a lovely one to belong to. It is heartening to arrive at the Chapel and feel it is rather full! The parish hosts a series of meditation days, art exhibitions, and does some social justice work with the Romero Centre.

Our facilities are increasingly used by outside groups. For example, in December 2021, Wilson Architects, hosted their end-of-year staff lunch in Old Bishopsbourne. We will soon have to become more serious about 'event management'. It is not our core business but could easily be a source of income and good PR.

Other groups that use our facilities on some regular basis include: Heads of Churches, Queensland Churches Together; Christian Religious Instruction Alliance QCT; Quizzing Australia; Anglican Schools Commission members (RE teachers); ARPA (religious media); State Prison Chaplaincy Board; Going for a Song Choir Workshop; PMC and Gaiters meetings; the Institute of Clinical Hypnotherapy-Psychotherapy, Australia; Anglican Board of Mission; Third Order Franciscans; University of Adelaide DE exams; hospice chaplains; GFS; Anglicare groups; Mothers Union; Accordance Bible Training; Qld Institute of CPE; Tony Backhouse Choir group; Mission to Seafarers; Romero art group & ladies craft; Wontulp Bi Buya conference; various book launches; deanery

meetings; Relationships Australia; Milton Menders and Makers; Grief & Counselling Workshops; Voice and Speech Training; Wounded Spirit; Australian Academy of Liturgy; fundraiser for Tonga (Care Australia). Once every few years film producers contact us to check availability to use aspects of the site.

## *2. Baroona Farm*

Baroona Farm has a settled routine. Each Friday some few gather to tend the community garden; others from the Romero Centre use our 'Common Room' for art and painting at the same time. We are pleased to host them and assist their health and wellbeing. Baroona Farm is entirely self-funding. Engagement with refugees and asylum seekers has become a kind of *de facto* ministry at SFC. We have one family of asylum seekers, another of refugees living on site. The time taken to process their cases is incredibly long. In the meantime, the nine-year-old daughter of the asylum seeker family (who have been living on site now for nearly five years) is as fully Australian as you and I. Their second child was born in Brisbane just over a year ago. The family attend church on Sundays at the College Chapel and I know the father is in conversations with the Rev'd Dr Ceri Wynne about baptism from Islam to Christianity.

## **The Site: Buildings & Grounds**

### *1. Expressions of Interest for Enhancing the Site*

I am very grateful for all the support ACSQ Property have offered the College in recent years. We can now showcase a beautiful Chapel whose entrance, window frames, doors and bell have all been re-painted or polished. As well drainage around OB has been plotted with a view to improving it so stones do not perish so quickly; and money has been set aside for replacing the slate tiles. Improving the pathways and gardens around the Chapel hopefully with grants is the next project.

MEC members might also note the 'feature wall' outside Lecture Room 1 – formerly in a state of neglect, the wall dirty, the space overgrown with trees and weeds. The wall has recently been beautifully and imaginatively painted and the area is now under restoration with plans to put the original three fish, that once sat in a fountain in that area, on a plinth in a garden in front of the feature wall. MEC staff – Rod Mengel and others – are behind these kinds of endeavours, which make small but important improvements and show that the place is cared for. Again it all adds value to the student learner journey and with staff energy is very low cost.

ACSQ Property foreshadowed their hope to seek EOIs in 2022 for enhancing and upgrading the site following the principles adopted by Diocesan Council in July 2021. These principles see the MEC activities remain on site and the Chapel, Old Bishopsbourne and the Roscoe Library set aside as part of a theological hub.

The key principles adopted by Diocesan Council to be incorporated in the campaign are as follows:

- Preference is not to sell the site.
- Acknowledge and respect the Anglican Church's historical and ongoing connection with the site.
- Appropriately integrate the Theological College as part of the future use of the site.
- Use the site efficiently for the future operation of the College while retaining theologically and liturgically important elements, such as the Chapel, for the College.
- Use the opportunity to re-life the buildings that need to remain on the site, and establish a funding mechanism to protect the buildings that are to be kept for the Church's ongoing use.
- Minimise the impact of future development on the heritage setting and our neighbours (noting that these are also covered by the planning scheme and the Heritage Act).
- Maximise the use of those areas of the site not earmarked for College use to generate income for the Church's mission within the context of the planning and heritage framework

Expressions of interest will have been sought from April 2022 through the Knight Frank company with a view to determining possible options sympathetic to the current activities on site by mid-year.

The stakeholder management related to the EOI process needs to be handled carefully. Three Plus have been retained to oversee the PR component of this project with a stakeholder plan that will have gone public in late April.

## *2. Brookfield Sale & Pointro*

We were pleased to see the sale of the Brookfield go through finally mid-2021 and congratulations to ACSQ Property team. About \$950k of the \$5m sale has been set apart for replacing the slate tiles on Old Bishopsbourne and the Chapel and some further necessary site work. Managing Brookfield took up a lot of our administrative time (and some financial costs) and MEC is glad not to have to manage it further.

Pointro on the other hand is proving a boon. It is an ACSQ camp site near Maroon Dam. With recent rains it is looking beautiful and worth a visit. Accommodation – quite basic – and other facilities are available for hire. After very many years the property and buildings had become a little dilapidated, but in more recent times a caretaker has moved on site and various men's groups have spent some weekends there tidying up and repairing. Rod (SFC Business Manager) has overseen the site's gradual upgrading. Though there is a long way to go, the site is now increasingly used, frequented by various groups (like the Kokoda Youth Foundation) and occasional private campers; and as a result, is producing a happy excess of budgeted income. The income from Pointro has doubled and trebled over the last few years from around \$10,000 in 2019 to \$35,000 in 2021. We would like to set aside some of this excess income to continue to improve the site and

make it increasingly suitable for camps. As noted above, AYCF recently had a young adults gathering there – 10 young adults sleeping overnight. They seem to have had a productive and happy time amongst which was the study of the Letter of James. Pointro is a beautiful location and very cost effective for ACSQ groups.

## Other Matters

### 1. Finances

#### Statement of Financial Performance for the MEC 2021

	Actual YTD	Budget	Variance
<b>INCOME</b>			
Interest Income	1,188	7,479	-6,291
Dividends & Franking Credits			
Business Operations Income	671,184	560,800	110,384
Gov't Funding for Schools			
Donations & Contributions	7,300	2,400	4,900
Other (Non-Operating) Income			
Asset Sales/Claim Cost Recovery	66,248		66,248
Other Income			
<b>TOTAL INCOME</b>	<b>745,919</b>	<b>570,679</b>	<b>175,240</b>
<b>EXPENSES</b>			
Employee Expenses	-1,186,671	-1,321,449	134,779
Advertising & Marketing Expenses	-1,334	-9,000	7,666
Audit & Accounting Expenses	-689		-689
Bad Debts Expense			
Bank Charges	-875	-480	-395
Computer, Software & Licenses	-14,835	-12,033	-2,801

Grant & Income Distribution	-542		-542
Distribtn of Gov't Fund to Schools			
Hospitality Expenses	-3,355	-8,471	5,116
Insurance Expense	-35,442	-48,761	13,319
Minor Equipment Purchase & Hire	-16,006	-8,440	-7,566
Motor Vehicle Expenses	-35,507	-49,213	13,706
Occupancy Expenses	-139,602	-161,335	21,732
Photocopy, Print, & Stationery	-14,061	-18,350	4,289
Professional Development	-11,131	-27,697	16,566
Professional Services & Consultants	-38,879	-5,000	-33,879
Removals & Relocation Expenses	-2,917		-2,917
Repairs & Maintenance	-234,684	-133,897	-100,787
Sundry Expenses	-8,969	-7,370	-1,599
Telephone , Fax & Internet	-20,503	-32,846	12,343
Training, Conference Expenses	-129,751	-171,683	41,932
Travelling Expenses	-445		-445
Depreciation	-2,852	-7,458	4,607
Financing Expenses			
<b>TOTAL EXPENSES</b>	<b>-1,899,049</b>	<b>-2,023,484</b>	<b>124,435</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>-1,153,130</b>	<b>-1,452,805</b>	<b>299,675</b>

The MEC ended the 2021 financial year well ahead of budget – \$300,000 ahead. So the contribution of ACSQ to the running of the suite of MEC services – SFC, Library, AYCF, Lay Education, Community of the Way, Spiritual Direction program, Pointro, grounds and buildings etc – was \$1.15 million. The lower cost to ACSQ is a result of conscious attempts to grow income streams.

## 2. A COVID Future

The MEC developed its own policy around vaccinations aware that we had to follow both the ACSQ policy and the CSU student policy as well as having some elements of College life that fell outside both policies, such as a residential community. Following the ACSQ policy we mandated full vaccination for all 'church workers' and following the CSU student policy we mandated the same for all students who came to lectures on campus. Very few

have chosen not to be fully vaccinated. An 'exemption' was sought for one sessional lecturer who chose to be unvaccinated, and he has given his lectures by Zoom from his home. All other College staff are fully vaccinated. We have had one staff member come down with COVID, and several residents, but otherwise any outbreak has been well contained and all have recovered fully and none required hospitalisation.

There was no trouble with staff returning on-site to the College for work: in fact, we seemed to have a full house for some weeks, amplified through the Formation team – Sarah, Ray and Prue – now working on site; and the CommWay chaplain – John Rolley – also living on site.

## **Conclusion**

I am very grateful for the support and encouragement of the MEC board, particularly the Chair, Douglas Porter. Some business has not been easy to negotiate over the last year and he has been a tremendous source of strength and reflective help and a great champion for the College.

SFC is travelling well. Hopefully by mid-year the new Principal-Executive Director can be introduced to the people of ACSQ. Maybe the MEC board and the new Principal-Exec. Dir. will set their eyes on a Strategic Plan towards the end of this year? In the meantime, a strategic direction for the MEC arises almost naturally: to complete the application for a new accrediting body and then manage the transition (a major work); to contribute to conversations on possible enhancements of the Milton site; to complete the one or two items still outstanding from the St Francis Learner Journey report (2019); to support the strategic projects and vision of MEC ministries, such as AYCF, Community of the Way, the Spiritual Direction Formation program and Baroona Farm; and to drive forward and complete our three ACSQ KFAs. They are:

- 1.1 Comprehensive Anglican Identity and Purpose.
- 2.2 Formation Students are well formed and ready for the challenges of parish life.
- 4.3 Increasing engagement with children and youth. Increasing numbers at children and youth camps. Community of the Way being a thriving Faith Community

We also have an interest in, and the Principal, Academic Dean and Chair have been invited to contribute to, KFA 2.1:

- 2.1 Theological Education: future clergy have access to highly regarded theological education.

Taken together, all these above seem to make further strategic planning unnecessary at this time, but something that might be factored in towards the end of this year.

Finally, in doing some marketing research last year, some interesting aspects emerged that perhaps are otherwise hidden. We discovered that:



- SFC is the only theological College in Queensland that has some equality of a male-female ratio in teaching staff. All other theological colleges in Queensland, as far as we could see, clearly weight the teaching staff towards males, with women in these other colleges tending to be found more in administrative roles.
- SFC was much more open about gender inclusivity and the only College to have had a transgender member of staff. My own feeling is that SFC did some hard emotional work for ACSQ around this issue in the last few years.
- We are much more ecologically minded than other theological colleges who by and large do not have any subject equivalent to our 'THL245 Ecological Theology'. Similarly, our introduction of THL225 Aboriginal Cultures and Spirituality is not duplicated in any other theological College in Brisbane to my knowledge.

In short, we have an open, inclusive and comprehensive view of God's activity in the world that uniquely positions us among theological Colleges in Brisbane and Queensland.

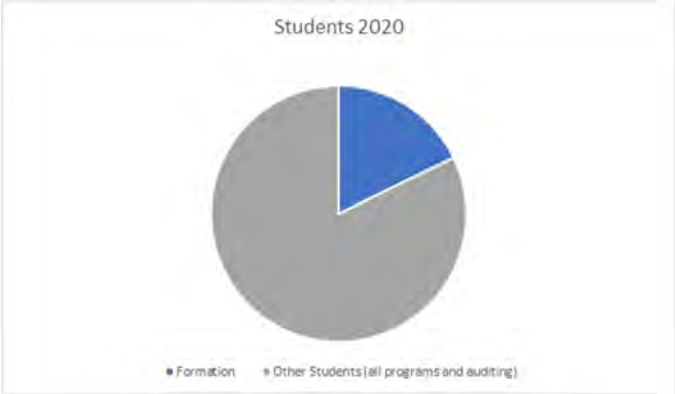
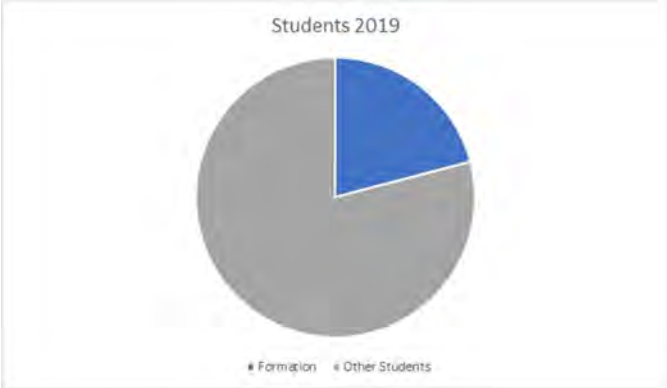
We also shape each day at the College around the Daily Office, mid-week Eucharist and now also Compline. A number of students join staff and CommWay members for MP or EP in the Chapel before or after lectures. The round of prayer is, at the least a reminder, for whom we do all we do.

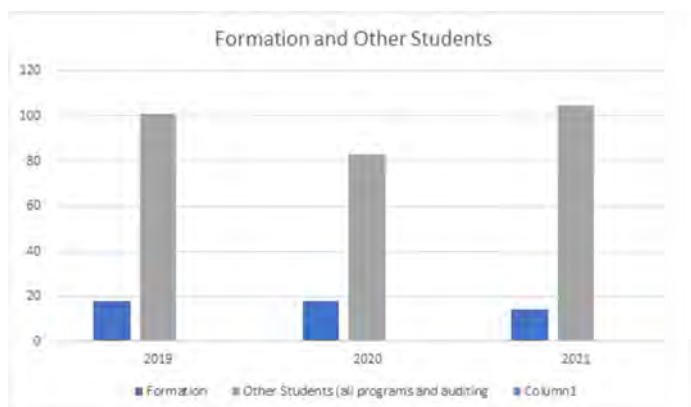
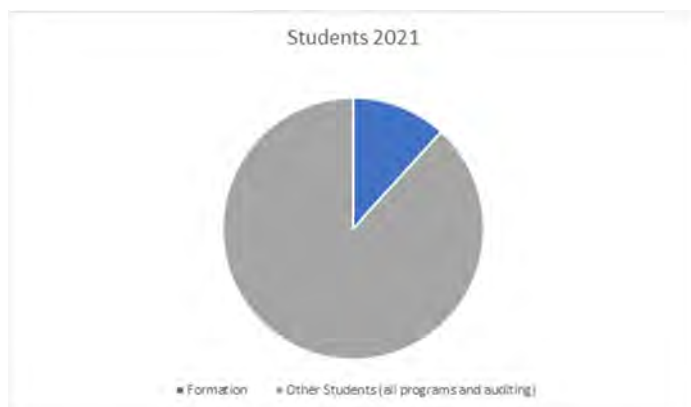
Finally, as part of our application for our anticipated new accrediting university, we were asked for a video of the site showing facilities for learning. (This was to replace the Vice Chancellor coming to Brisbane, which in late December 2021 looked so unlikely due to COVID lockdowns in his own State that the video was considered a sufficient replacement.) I hope you can watch the video which has been put together by Jonathan Sargeant, and which is now on our website and which we will find ways to use in our promotions: [About — Saint Francis College \(stfran.qld.edu.au\)](https://stfran.qld.edu.au)

*The Rt Rev'd Jonathan Holland,  
Executive Director*

# APPENDIX

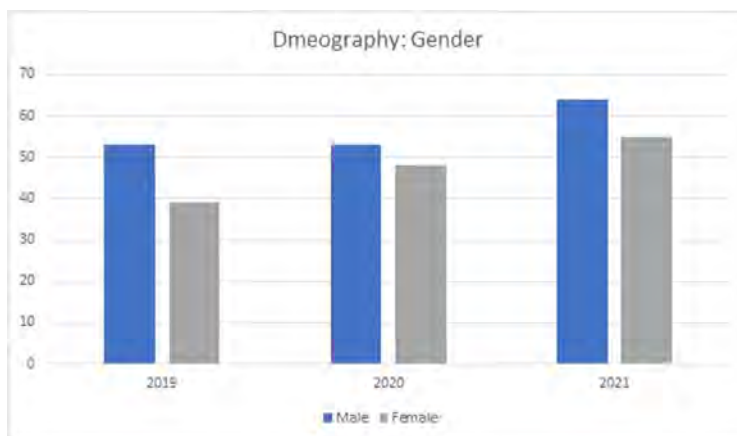
## 1. Formation Students as a Percentage of the Whole Student Body



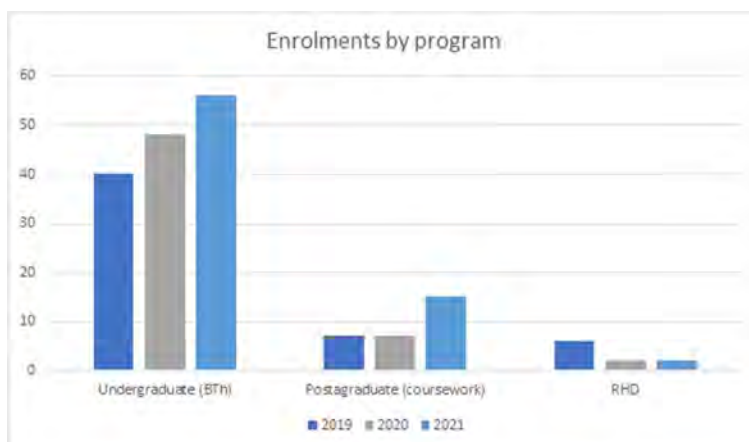


## 2. Gender of the Student Body

The sample for this data is based on second semester students and includes students in all SFC offerings including Professional Supervision and auditing.



## 3. Student Enrolment:



4. *Ages of those Studying Tertiary courses at SFC (excluding Prof Supervision and auditing)*

2021	18-30 years	31-40	41-50	51-60	61 and over
	9	10	17	18	9

**Enrolments for Semester 1, 2022**

Subject	Enrolments	Auditing	Lecturer
THL101/417 New Testament Greek 1	6		Marie-Louise Craig
THL102 Biblical Hebrew 1	8	1	Marie-Louise Craig
THL105/408 Intro to Old Testament Studies	19	1	Marie-Louise Craig
THL131/460 Early Church History	9		Jonathan Holland
THL115/409 Christian Worship	6		Jonathan Holland
THL111/460 Intro to Christian Theology	17		Peter Kline
THL208 The Synoptic Gospels	16		David Neville
THL314 Sacramental Theology	18		Ceri Wynne
THL306 Biblical Hebrew 3	1		Marie-Louise Craig
THL354 Youth, Culture, and Mission	4	3	Jonathan Sargeant
THL501 Guided Research	1		David Neville
MIN405 Principles of Church Leadership	1		(Don Owers)
MIN702 Doctor Philosophy	1		Peter Kline
<b>Total</b>		113 (117 including courses that are 'double-credit', i.e. MIN702)	

# Anglican Schools Commission

This report reviews the work of the Anglican Schools Commission for the year 2021.

Membership of the Anglican Schools Commission (ASC) for the year 2021 was:

**President:** The Most Rev'd Dr Phillip Aspinall AC, Archbishop, Anglican Church Southern Queensland

**ASC Chair:** The Rt Rev'd Jeremy Greaves

## **Members:**

- Ms Suzanne Bain
- Mrs Robyn Kronenberg
- Mr Geoff McLay
- Dr Gavin Nicholson
- Dr Daniel O'Connor OAM
- Ms Alison Reid
- Dr Mark Sly
- Dr Judy Smeed
- Ms Sherril Butterworth

Dr Mark Sly retired from the ASC September 2021.

The Rev'd Mary-Anne Rulfs: Membership was approved 16 December 2021. Mary-Anne did not attend any ASC meetings as her appointment was after the final meeting for 2021.

The Commission met formally 12 times during 2021 and had one special meeting. All meetings were held via Zoom due to COVID restrictions.

## **Anglican Schools Office Staff:**

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

## **Education & Care Services**

**Project Coordinator**

Mrs Sharon Mehan

**Media Advisor**

Ms Hilarie Dunn

**Cultural Consultant**

Mr Paul Paulson

At the end of 2021 we farewelled Mr Geoff Newton from Hillbrook Anglican School. Geoff joined Hillbrook in 1998 as Deputy, and was appointed Principal in 2008 (the third at the school). Geoff left after 24 years of leadership at Hillbrook. In June 2021, the Chair announced the appointment of Mrs Maria Woods to the role of Principal from 2022.

In February 2021, Mr Andrew Hawkins was commissioned as the ninth Headmaster of The Southport School.

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

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

- Heads network
- Chaplains, through the Byam Roberts Community
- Business Managers Network
- Risk & Compliance Managers Network
- HR Network
- Cyber Champions Network
- Early Education and Care Service Directors Network
- Student Protection Officers
- Arts & Music Directors Network
- The Anglican Schools Senior Leaders Network was to be revived in 2021. The aim was to provide a network of peers for our emerging school leaders. In addition to meetings every term, it was intended that the Senior Leaders network would participate in an emerging leaders conference and in turn be invited to attend the 2022 ASCENT conference. Sadly with COVID restrictions it was not feasible to revive this network or hold the conference.

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

The Heads Retreat with the Bishops and Archbishop early in Term 1 each year is an event all Principals look forward to and provides a time for spiritual nourishment and reflection as well as strengthening the relationships with each other. The 2021 Heads' Retreat was very well attended, and feedback from the Heads and Bishops was very positive. For 2021, the focus for discussion throughout the retreat was the book *How Then Shall We Live?* by the Rev'd Dr Sam Wells.

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

We continue to operate the Queensland Anglican Schools Approved System Authority as approved by the Commonwealth Government which includes all 11 Diocesan Owned and operated Schools, those schools being:

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

### ***System Finance***

Despite the challenges of COVID-19 the majority of diocesan owned and controlled schools returned strong financial results for 2021.

Only two schools failed to exceed their 2020 enrolments, The Glennie School which lost a large Year 12 cohort at the end of 2020 and The Springfield Anglican College whose school community was badly hit by damaging hailstorms towards the end of 2020. Overall student enrolments increased by 293 over the prior year, to 16,294 and exceeded the budget by 150 students.

The strong enrolments ensured most schools exceeded their budgeted surpluses and all schools exceeded the ASC/FDSC minimum benchmark targets for Debt Service Coverage and Cash Coverage Ratio.

2021 was the final year that schools would be funded on their old SES scores with all non-government schools moving to their Direct Measure of Income (DMI) score in 2022.

The DMI score determines how much the base funding provided to primary and secondary students is discounted to reflect the school community's ability to contribute to the running of the school. The higher the DMI score the greater the percentage taken off the base funding amounts. Six of the diocesan owned schools score went up by five or more and the other schools experienced small increases.

This will result in a loss of \$75.8m in Commonwealth Funding over the next eight years. The Commonwealth will provide assistance to schools experiencing large reductions in funding levels and approximately \$11.5m will be received in transitional funding from the Commonwealth's Choice and Affordability Funds.



Diocesan schools have been modelling the financial impact of moving to the new funding model since 2020 and have been provided with DMI scores in 2020 and 2021 which have enabled them to model the financial impact of the loss of funding.

## ***Governance***

Formal Governance training was not undertaken in 2021, again due to the COVID restrictions. However annual training for Council members included elements of the training developed and delivered to all Schools in Child protection processes and Child and Youth Risk Management Strategies.

## ***Mission***

The vocation of Anglican Schools is Education, but it is education driven by a vision of humanity shaped by the image of God made visible in Jesus, present in every human being. We use our Ethos Statement for Anglican Schools in Southern Queensland as the foundation upon which we build Anglican identity.

Through Anglican Identity programs we engage with staff and move together towards an understanding of what education looks like when it is driven by a vision of humanity shaped by the image of God.

Every school has its own story and culture. Both the story and culture must be true to the school's identity and purpose, as well as being aligned with the Christian story and the Anglican ethos. This is about walking together. Some of the key questions are: what are your values and what do they look like; what are you educating for; what are you asking people to belong to; what is true that you are making visible?

## ***Key Projects:***

- Anglican Identity induction program with resources for ongoing engagement in schools; including specific work identifying the school's values (TSAC) or clarifying them (FCAC) and working with senior leaders (WMAC).
- Development of a toolkit on "purpose", the work of light and liberation, educating for: Dignity, Wisdom, Hope, Justice.
- Dirrum Festival (Goodji) – 'Inspiriting' for the common good; a feast of disruptive inspiration run by students for a bigger & shared good. COVID took this significant festival away from the Cathedral to a studio and broadcast event at St Francis College, <https://www.dirrumfestival.org/bne21>. In 2022, it will be hosted by St John's Anglican College, Forest Lake, and called Goodji Festival (Dirrum).
- National ASA Conference (Keynote Speaker).
- Support to chaplains: school visits, resource development, liturgical assistance and occasional preaching/speaking, pastoral and professional support
- Four week service-learning student in-service course – Change the world or be the change (CAC).
- Searching for and supporting entry of new chaplains into school's ministry.

- Cross commission work: Community of the Way Advisory Board; St Francis College Review team (Chaired by Bishop Bill Ray); Youth to Young Adults Pathway; Middle Years Ichthus Camp; Vocations Task Group; WayPoint Contemplative Community (St Andrew's Anglican Church, Indooroopilly)

## ***Religious Education: Teaching & Learning***

At the Anglican Schools Commission (ASC), we believe that Religious Education is a vital part of the Anglican identity of every school. Under the wise leadership of the Executive Director of the ASC, Ms Sherril Butterworth, work in the area of Religious Education has been able to flourish. Ms Butterworth, who is passionate about the mission of the ASC, is most generous in her support of all educational initiatives that the ASC has undertaken during the year.

As Dr Robin Bevan, Headteacher at Southend High School for Boys notes in the *RE Today* magazine, "No one is fully educated for the modern world without having stretched their brains, at the highest level of al learning, to grasp the questions and answers afforded by philosophical reasoning and religious reflection... Those who deny RE a leading place in the school curriculum don't understand the purpose of education or the nature of life."

To chronicle the development of Religious Education across Anglican schools in 2021 is a significant task considering the extraordinary amount of work carried out by teachers, leaders and religious educators throughout the year.

The Anglican Schools Commission endeavours to support and encourage religious educators on their journey of continual improvement around the teaching and learning of Religious Education in all schools. This involves offering a program of professional learning opportunities to encourage the development of all teachers. Providing teachers with opportunities to network, collaborate and share helps all religious educators increase their knowledge and enhance their skills. The religious educators in Anglican schools remain committed to effectively participating in and contributing to professional engagement and lifelong learning.

We were thrilled to host "Digging for Wisdom" as our first day of professional learning for the year. The Dean of Grafton, the Very Rev'd Dr Greg Jenks, graciously offered to lead this day of learning. As an experienced archaeologist, an historian and a theologian, Dr Jenks brought knowledge, experience and wisdom to our day. Dr Peter Lewis, another historian and theologian and long-term supporter of Anglican schools, also contributed to the day, sharing in his capacity as a renowned scholar and numismatist. Dr Jenks is the director of the Centre for Coins, Culture and Religious History and Dr Lewis is a research associate with the Centre. This day provided teachers with abundant knowledge, equipping them to be more effective and confident in teaching in their own classroom.

Both Dr Jenks and Dr Lewis continue to serve Anglican schools through their work with the Centre for Coins, Culture and Religious History. The artefacts, ancient coins and ancient manuscripts from the CCCRH have been loaned out to schools to resource a

number of units taught in schools. We are extremely grateful to both Dr Lewis and Dr Jenks.

ASLAN – the Anglican Schools Librarians' Association Network was also founded at the beginning of the year. This group, which was initially set up to facilitate dialogue between religious educators and librarians, has become a professional network in its own right. Ms Eve James, Manager of the Roscoe Library at St Francis Theological College, has been a most valued supporter of Anglican schools and helped to set up ASLAN. The first official ASLAN meeting was held at The Southport School, hosted by the very gracious Mr Andrew Stark, Head of Libraries and Information Services; Associate Dean of Teaching and Learning – Professional Learning Events. It was a marvelous event that inspired other schools to offer to host future events. Ms Tehani Croft, Knowledge and Learning Resources Manager, West Moreton Anglican College, hosted the second meeting, where both Ms Tehani Croft and Ms Phyllis Marsh, Learning Innovator – Indigenous Perspectives, shared with the group. ASLAN members were looking forward to 2022 and meeting at Hillbrook Anglican School, thanks to Ms Loris Phair, Library Services Coordinator.

The COVID pandemic presented schools and the Anglican Schools Commission with many challenges in terms of hosting professional development. Our Term 2 Day of Professional Learning was postponed until Term 3, where it was held both in person and as a Zoom online event. This event was extremely successful. For this day of learning we were delighted to welcome the Rev'd Dr Chris Mulherin, the CEO of ISCAST, originally known as the Institute for the Study of Christianity in an Age of Science and Technology.

Dr Mulherin is the author of *"Science and Christianity: Understanding the conflict myth"*. Anglican schools are extremely grateful to ISCAST for their generosity in supporting Anglican schools. Dr Mulherin also presented to the students at St Margaret's. ISCAST has offered to supply schools with guest speakers from the academic and science communities.

In Term 4, the day of professional learning focused on developing the inner life of teachers. This day was entirely hosted by the staff of All Saints Anglican School, and we are very grateful to the staff and the school leaders for their wonderful support of Religious Education across our community of teachers. The Rev'd Ann McGuinness, Ms Milissa Gustafson, Ms Lyn Barker, Mr Brendon Callaghan and Mr Mark Gladman, along with a Benedictine monk, known as Br Frederick James, facilitated the entire day of learning. There was an opportunity for teachers to listen, learn and participate in prayer and meditation as they were guided by the staff of All Saints. This day was designed to both equip teachers to work with students and to provide an opportunity for teachers to nurture their own inner life. In addition to the presentations, Dr Peter Lewis once again provided us with a brilliant display of ancient prayer books – the Books of Hours.

We felt that our days of learning together throughout the year were made very special by the number of additional teachers and community experts who contributed. In addition to the All Saints Anglican School staff, throughout the year we had sessions presented by teachers including Lay Chaplain Steph Cotroneo and Head of Religious Education Max Condon, both from Churchie. We also had Maria Thompson, Head of Life and Faith from

Cannon Hill Anglican College, lead a session on Anglican Prayer Beads. Our ever-supportive friends, Randal and Susan Dennings, representing the Anglican Labyrinth Group, also joined us and facilitated a labyrinth walk to open our Term 1 Day of Professional Learning. Dr Maurice Ryan, renowned author and academic in the world of religious education, also joined us as a guest speaker and panel member during our Term 3 Day of Professional Learning, speaking about his books but also offering us an insight into the importance of 'pedagogical content knowledge'.

We feel extremely blessed to have such a wide range of teachers, leaders and community experts so willing to share their knowledge and expertise with us. These people all volunteered to help us, as they also value the role of Religious Education in Anglican schools.

In addition to our major events, the ASC offered 'Curriculum Conversations' during each school holiday throughout the year, and we were delighted by the numbers of teachers who gave up holiday time to gather at St Francis Theological College to connect and collaborate on matters of curriculum development.

Curriculum development continued to be a focus throughout the year. The Shared Syllabus is a dynamic document and according to the needs of the teachers and new research in education, we were able to make changes in the curriculum as needed. We worked for some time on adding clarity around the Early Childhood section of the curriculum.

The Monday Manuscript, a weekly email sent out by the Religious Education: Teaching and Learning Advisor, continued to be a way of sharing ideas, information and resources with schools and the wider community. Schools often shared what they were doing through stories in the Monday Manuscript. It was also a way that the ASC connected with other Commissions, community organisations and other networks. Cross-commission work was often facilitated by the communication and connections afforded by the Monday Manuscript. Throughout the year, the Editor of Anglican Focus, Ms Michelle McDonald and the Religious Education: Teaching and Learning Advisor were able to share stories and information for the benefit of the wider church community.

In addition to connecting with our local Anglican community in Queensland, the ASC continued to work closely with Ms Penelope Russell, Director of Teaching and Learning, Anglican Schools Commission in Western Australia and with Mr Ian Parr, Religious Education Officer, Newcastle Anglican Schools Corporation. The Leaders in Religious Studies national group held regular meetings and began the initial steps towards organising the National Religious Education Conference called Connections, to be held on 29 March 2022. Organising the inaugural National Conference was a significant task but also very exciting. Organising and hosting this conference was only possible with the ongoing and generous support and leadership of Ms Sherril Butterworth, the Executive Director of the ASC.

In addition to the support of the Executive Director, Ms Butterworth, we are also grateful to the Heads of Anglican schools for supporting Religious Education in schools. We are continually impressed by the dedication and commitment of religious educators in

schools, and we are abundantly grateful for the friends of Anglican schools who give of their time and knowledge so freely.

As the National Association of Teachers of Religious Education notes on its website: “RE is like the Tardis. Despite the small space it occupies in the curriculum, it is huge, encompassing nothing less than humanity’s most searching questions, its deepest hopes, the history of the world’s beliefs and their diverse manifestation in the modern world.”

The ASC truly believes that Religious Education is a gift that is freely given to our students so that they may flourish and thrive now and in the future. We gratefully acknowledge and thank all religious educators in Anglican schools for their professionalism and dedication in 2021.

## ***Child Protection***

Throughout 2021, a comprehensive review was undertaken of the child protection policy and procedures for both schools and education & care services (ECS): this resulted in the approval of the new *Protecting Children and Young People in Anglican Education Policy, Guidelines and Procedures*.

These documents assist schools and ECS in preparing for and responding effectively to specific child protection matters; and the meeting of several responsibilities, including those associated with accreditation, funding, statutory reporting, liability, compliance, social responsibility and harm minimisation.

Improvements included: the more explicit detail on the scope of concerns, management of breaches and compliance with relevant laws; detailed responsibilities for each role type – from all persons, to volunteers, staff, leaders and governing bodies; more efficient reporting processes; revised delegations and reporting of inappropriate behaviour and strategic risks; as well as improvements to quality assurance mechanisms.

Work will continue in 2022 to support implementation.

Schools and ECS services also continued to consult with the Child Safety Advocate on matters relevant to children’s safety and wellbeing and related requirements and practices. In addition to specific matters, Schools and ECS also sought support and advice on issues such as training requirements, information sharing, issues associated with child and youth risk management. Support was also provided to help manage broader complaints and prepare and respond to relevant components of reviews and audits such as NSSAB and CRICOS reviews, and the ACSQ child safety audits. Combined, this work provides valuable insight into the complex matters that schools and ECS are managing on a regular basis.

## ***Training***

Each year, the ASC provides training content to schools and ECS to enable all staff to receive annual training in child protection and, child and youth risk management processes. The 2021 version was made available on the CompliLearn management

system in January 2021. The content is focused on helping to evidence the meeting of legal requirements to ensure staff:

- are trained on the implementation of our written processes for managing child protection;
- are advised of the existence and application of child protection law and their associated obligations, and
- are provided with training material that:
  - helps to identify risks of harm to students;
  - helps handle disclosures or suspicions of harm; and
  - provide an outline of your child and youth risk management strategy.

The Child Safety Advocate also provides Student Protection Officers in Schools and relevant staff in ECS with in person induction sessions to support their responses to child protection matters. In addition to this, as 2021 professional development, the ASC engaged Dr Howard Bath to provide training to Student Protection Officers and other relevant staff such as pastoral care, boarding and ECS leaders, on:

- The impact of severe developmental adversity on the ability to learn, to connect, and manage emotional stress (full day for schools and ECS), and
- Understanding and responding to the inner worlds of children living away from home (half day for schools who provide boarding or medium/long term home stay).

The ASC also worked with Dr Bath to develop and deliver a short online learning module on trauma informed care for all school and ECS staff.

## ***Online Safety***

Schools were encouraged to apply the Implementation Guide for the Best Practice Framework for Online Safety Education (released in July 2021), along with the Toolkit for Schools and other resources published by the eSafety Commissioner.

### *Y Safe*

Moving away from our own Online Safety Advisor, the ASC entered into a contract with YSafe to provide services to School from 2022. This decision was based on YSafe's ability to provide specialist expertise and service in a way no one individual can and in a cost-effective way.

YSafe provides (to the 11 owned schools and as an option for separately incorporated schools) education sessions to students, staff and parents; a school Cyber Safety Hub accessible to all school parents/carers and staff; and access to YSafe's K-10 classroom education program.

## *Early Education & Care Services (Angel Services)*

2021 proved to be another eventful year for the Education and Care sector and the ASC ECS team.

### *COVID-19*

COVID lockdowns occurred on numerous occasions at the start and middle of 2021. Each lockdown saw funding changes for ECS and families, predominately at the Commonwealth level, as the Government worked to support workforce participation rates. Services continued to review and adjust their COVID-19 management plans according to local circumstances against Qld Health directives, staffing, child, and family's needs.

Towards the end of 2021, the Education and Care Sector were re-defined as 'not household like' which saw the removal of staff quarantine restrictions during COVID outbreaks within an ECS. Following on from this, Queensland Health imposed a vaccination mandate for all ECS workers. Across the Diocesan Education and Care Services, a very small number of staff elected to resign due to the vaccination mandate.

### *Staffing*

Throughout 2021, the Education and Care sector felt sustained staffing pressure due to COVID-19 vaccination requirements, the introduction of legislation for higher qualifications, workforce exhaustion, and a Fair Work decision affecting casual conversions and a wage review of the Children's Services (Teachers) Award. The ASC was successful in both of its State based Workforce Grant applications designed to assist the ECS with recruitment and educator mental wellbeing. Commonwealth response to ECS staffing pressure has been to provide Educators with an opportunity to access discounted childcare.

2021 saw the ASC hone support arrangements around creation of support networks, resourcing for frontline workers, operational decision-making support, and pastoral care referral. The ASC rectified several historic employment conditions and wage discrepancies whilst issuing contracts for Parish based ECS. The ASC assisted with all Parish based employment processes and reclassified all Parish based Teachers under their new Award conditions.

Despite COVID restrictions the ASC managed to host three Director Network Meetings in 2021. The first was held in Brisbane whilst the second and third involved service visits. These provided a much-needed opportunity for Anglican ECS Directors to come together to share their stories and support each other.

### *Administration & Admin Reviews*

In addition to prescribed incident reporting and management on behalf of the Diocese, the ASC conducted two administration reviews in 2021, to ensure the Approved Provider continued to meet its legislative requirements, overarching policy and sector standards. The administration reviews centred around:

1. Nominated Supervisors
2. Educational Leaders

Both positions are required under legislation and as such carry responsibilities for the Diocese. The reviews included checks of Diocese and ECS held documents and processes around compliance, blue card, professional standards and qualification checks, position descriptions, appointment processes, training, and templates to ensure all legislative and sector standards were met.

### *Funding & Child Protection Reviews*

The ASC supported three services through a Queensland Kindergarten Funding Scheme (QKFS) funding review and assisted a Parish based ECS to meet its Integrated Service Delivery funding timeframes. Early work also began to review ECS and Diocese interaction with Government funding systems such as PRODA, QGrants, and the Inclusion Support Portal to ensure adequate line of site for the Approved Provider.

One Parish based ECS underwent the Diocese led Child Protection review in 2021. The ASC met with the reviewer and St Alban's Wilston Early Childhood Centre Nominated Supervisor to discuss the operational support the Approved Provider does with the ECS, to ensure strong operation-based governance. No relevant breaches were identified with the service meeting or exceeding in all areas.

### *Quality Improvement*

The ASC provided a range of support services to ensure ECS quality practices throughout 2021. The ASC continued to review all Approved Provider ECS Quality Improvement Plans (QIP) above legislated requirements for services. The QIP reviews ensure the document is measurable and in line with industry standards. This allows the ASC to continue to benchmark our Angel services as well as identify areas for targeted training.

The ASC conducted a review of an ECS ahead of their scheduled government led Assessment and Rating review. The ASC review identified a range of items for the ECS and school line management to attend to, resulting in significant financial and manpower investment in the ECS leading the service to an Exceeding rating.

The ASC provided training support for three non-Approved Provider Anglican ECS in 2021.

- Canterbury College – received Nominated Supervisor training to assist with legislative understanding and governance
- FSAC Schools, St John's Anglican College and The Springfield Anglican College – Both schools received Quality Improvement Plan reviews and quality improvement training for their respective ECS's.



## *Policy*

The second half of 2021 saw the ASC focus heavily on ECS policy and procedure development and review, to ensure overarching policy and procedures captured:

- Legislative requirements
- Governance functions were met
- Quality benchmarking for Angel services

The process is designed to capture all Approved Provider ECS staff, parent and, where able, child input, into policy and procedure, whilst meeting industry and recognised authority standards. Policy and procedure are provided to the ASC to be reviewed and ratified for use ahead of implementation. Each policy and procedure have an annual review date as per ECS sector expectations.

## *New Service Development & Renovations*

Whilst several ECS underwent minor renovations in 2021, St Luke's Anglican Education and Care Service expanded substantially to meet local demand and to act as a feeder service for the school.

Throughout 2021 the ASC worked closely with the St Luke's Anglican Parish at Tarragindi to establish a new ECS service at Ekibin. The ASC has a very healthy and mutually respectful relationship with the Parish whose representatives report great relief and joy in the partnership as we work together on our shared vision to support the missional work of the Church and local community capacity building.

As 2021 drew to a close, the ASC ECS team drew comfort in the consistency of their efforts to support Diocese Education and Care Services through good governance and quality practices. They did this against a backdrop of sector and Government pivoting to meet new and ongoing challenges brought on by COVID-19 and workforce difficulties. Learnings from 2021 and the passion and belief in Anglican Education and Care Service delivery held by the ASC stands the Diocese in a strong position to handle future challenges with professionalism and compassion.

## ***The Queensland Anglican Schools Enterprise Agreement 2021***

In 2021, the ASC continued its negotiation of a new Enterprise Agreement, following the expiry of previous agreement. The new agreement, which has now been approved by FairWork has a nominal expiry date of 31 December 2023.

Below are several points that outline the key changes contained within the new 2021 Agreement, in comparison to the arrangements previously provided within the 2018 Agreement.

### *Wage & Allowance Increases (Clause 6.2 and Schedules 3, 5, 6 & 13)*

The Agreement provides for minimum increases to wages and allowances as follows:

- 1 July 2021 – 2.5% wage increase to existing salaries;
- 1 January 2022 – 1.5% wage increase and introduction of Teacher banding; and
- 1 January 2023 – 2.5% wage increase.

Higher increases have been incorporated if required to meet market rates or due to structural changes (e.g. Steps 1 to 8 Teachers).

The rates of pay in the Agreement have been updated accordingly. The backpay associated with the wage increase for 1 July 2021 will be paid if the Agreement is voted up by a majority of employees during the ballot. This backpay will be made in the first full pay period commencing on or after the successful vote, rather than waiting for the approval of the Agreement by the Fair Work Commission, which could take many months.

### *Banding of Teacher Steps (Schedule 3)*

Two step classification bands for Teachers will be introduced on 1 January 2022 as follows:

- Band 1 – Steps 1 and 2;
- Band 2 – Steps 3 and 4;
- Band 3 – Steps 5 and 6;
- Band 4 – Steps 7 and 8;
- Band 5 – Step 9.

Each two-step classification band provides an average salary. This provides earlier access to higher salaries for Teachers.

Progression to the next highest bands will be subject to the Teacher completing two years of service.

No Teacher will experience a reduction in salary as a result of the implementation of the classification bands. We note this is only relevant for a Step 4 Teacher who will not progress to the next higher classification level/Band on 1 January 2022.

### *Promotional Positions for Teachers (Schedule 8 & 13)*

The new Promotional Positions for Teachers model has been included at Schedule 13 to replace the previous Positions of Added Responsibility (PAR) provisions. The key aspects of this new model are:

- The model will apply to all Schools in 2022, following a successful trial at Hillbrook where staff confirmed their support for the model via a staff survey and vote.
- The new model features 10 different levels to account for the varying types of Promotional Positions throughout Schools with more beneficial time and salary arrangements. The higher levels provide significantly more beneficial entitlements than the existing PAR model.
- Employees transitioning from the PAR model to Promotional Positions model will not suffer a reduction of the combined value of their time and salary components as a result of the introduction of the new model.
- A new two-tiered system has been introduced to provide increased opportunities to younger Teachers where possible. Tier 1 is based on the salary for Step 5/Band 3 and applicable to Teachers with up to 5 years of service. Tier 2 is based on the salary for Step 9/Band 5 and is based on Teachers with 6 years of service or more.
- Unless otherwise agreed, the default allocation for time and money will be:
  - 50% time and 50% salary for Levels 3 and above;
  - Maximum salary only for Level 2/Highly Accomplished Teacher and below.
- Any existing release time arrangements may be maintained in 2022 and additional minimum entitlement to time provided in the form of salary, unless otherwise agreed.
- Highly Accomplished and Lead Teacher (HALT) has been incorporated into the model and includes the clause developed by the JWP. The incorporation of HALT provides more beneficial salaries than would otherwise be payable.

### *Hours of Duty – Teaching Employees (Schedules 9 & 10)*

The current hours of duty framework for Teachers has been amended as follows:

- To clarify that the model will only operate for the 2022 School Year and will be replaced by the new framework developed by the Joint Working Party (JWP) and SBU (refer to Schedule 11).
- Primary Teachers will receive a further 30 minutes of preparation and correction time and a subsequent reduction in non-contact time.
- The types of duties which may have programmed or notional times have been clarified.
- The Anglican Schools JWP has been identified as the relevant reference group where a School Consultative Committee is unable to agree on notional time allocations.
- If changes in relation to curriculum, assessment or reporting are expected to have an adverse impact on the workload of Teachers, the School will consider what additional support can be provided to alleviate the adverse impacts.

### *Responsibilities of Teaching Employees (Schedule 11)*

The new model to replace the current hours of duty framework for Teachers has been inserted at Schedule 11 and provides:

- The model will be the subject of a desktop trial in 2022 by all Schools, before its implementation in 2023. Any recommendations as a result of the trial will be considered before the implementation of the model to ensure it meets the needs of Schools and their Teachers.
- The model considers that Teacher responsibilities fall within the following four defined categories:
  - Teaching Responsibilities;
  - Professional Learning Responsibilities;
  - School Directed Responsibilities; and
  - Extra-Curricular Responsibilities.
- The maximum number of attendance days per annum is 195.
- The model acknowledges the professional commitment and judgment used by Teachers, including those in Promotional Positions, to spending additional time on fulfilling the requirements of their roles, including planning and preparing lessons, setting assessments and marking.
- The increase in preparation and correction time for Primary Teachers and subsequent reduction in non-contact time has been incorporated.
- The annual quantum of Professional Learning Responsibilities and School Directed Responsibilities shall be a maximum of 270 hours.
- If changes in relation to curriculum, assessment or reporting are expected to have an adverse impact on the workload of Teachers, the School will consider what additional support can be provided to alleviate the adverse impacts.

### *Casual Employees (Schedule 6C)*

Changes have been made to the Casual Employee provisions throughout the Agreement as follows:

- Due to recent legislative changes, a new clause has been inserted that clarifies that the casual loading is paid in compensation of non-payment of public holidays, all paid leave entitlements (excluding long service leave), notice of termination and redundancy pay.
- The arbitrary maximum engagement for a Casual Teacher of five days has been removed.

### *Superannuation (Clause 13.10)*

The Agreement provides that the School will make compulsory superannuation contributions in accordance with legislation (currently 10% of ordinary time earnings).

Where an Employee makes a voluntary contribution of at least 5% per annum, the School will make an additional superannuation contribution so that the total Employer superannuation contribution will be a maximum of 12.75%.

### *Pandemic Leave (Clause 14.47(c))*

Employees will be able to access their annual entitlement to three days of paid natural disaster leave if their school is closed or its normal operations are affected by the pandemic and they are unable to work remotely or be redeployed.

### ***In Closing***

The challenges faced by our schools throughout 2021 came after a difficult 2020 but across the System our staff, students and wider school communities met these challenges time after time. Despite an overall weariness, our staff have continued to offer high standards of teaching with care and diligence in all of our schools. Likewise the staff of the ASC Office have adapted to the constantly changing environment with professionalism and determination.

This professionalism and determination, from a small and committed staff group, has ensured that each one of our schools has been well supported to carry out their mission of educating for dignity, wisdom, hope and justice. I have been incredibly grateful for the hard work of Ms Sherril Butterworth, the Rev'd Richard Browning, Mr Robert Nettleton, Mr John Gregg, Ms Heather Bryce, Mrs Vanessa Gamack, Ms Lorelle Armitage, Mrs Kerryn Smith, Ms Levina Fuller, Ms Kerry Frances, Mrs Sharon Mehan, Ms Hilarie Dunn and Mr Paul Paulson through another challenging year.

*The Rt Rev'd Jeremy Greaves,  
Bishop of the Northern Region,  
Interim Chair Anglican Schools Commission*

# Diocesan Owned Schools

## Anglican Church Grammar School

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

Students and staff of Anglican Church Grammar School (Churchie) commenced 2021 with optimism and vigour, seeking to achieve highly across the life of the School while navigating the challenges of the COVID-19 pandemic. Fortunately, despite the periodic lockdowns, many of the areas most impacted by the pandemic (camps, events and curricular activities) returned in close-to-original formats. When required, the School community reactivated 'School at Home' learning whilst adhering to the requirements set by government and health authorities.

The following achievements exemplified Churchie's mission in 2021, across the School's strategic focus areas of excellence in learning; excellence in teaching and leading; balance across our tenets; global focus; and world-class corporate services:

- The School's second cohort of Year 12 students completed the revised QCE/ATAR and the third cohort of International Baccalaureate Diploma Program students graduated.
- Delivery of master plan projects continued, with delivery of significant new building projects and refurbishments of learning and pastoral areas.
- Three students from the class of 2020 secured entry into international universities.
- Two students from the class of 2021 achieved 99.95 ATARs – the highest possible result in Queensland.
- The co-curricular program continued to be highly successful, securing two GPS premierships and being well supported by students and parents. Further, the Premier Chess Team won the National Schools' Chess Championship.
- The Churchie Research Centre completed an empirical study examining the impacts of the study skills intervention programme (A Learner's Toolkit), demonstrating the positive impact on student self-believe and use of high-impact study strategies.

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

Churchie values the Archbishop's annual message for the commencement of the school year. The theme for 2021 'Being together – Nurturing Relationships' has permeated many aspects of the curriculum and worship.

During 2021, worship activities sometimes featured as a virtual service and other times, face-to-face, with limited numbers in accordance with the prevailing health authority and government requirements. When services were unable to include wider family members, they were broadcast online. Early in the year, the School celebrated year-level and house Eucharists. Confirmation occurred after the short lockdown, with reduced attendees. The Prep School held a revised Admissions to Holy Communion course. Overall, the response to Confirmation and First Communion was wonderful and inspiring.

Highlights for the year were the House Chapels planned by their Sacristans, their final Eucharist and Valedictory services were led by Father Richard Browning and The Rev'd Dr Ceri Wynne. The annual Year 6 Graduation Service was, as always, a genuine highlight and led by Prep Lay Chaplain Stephanie Cotroneo. The Rt Rev'd John Roundhill assisted with the Year 11 end-of-term Eucharist.

House Sacristans led their houses in weekly prayer at house meetings and were an example to their peers in exploring and expressing their faith.

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

The School's Canon Jones Memorial Chapel has opened its doors to the community through services and prayer.

Churchie worships in St John's Cathedral three times a year – for Founder's Day in February, and for services at Easter and Christmas – and is pleased to have a longstanding partnership in educating the Cathedral Choristers. Members of Anglicare assist in leading the Preparatory School Christmas Service. The Prep School responded to the Rev'd Dr Ann Solari's call by collecting six boxes of groceries and other items to be distributed over Christmas to people sleeping rough around the Cathedral.

Churchie has strong relationships with the churches in our neighbourhood. The vibrant service program offers local parishes help with gardening, painting and general maintenance tasks. The Admission to Holy Communion and Confirmation programs draw students into the sacramental life of the church in prayer and faith.

The School is especially grateful to many members of clergy from the Diocese for their faithful and willing assistance during Senior Chaplain Father Bryan's long service leave, meeting our baptism, wedding, communion, confirmation and funeral sacramental needs. Their seamless integration was appreciated by the chaplaincy team and made these important family services even more special for the School community.

## ***Relationships***

The Prep School maintains its relationship with Anglicare Foster Care by donating gifts and gift cards to be distributed to foster care families.

## ***Chaplaincy***

In 2021, the chaplaincy team at Churchie consisted of:

- Fr Bryan Gadd, Senior Chaplain (on long service leave for Term 2, 3 and 4)
- Mrs Stephanie Cotroneo, Lay Chaplain Prep School
- Mr Max Condon, Head of Religious Education Faculty
- Mr John Collins, Director of Service

The religious education leaders (coordinators) were:

- Mr Max Condon, Head Religious Education Faculty (Senior School)
- Mrs Stephanie Cotroneo (Prep School)

Members of Churchie community attended the funeral at St John's Cathedral for Fr David Johnstone, former Senior and part-time Associate Chaplain, to give thanks for his life, ministry, and the impact of his gentle and faithful service, for so many years.

## ***Religious Studies***

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

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

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



## ***Missional Engagement***

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

In 2021, due to COVID-19 restrictions, activities were structured according to health authority and government directions. However, Churchie students successfully completed outreach and service initiatives in the local and international community.

The Prep Service Committee enacted several projects influenced by student voice. These included raising awareness about recycling, packaging, composting and oral hygiene waste. Students also wrote letters of thanks to volunteers in our classrooms and library.

## ***Reconciliation Action Plan***

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

- Acknowledgement of Country commences a broad range of events and occasions across the School led by indigenous students and staff. Some examples include Senior and Prep School Assemblies, services for day and boarding families, Prep Easter and Christmas services.
- Churchie has a key partnership with Yalari Foundation to enrol Indigenous boys in Years 7 to 12. In 2021, there were 13 Yalari Scholars enrolled at Churchie.
- Prep students explore the Acknowledgement of Country and identify the traditional custodians of the land. Student-designed signs are displayed in the Prep School office acknowledging our traditional custodians.
- The Aboriginal and Torres Strait Islander flags are flown on the School's flagpoles daily.
- Staff were made aware of, and are encouraged to attend, professional development opportunities for NAIDOC week 2021.
- Year 6 students were taught and performed *Yuggara Djarra Na*, with permission granted by Indigenous elders. This performance and opportunity to learn from the language of our traditional custodians was one of the highlights of the Year 6 PYP Exhibition.
- Year 6 students engaged in a unit with lines of inquiry investigating connection to country, traditional custodians and Indigenous culture.
- Aboriginal Artist, Ms Wendy Rix was commissioned to design and paint an Advent Banner for the Prep School, featured as a source of inspiration and call to worship during the Prep School Christmas Service at St John's Cathedral.
- A member of the Chaplaincy team attended the RAP launch at St John's Cathedral, on the afternoon of 23 November 2021, in support of this event and initiative.
- The Diocesan Reconciliation Art 'Being Together' was put on display in the Canon Jones Memorial Chapel.

## ***Achievements & Contribution***

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

## ***Academic Results 2021***

Churchie's class of 2021 achieved excellent results, and we commend them on their success. We also acknowledge teachers and parents for their dedication, support and encouragement.

- Two QCE Churchie students achieved the maximum possible ATAR of 99.95. They are two of only 32 students in Queensland to achieve this result.
- The top International Baccalaureate (IB) Diploma Programme score was 43 from a maximum of 45, equivalent to an ATAR of 99.45.
- Several students were awarded university scholarships, including two University of Queensland Ramsay Scholarships.

	QCE results 2021	IB results 2021
99+ ATAR (IB score of 42+)	8%	19%
98+ ATAR (IB score of 41+)	13%	26%
95+ ATAR (IB score of 37+)	26%	67%
90+ ATAR (IB score of 34+)	44%	85%

**Overall, 50% of the 2021 QCE/IB cohort achieved an ATAR over 90.00.**

Churchie's Class of 2021 IB cohort achieved an average IB score of 37 (equivalent to an ATAR of 95.2). For comparison, the world average is 32.

Combined, 100% of Churchie students received the Queensland Certificate of Education, which requires several academic benchmarks to be achieved.

## ***International Scholars***

The School is pleased to see, each year, students considering and applying for international study. During 2021, three students from the class of 2020 received offers from leading international universities:

- Hugo Schreuder, UC Berkley, USA
- Liam Ardrey, Cornell, USA
- Advay Prabhu, Imperial College, UK

## ***Events***

Working within COVID-19 restrictions, major events included Anzac Day, Founder's Day, Preparatory School Easter Service, Preparatory School Christmas Service, Speech Night, Year 12 Valedictory Service and Celebrations, Preparatory School Final Assembly and the Churchie Ball.

## ***Major Projects***

During 2021, the School delivered key projects under the 2019 Master Plan providing enhanced service to the academic and pastoral programs. These included two new buildings, the Preparatory School Arts and Year 3 building and the Viking Café. These buildings have added specialised and general learning areas and, in the case of the Viking Café, a significantly improved service and recreational area for the Senior School. Additionally, refurbishment projects in the Prep School and boarding precinct were completed: Reception and Year 1 classrooms, JB Adams Library in the Prep School and Goodwin House boarding residential facility. Planning for a performing arts complex also progressed during 2021.

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

The Archbishop's theme was the basis for all Prep School Religious Education lessons and Chapel Services in term, and all staff and students observed the Archbishop's message during chapel. Students showed their understanding of nurturing relationships through drawing cover pages, reflecting on belonging, creating a recipe for a safe and happy RE class, and exploring related Biblical text. Year 4 teachers and students presented an assembly to the Prep School reflecting and sharing what they had learnt about the Archbishop's theme. In 2021 'Being Together – Nurturing Relationships' was included as a resource and anchor in the development of the Social and Emotional Learning Program.

The Archbishop's message also featured as a key theme of the new and returning staff days to provide a platform upon which to uplift, engage and encourage all members of the School community.

# Cannon Hill Anglican College

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

Cannon Hill Anglican College (CHAC) strives to be a centre of excellence in learning. Informed by our Anglican values, CHAC enriches and develops students, ensuring they have the opportunity to achieve their personal best in all life's dimensions for the benefit of the global community.

CHAC celebrated its 33rd year in 2021 and experienced a number of important developments such the official blessing and opening of the innovative student hub and cafeteria. Construction commenced on the redeveloped Primary precinct, and the College introduced a number of wellbeing initiatives, including the new College dog – Bonnie St Clare. Like 2020, the year was also punctuated by the challenges and opportunities presented by the COVID-19 health situation.

The tone of the year was set by the College's 2021 theme *Reflect – Grow – Flourish*, which served as a compass to guide our path and frame our thinking. Our students embraced the values and ethos of CHAC with energy and authentic appreciation in new ways, while our staff continued to create a rich learning environment and displayed exceptional commitment to our students.

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

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

With the easing of social distancing guidelines, community worship was again enjoyed with the recommencement of our CHAC@5 Family Services and College Chapel Services. The College came together to commemorate Anzac Day, CHAC's Foundation Day, the St Francis and St Clare Celebration, and the Year 12 community joined together for the preeminent event – the Valedictory Service held in St John's Cathedral.

Primary and Secondary chapel services were ably supported by the College's Spiritual Leaders, who continued to offer reflections and prayers at assemblies and services.

The 2021 College Captains introduced several fundraising initiatives, including the month-long project Awesome Month of August. The captains organised several events including an MND Ice Bucket Challenge, bake sale, and free-dress denim day fundraisers, and our Primary students supported the Indigenous Literacy Foundation through a fundraiser.

The College's Social Justice Committee again supported the work of Zonta by holding a birth kit assembly afternoon and a breast care cushion assembly event. The committee also arranged a breakfast to raise awareness of local homelessness issues with Rev'd Donna Peterson from St Peters Anglican Parish, Wynnum, as guest speaker.

The Life and Faith Program at CHAC upholds the Anglican tradition of a fearless exploration of the scriptures and church tradition, as well as the development of critical and creative thinking skills in the context of religious studies. From Prep to Year 12, all students participate in classroom learning about the Christian Faith, which was augmented by Chapel worship and service activities throughout the College. There were opportunities for Life and Faith classes to deepen their learning through interactive sessions lead by the Chaplain. The year 2021 saw a review of our Primary Program with the intention of implementation in 2022.

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

CHAC's participation in diocesan events is longstanding, and in 2021 the College community embraced many opportunities to engage with local parishes. Rector of Wynnum's St Peter's Anglican Church, the Rev'd Donna Peterson, attended the Social Justice Committee's annual breakfast, speaking on homelessness issues in the area. This talk resonated with students and staff, and the College's Christmas Appeal supported the parish's food relief service – St Pete's Pantry – by collecting food, gifts and toiletries for those in need.

The College also participated in the Anglican Catholic Reconciliation Service at the Cathedral of St Stephen. Three students represented CHAC and assisted in this significant event.

The College is engaging in discussion with the Rev'd Richard Browning from the ASC to assist in the development of the College's Service-Learning Program.

Representations of local parishes have also attended the CHAC@5 services.

### ***Chaplaincy***

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

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

- learn about faith, religion and spirituality,
- grow and deepen their personal faith and spiritual understanding,
- engage in reflection, prayer and worship with joy, integrity and respect,
- respond to need in and beyond our community through service to others,

- value and safeguard the natural world and work to sustain and renew it, and
- work together with respect, unity and trust.

## ***Religious Studies***

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

## ***Missional Engagement***

The Anglican Christian culture of CHAC is evident in the ways in which we interact with one another, respond to need and crisis, and deal with behaviours that do not align with the College's values. From the Principal to classroom teachers and College professional staff, a Christian ethic is actively cultivated.

Throughout the year, the CHAC community continued to demonstrate a heightened sense of social responsibility. Events such as the Social Justice Breakfast directly addressed social justice issues and drew on the experience of members of our wider Anglican community for input.

Diakonos committees in Primary and Secondary operated with positive outcomes, raising money for the Great Barrier Reef Foundation through a bake sale, supporting the Cancer Council by hosting a sausage sizzle, and initiating a fashion swap in Primary to raise awareness of the environmental impact of fast fashion.

The Boys' Education Committee continued to support and nurture boys in our community through events and programs such as the Boys for Success Breakfast. The Boys' Committee hosted Norman McGillivray from Beddown at the breakfast. He gave a moving presentation on the needs of people experiencing homelessness in Brisbane.

The Girls' Education Committee organised an International Women's Day Breakfast, and, together with the Boys' Committee, joined with Zonta to help pack 800 birthing kits for women in developing countries and 250 breast cushion packs for distribution in the local east Brisbane area.

CHAC's community service activities included:

### **Social Justice Committee:**

- Timor-Leste equipment drive
- Social Justice Breakfast
- Christmas Appeal

**Environment Committee:**

- Clean Up Australia Day activities
- Bake sale to support the work of Deathrow Unchained (animal welfare organisations)
- Paper recycling program

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

- Mentoring Breakfasts
- Boys for Success Breakfast
- International Women's Day breakfast
- Packing birthing kits with Zonta
- Zonta breast care cushion assembly

**Primary:**

- Primary composting and recycling initiative
- Primary bake sale raising funds for the Great Barrier Reef Foundation
- Primary NAIDOC week fundraiser for local Indigenous organisation Yulu-Burri-Ba
- Collection of plastic bread tags for Aussie Bread Tags for Wheelchairs charity

**New Initiatives:**

- Awesome Month of August initiative

## ***Staff Development***

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

Throughout the year, staff undertook professional development for advanced skills in a variety of areas, continued to serve on national and state education bodies, applied for Highly Accomplished Teacher and Lead Teacher classifications, and pursued life-long learning opportunities through further study. During 2021, two College teaching staff were awarded either Highly Accomplished or LEAD Teacher (HALT) status – CHAC currently has the highest number of HALT certified teachers in Queensland.

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

## ***School Values***

CHAC's Anglican Christian culture is evident through its interactions with the College and wider community, and value is placed on respectful and compassionate conduct.

In line with the College's Christian ethos, a variety of support mechanisms were initiated during the year, including support and prayer for students, staff, and families experiencing illness or challenging times.

Academically, consistency in teaching and learning across all year levels was rewarded with excellent Year 12 results, attesting to the learning and growth that arose from the individual and collective efforts of our students. The College was encouraged by the outstanding ATAR outcomes achieved by 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 underpin the continued growth in its reputation for excellence in education across the six dimensions: intellectual, social, physical, emotional, aesthetic and spiritual.

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

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

Students again engaged and succeeded across the breadth of their holistic education – through the application to learning, competition results, spirit of adventure, commitment, respectful attitude in sport, and outstanding creativity in the arts. Participation in The Associated Schools (TAS) and Junior TAS has seen memorable championships and premierships, and 2021 saw CHAC secure top spot for the Trimester 3 competition, and the overall TAS Champion School for 2021.

Students also continued prolific representation at leading competitions, including:

- tying first place in national Rescue Maze Challenge at the RoboCup Junior competition,
- the Year 9 Ethics Olympiad team winning the Queensland Middle School Ethics Olympiad,
- securing State Champion in the Language and Literature category and runners-up in the Social Science category at the Opti-MINDS state competition, and
- students excelling in the state-wide Creative Generation Excellence Awards in Visual Art.

### ***Major Projects***

In 2021, the College was privileged to continue the development and refurbishment of the campus, further enabling the intellectual and physical growth of students through teaching, and learning in flexible contemporary spaces. The year saw construction of the new Primary precinct commence, a contemporary library and facilities for Primary staff. The development is due to open in 2022.

### ***Future Plans***

The College has a number of contemporary facility projects included in the latest iteration of the Masterplan. The College plans to commence an extensive redevelopment of the Tuggerah sports facilities in 2022.



# Coomera Anglican College

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

In 2021, Coomera Anglican College completed its 25th year of operation. As always, we commenced the year hearing the Archbishop's message to schools about Being Together – Nurturing Relationships.

## **COVID-19**

Many hoped that a new year would bring an end to the impact of the COVID-19 global pandemic. While Queensland seemed to deal with the spread of the virus very well compared with most parts of the world, including Victoria and NSW, we were still under the influence of restrictions, mask wearing and other safety precautions.

The increased cleaning regimes and reminding our students about the importance of strict hand hygiene, coughing and sneezing protocols and physical distancing, have become second nature and reflect our modern society. We can all only benefit from this approach long after the impact of COVID-19 has diminished.

We were blessed compared with the southern states to only have to employ the learning from home phase for one week the entire year. Our colleagues in Melbourne kept students at home for almost six months during the year. In moments of frustration with some restrictions, it is easy to lose sight of the blessings we had here on the Gold Coast.

## **College Theme for 2021**

Our College theme for 2021 was *Shaping our Culture*. This theme complements the Diocesan theme nicely, as culture is strongly influenced by relationships between members of a community. In a milestone year for our College, it was important to reflect on our journey so far and the culture that we have established. Our College is blessed with a very strong and supportive community. We have many long-serving staff and loyal families. Our students are impressive young people. In 2021, it was timely to reflect on our values, how we operate, what is important to us and how this shapes our culture.

In another year impacted by COVID-19, the importance of our community and supporting those within it, became strong indicators of our culture.

## **College Purpose**

*Inspire Excellence in Teaching, Learning, Service and Faith.*

We operate with a purpose statement rather than Mission and Vision Statements as we believe this is a more contemporary approach to education. 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. In 2021 we did some important strategic work which reinforced the strength of our purpose.

## **Ethos & Values**

Coomera Anglican College is a Diocesan-owned school and operates under the new Anglican Church Southern Queensland *Vision Statement* that was developed in 2021. While this vision statement is Diocese wide, we have adopted 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. In addition to the work conducted at the Anglican Schools Australia level a few years ago with the Rev'd Dr Dan Heischmann on Anglican identity, the Rev'd Richard Browning, Director of Mission, extended this work to encapsulate the identity of Anglican schools in Southern Queensland. This helped to shape our culture and operations as an Anglican College in 2021.

## **Worship & Christian Ministry**

We commenced 2021 with no Chaplain as the Rev'd Mary-Anne Rulfs left the College at the end of 2020 to take up a ministry role at Robina Parish. Weekly Worship across the College was led by Mr Dom Fay, our Faith and Spirituality Coordinator, in conjunction with Heads of Campus.

In mid-Term 1, the Rev'd Erika Williams arrived as Chaplain and took over Primary worship. 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 maturity of the students.

The Junior and Senior Worship Bands continued to operate under the direction of Mrs Natasha Materne and graduate tutor Mr Jackson King. These are impressive Bands.

Mrs Cathy Harrison (Head of Primary RaVE) and Mrs Natasha Materne (Head of Secondary RaVE), continued to support Worship and Christian Ministry by working with class teachers and RaVE teachers and their classes to help prepare students for Worship. Mrs Harrison left the College during the year after many years of dedicated service and was replaced by Mr Blake Reynolds.

House Worships returned but there was no Eucharist due to staffing limitations.

## ***Engagement & Relationships with the Local Parish & Wider Church***

Members of Gold Coast North Anglican Parish founded Coomera Anglican College in 1997. The College is located in the geographical centre of the parish, so there is a strong association between the two. The relationship between the College and the parish has been tested over the past two years largely due to COVID-19 and fewer opportunities for interaction. We conducted several meetings with the regional Bishop and College and parish personnel to discuss how the College could best assist and support the parish in 2021 and beyond.

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. Mark stood down from this role in mid-2021 and his time on ASC came to an end after Synod, having served for almost 20 years. Mark is also the Immediate Past President of Anglican Schools Australia (ASA), the National network of Anglican schools, and represents Coomera Anglican College and the ASC in this capacity.

## ***Chaplaincy***

After Rev'd Mary-Anne Rulfs left for Robina Parish. The Rev'd Erika Williams commenced as Chaplain mid-Term 1, but unfortunately left the College after about 10 weeks due to family circumstances. We remained without a Chaplain for the rest of 2021 and have not yet found an ordained replacement.

In 2021, Dom Fay became full time Faith and Spirituality Coordinator and continued his great work with our Year 12 students in the Life and Faith Program. He also led Worship in the Secondary campus while Heads of Campus, RaVE teachers and others conducted worship for Primary students for most of the year. We continue to work with our Regional Bishop to find an ordained Chaplain. Unfortunately, this is proving to be an extremely difficult prospect as there is a significant shortage of suitable Chaplains across the country.

## ***Diversity***

Our College has a wide range of students and staff from different faith backgrounds and none. Families know that our enrolment policy is inclusive, but all students study Religious and Values Education and attend weekly worship, regardless of their faith background.

## ***Religious Studies***

All students in the College studied Religious and Values Education (RaVE) in 2021. Each primary student took one lesson, and each secondary student took two lessons per week. In 2021, Mrs Natasha Materne continued to provide excellent leadership as Head of RaVE. She did a wonderful job of supporting our staff in this position. Our College is unique in that most of the secondary teachers teach RaVE. While there are some shortcomings to this model, it does enable the Christian perspective to be reinforced across many subject disciplines, not just in RaVE lessons. Mrs Cathy Harrison continued

to teach Primary RaVE during 2021 until she left the College mid-year. We were fortunate to appoint Mr Blake Reynolds to take over this role late in the year.

Students enjoy a dynamic curriculum that is challenging and captures current thinking, issues and dilemmas confronting the Church today. Teachers and students gain a great deal from this program, which fits nicely into our iLR framework. Our College adopted the ASC approved *A Revised Religious Education Philosophy and Curriculum Framework*.

The Year 12 Life and Faith Program included some guest speakers to assist in preparing our senior students for life beyond our College. There was strong engagement from students and staff in this program.

### ***Missional Engagement***

Some COVID restrictions limited our outreach in this area in 2021. Our students raised \$6,645 from various events including those run by the Student Representative Council (SRC) and Interact Club. This is significantly less than in previous years which is indicative of the impact of COVID.

We were pleased to support St John's Anglican Crisis Care 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. Several truckloads of items were taken to St John's in November with much pride from our students.

Community service remained a focus for our College. Year 9 Service Week took on a different look as we were unable to send students to Mitchell and Charleville due to COVID restrictions. The rural communities were nervous about receiving our students, so they were deployed alongside their colleagues in service activities across the Gold Coast. Individual students across the College recorded the number of hours they donated to the community through volunteer work in community groups, such as the Animal Welfare League, Surf Life Saving, their local parish and others. Service Awards went to students who donated 50 hours (Bronze), 100 hours (Silver) and 150 hours (Gold). These selfless acts by students are impressive and seem to be increasing in frequency. Many more students are actively involved in their community and do not seek recognition through Service Awards.

### ***Reconciliation Action Plan***

Our College has a fully functioning Reconciliation Plan. A committee comprising staff and students continues to evaluate this plan and report to the College Council through the Principal. Indigenous student, designed jerseys for our open sport teams were used in 2021, our 25<sup>th</sup> year. It is great to have staff and students with Indigenous heritage as part of our RAP committee.

## College Values

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

## Achievements & Contributions of the College

Our College has a high respect for intellectual endeavour, as is stated in our purpose to inspire excellence in teaching and learning. In 2021, our students in Years 3, 5, 7 and 9 took part in NAPLAN tests with results that were well above the state and national averages. There were many students who studied Certificate Courses in Business, and Fitness and Recreation in 2021.

Our Year 12 results were very strong, with students doing significantly better than results across the state. Thirty-four percent of students had ATARs above 90, and 66% were above 80. While these results are very pleasing, ATAR 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, Southern Cross and other Queensland Universities.

Students continued to perform well in all areas of the arts, sport, debating and public speaking.

## Events

We celebrated our 25<sup>th</sup> year of operation by holding some special events during the year. Our musical *Beauty and the Beast* was a wonderful production involving approximately 100 students in the cast, crew and orchestra. The most prominent event was a Gala Ball held at The Star in Broadbeach in July. We were lucky to get the Ball in, albeit wearing masks, just prior to a COVID lockdown. In a way, the masks added to the occasion as

people went out of their way to add extra bling to their masks which complemented their outfits. We also held a corporate golf day in October, which was unfortunately cut short due to a lightning storm mid-way through the event.

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

In 2021, our Master Plan was approved by Gold Coast City Council. Our Master Plan identifies some future development in a major sporting precinct, Primary playgrounds and a Community Innovation Centre. Some extensive plans are being developed for these projects to commence in 2022-2023.

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

This report has highlighted the many ways in which we worked with the Archbishop's theme of Being Together – Nurturing Relationships. In the midst of a world pandemic, positive relationships are vital to the way we interact with each other and support our students, staff and families. This was a major priority for us in 2021.

## ***College Council***

Our College Council in 2021 consisted of Archbishop Phillip Aspinall (President), Mr Stephen Knott (Chair), Mrs Pam Roberts, Mr Michael Temperton, Professor Donna Pendergast, Mrs Robyn Kronenberg, and Ms Jan Bartlett (ASC Nominee). Under the leadership of the Chair, Stephen Knott, the College Council continued to oversee the College, on behalf of the Diocese, most effectively in 2021. They ensured 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 different circumstances in 2021.

Executive Director of the Anglican Schools Commission, Ms Sherril Butterworth and Bishop Jeremy were able to visit our College Council meeting in person late in the year. During this visit, we were able to report on how we fulfilled the mission of the Church through the different elements of the ethos statement. As part of the ongoing accountability requirements of the Diocese, quarterly financial reports and regular financial updates were sent to the ASC.

Our College continues to operate in a positive manner thanks to good governance, strong fiscal management and excellent commitment from our staff, students and families. The continued growth of the northern Gold Coast has assisted us in our growth, but surrounding population alone will not ensure our success. There is a lot of competition in our area, with new schools opening on a regular basis. We enjoy an excellent reputation in the local and wider educational community. This may be why we received a lot of interest from families in Victoria and NSW over the past 12 months. It is a privilege to lead Coomera Anglican College.

# Fraser Coast Anglican College

**Principal: Mr Joe Wright**  
**MEd, BEd, BTeach, GradCertTheol**

Fraser Coast Anglican College is as an educational leader on the Fraser Coast, known for its adherence to high standards, the positive outcomes achieved by its students and its involvement within the community. Its ethos is encapsulated in its motto of 'Enriching Body, Mind and Spirit'. An FCAC education is an education for the whole child. Building relationships, personal development and giving of your best are a hallmark of our culture.

In the last few years, the emergence of the worldwide COVID pandemic has led to periods of uncertainty, change and difficulties, leaving scars that require time to heal. Through these periods of significant stress, the College has provided strong and secure relationships for our students, parents and staff, knowing that together we have persevered and that is something we should celebrate. God has blessed each one of us with amazing skills and gifts and at FCAC we have welcomed the Archbishop's theme for the year, nurturing relationships; looking for positivity in our school and wider community.

Our College motto, *Enriching Body Mind and Spirit*, reflects the cores values by which the College is governed, and one that staff and students continually strive towards. Over the past 26 years the Fraser Coast Community and our College have grown immensely to provide dynamic and engaging learning environments, a culture of care, and a commitment by staff to the Mission and Vision of our College.

## **Worship & Christian Ministry**

As an Anglican school, the College strives to fulfil Christ's mission of redemption. Chapel services provide our students, from Prep to Year 12, the opportunity to share in God's message and to reinforce the Gospel's message of love. During Chapel services students are actively participating through ringing the Chapel bell, carrying the cross, candles and Bible to the altar during the Entrance Procession, reading the Gospel and saying prayers.

Our Religious Education teachers, Mrs Lana Priebbenow (Secondary School) and Mrs Leigh Bebington (Primary School), have continued to support our Chaplain, Fr Jeffrey Jarvis, in preparing students for worship by sharing key liturgical calendar events.

In the Anglican Sunday Devotions column, FCAC Year 11 student, Beck Joy, wrote a short reflection titled 'Stepping up and taking responsibility'.

## **Relationships**

The commencement of the 2021 academic year saw the introduction of 'Spirit Week' at FCAC. For the first week, classroom lessons are given over to experiences designed to provide the students with meaningful challenges and opportunities to build relationships and develop skills that are essential for success.

After a period of consultation with staff and students, the Secondary school began to implement a vertical Tutor Group structure based on House groups to develop relationships across year levels. During the year staff created further opportunities for students in these groups to participate in activities designed to build upon the experiences from Spirit Week.

A unique opportunity on the Staff Only day in September saw 50 FCAC staff members travel to St Luke's Anglican School (SLAS) in Bundaberg to spend time with our counterparts. There were sessions on curriculum and pastoral care and both Executive Teams met for a discussion. Feedback from staff at both schools has been positive, with new connections being made and plenty of opportunities for a 'cross pollination' of ideas. We look forward to hosting SLAS in 2022.

## ***Religious Studies***

In Anglican Schools, Religious Studies provide our students with the opportunity to think deeply, critically and meaningfully about the world in which they live. In class discussion, students are encouraged to think philosophical questions and explore what it means to be human and to have a relationship with God. Through a rigorous and academically based program, students are challenged to explore their beliefs and the beliefs of others and to reflect on their place in the world and what they can offer to others. The Anglican ethos is the framework for the religious courses offered at FCAC.

The main learning outcomes are students:

- develop an understanding of Anglican traditions and Christian beliefs,
- increase an understanding of their own belief and also the beliefs of others,
- strengthen their critical thinking skills by explaining, justifying and challenging questions and statements,
- value the call for Christian service to others, and
- recognise the significance of stillness and praise as they nurture their own spirituality.

In the Primary School, Religious Education and Values classes (RaVE) were led by Mrs Leigh Bebington. Students followed the GodSpace curriculum, which is designed to take students on a journey into a deeper experience of God and His love for each one of us. The focus of our RaVE lessons is for students to become more familiar with the stories from the Scripture and gain confidence in discussing and recognising the messages each story conveys. The underlying values of the lessons were forgiveness, kindness, resilience, trust, believing, caring, courage and making good choices. Students explored the notion that everyone's invited to follow Jesus.

Students were involved in the Lenten service and were encouraged to actively prepare for Easter by praying, giving money to charities and giving up some of the things they might otherwise do for pleasure. The Year 4s performed an Easter drama where they sang songs and acted out the true meaning of Easter. The JAM (Jesus and Me) group, which is made up of Year 3-6 students, had a great time rehearsing and performing two dances that were performed at the Year 3-6 Presentation Evening and the Carol Service.



In the Middle and Senior Schools, RaVE classes were led by Mrs Lana Priebbenow. In Year 11 and 12, students critically evaluated the concepts of meaning and purpose, to develop their own world view on what gives their life meaning and purpose. In Year 10, students explored the Islamic faith through an Australian context. Students also studied the lives of young people of faith who have lived lives of courage through their faith. Then students were challenged to plan and implement a project to make a difference in the lives of others through service learning.

In Year 9, students examined the Genesis creation story and the origins of the universe. Students also examined the Hindu faith and then the charity and mission work of the Anglican Board of Mission. In Year 8, students made connection with Jesus' Beatitudes statements and how they are still relevant in today's world, and through the film *Wall-E* students reflected on consumerism, technology and caring for others. In Year 7, students studied various faiths' religious Sacred Spaces, creating their own space. Students explored the care of God's creation and students contributed to the 'Love in a Shoebox Christmas' project.

In June, the College welcomed Bishop Jeremy Greaves for a day of activities with students. Year 6 enjoyed the meditative experience of walking Bishop Jeremy's portable labyrinth. Year 11 students had a Q&A session where they were able to ask all the 'big' questions they had on their mind. Bishop Jeremy also attend Primary School Chapel services. These reflective, personal growth opportunities with Bishop Jeremy were so valuable for our students.

### ***Staff Development***

'Empowered Students' is a key pillar of the College's current Strategic Plan and a key part of that pillar is addressing the increasingly crucial area of student wellbeing. The College has commenced offering Youth Mental Health First Aid accreditation workshops to staff and parents to improve awareness around this issue and educate adults on how to recognise and respond to the signs of poor mental health in young people. The College is on track for FCAC to become a Mental Health First Aid Australia accredited school.

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

Our RAP has been reviewed and accepted by Reconciliation Australia. <https://www.narragunnawali.org.au/raps/24218/fraser-coast-anglican-college> We are the only school in the 4655 postcode to have a RAP.

### ***School Values***

The Director of Mission for the Anglican Schools Commission, the Rev'd Richard Browning, collaborated with Principal, Mr Joe Wright, and other key members of staff to review the College's Mission and Values Statement. This review has been ongoing for two years, and has involved collaboration with parents, students and staff. Through this process we aim to learn with greater depth what it means to be an Anglican School and how we can more effectively communicate that to the wider community. The new Mission and Values Statement is expected to be endorsed for 2022.

## ***Events***

The Homecoming Ball, originally intended to celebrate the College's 25<sup>th</sup> anniversary in 2020, was attended by 170 members of our College community, including past students, parents and staff. We plan to make this a biennial event with another community event in the between years to encourage opportunities for past families and staff to reconnect with FCAC and to foster a sense of community in our current parent body.

## ***Major Projects***

We have continued our focus on enhancing our playgrounds across the College. The Secondary Playground now includes challenging equipment such as flying foxes, climbing poles and bird's nest swings that are more suitable for adolescents. We now see more of our teenagers involved in physical play at lunch times where they are building friendships, improving negotiating skills and just having fun. Our Koala Kindy playground was also redesigned to include a bike track amongst the trees and a pirate ship that incorporates age-appropriate physical challenges and sensory experiences.

In December, the College received news that it was successful in applying for a grant through the Block Grant Authority that will support the redevelopment of the Casuarina Multipurpose Centre (CMC) in 2022. This will be the College's most significant investment in infrastructure since 2008. The CMC project will see the covered ballcourt transformed into a true multipurpose facility to support sport, arts and a range of academic activities as well as allowing us to develop more connections with various community groups and associations.

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

The Archbishop's Theme for 2021, 'Being Together – Nurturing Relationships' was shared across the Primary and Secondary Schools. A coordinated approach resulted in a range of thoughtful reflection activities by students on the five themes;

- being in a community,
- relating to one another,
- communicating with each other,
- acknowledging difference, and
- responding to conflict.

'Building relationships' has been FCAC's mantra for the last three years with a focus on positive communication, respect and dealing with differences in a positive way. The compassion and kindness we engender to instil in our students supports the nurturing relationship theme.

Examples of projects supporting the Archbishop's theme include:

- Relationships fostered with St John's Parish, Year 7 Church visit and Fr Greg Loumeau Chapel visit.
- Reconciliation and Indigenous perspectives, Year 7 visited by Butchulla elder, Aunty Karen.
- Operation Christmas Child overseas partnership, Year 7 students.

- Homelessness explored by Year 8 students and connections with 'Orange Sky Laundry Service'.
- Anglican Board of Mission, with Year 9 supporting a selected project.
- Make a Difference Project, with Year 10 with various student projects with a focus on establishing relationships with people, community groups and organisations.
- Mothers' Union luncheon involved students serving food and providing musical entertainment for the parishioners of St John's Anglican Church Hervey Bay.
- Buddy program for new students. Buddy classes where older students are buddied with younger students from a different grade, to form lasting friendships.
- Wednesday morning staff prayer sessions in the Chapel promoting a personal relationship with God and coming closer to others in the love of Christ.
- Primary and Secondary School parent seminars on various topics. Promoting parent and child relationships.
- Interact students supported the Hervey Bay 100 triathlon and the Fraser Coast community by undertaking volunteer activities
- FCAC hosted a Community Carols event with parishioners from St John's Anglican Church Hervey Bay and the Maryborough Anglican Parish invited to attend.

### ***Future Plans***

FCAC will continue to enact its new Strategic Plan and Mission and Values Statement in collaboration with staff, students and parents. Central to this plan are a range of infrastructure projects including playgrounds, flexible classroom spaces, classroom refurbishments and major capital works such as the completion of the Casuarina Multipurpose Centre (CMC).

We have prioritised reviewing and enhancing our response to student wellbeing aim to become a Mental Health first Aid accredited school, central to which will be the implementation of a Wellbeing Framework.

# FSAC Ltd (Forest Lake, Springfield Anglican Colleges)

## St John's Anglican College

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

St John's theme for 2021 was the Year of Gratitude, which tied in with the Archbishop's theme of Being Together –Nurturing Relationships.

Dr Kerry Howells was a guest speaker on the practice of Gratitude in Education. Members of staff also participated in a Book Club, where Dr Howells worked with those staff to establish practices into classrooms.

With the continued presence of COVID in the community, teaching staff continued to adapt their practices to allow for both face-to-face and online learning. Student wellbeing was at the forefront with the launch of the dedicated Faith Mission and Wellbeing Centre.

St John's students showed their resilience, with the ATAR results very positive after another year of interrupted learning. Seven per cent of the cohort received an ATAR over 99, which placed them in the top 1% in Queensland, with 28% of the cohort receiving an ATAR over 90. The highest ATAR was 99.8, with the median ATAR for the 2021 cohort being 78.3.

These results highlight the dedication shown by our teaching staff, and the resilience of the students to succeed in very challenging circumstances.

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

The year began with the Commencement and Leadership Service for Staff, Year 12, Year 9 and Year 6 students and families held at St John's Cathedral.

On 23 February 2021, the College commissioned the Rev'd Juliana Bate as its Chaplain, with the Rt Rev'd John Roundhill, Bishop of the Southern Region in attendance. Rev'd Juliana has been a great asset to the College during 2021, reinvigorating Prayer Spaces and Chapel services. She was ordained at the Cathedral Church of St John on 4 December 2021 by the Most Rev'd Dr Phillip Aspinall AC, Archbishop of Brisbane.

The College marked the changes of liturgical seasons through special services held on Ash Wednesday and Christmas.

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

St John's again connected with the local parishes of Centenary Suburbs and Inala throughout the year. The Rev'd John Coleman (Centenary Suburbs) officiated at Eucharist Services for staff and students, and inducted students into the Anglican faith through Confirmation and Baptism.

## ***Relationships***

The College continues its connection with St John's Cathedral with the annual Commencement and Leadership Service held on 1 February 2021.

## ***Chaplaincy***

The Rev'd Juliana Bate was commissioned as the College Chaplain on 23 February 2021, with Bishop John Roundhill in attendance. Rev'd Juliana arranged for Junior School students to be inducted into the Anglican faith through Baptism and Confirmation, as well as conducting Chapel Services on both campuses.

The College conducted Prayer Spaces at both the Junior and Secondary campuses, with two being held on Secondary and one on the Junior Campus through the NAPLAN period.

Prayer Spaces allows our students the opportunity to reflect and refocus during their busy and often stressful periods of schooling.

## ***Religious Studies***

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

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

Together with Mr Nicolas Robertson and Ms Kelly Allgood, Rev'd Juliana has been developing the Middle Years (Years 7-9) RaVE program, which will continue in 2022, focusing on the College values and various aspects of the Anglican faith. In preparation for 2022, Rev'd Juliana is also exploring opportunities to deliver a Certificate III in Theology for our Years 10 and 11 students. Working in partnership with St Francis College, Year 12 students will be introduced to Aboriginal Cultures and Spirituality, a study of aspects of Aboriginal culture, including the centrality of land to the spirituality and identity of Aboriginal people.

## ***Missional Engagement***

The College continues its awareness of service to others, both globally and locally.

The whole College once again supported Operation Christmas Child in 2021, with the annual Christmas Tree appeal supporting the Romero Centre. The Romero Centre supports families who are seeking asylum in Australia, with individualised case management, and providing practical support such as food, shelter, legal advice, English classes, trauma counselling and medical care. A guest speaker from the Romero Centre attended a Secondary Chapel in Term 4 to provide insight into the Centre's impact on the community.

Students and staff participated in various fundraising activities during the year, including Shave for a Cure, and the Pony Tail Project. COVID lockdowns prevented the annual Cake auction from being held. Funds raised supported causes such as the Cancer Council, Anglicare and the Queensland Medical Research Institute.

While the usual operations of the Inala Refugee Homework Club were not able to take place due to COVID, the relationships were maintained through pen pal letters. St John's staff and students also conducted a transition session for those students in Year 6 entering high school in 2021. Students participated in service activities through the Duke of Edinburgh Awards and Leos Club.

The service program is being reassessed and redesigned to suit the new strategic direction of the College.

## ***Staff Development***

Despite the continuing challenges presented by the pandemic, staff participated in a number of physical and online professional development opportunities including workshop and book club conducted by Dr Kerry Howells on Gratitude, Global Teaching and Learning Summit, World of Drones and Robotics Congress, STEM workshops and the student protection training and workshops. Staff also participated in various collaborations throughout the year with ISQ on Teacher Growth and Development and Science of Learning Research Centre at the University of Queensland on staff and student wellbeing.

St John's values mentoring the next generation of teachers, and during 2021 hosted several pre-service teachers from a number of universities.

## ***Reconciliation Action Plan***

A NAIDOC Chapel service was held on the Junior Campus to celebrate NAIDOC Week. The Rev'd Juliana Bate and Mrs Maria McIvor have met with Mr Paul Paulson, Cultural Consultant, Anglican Schools Commission to further develop relationships.

## ***Achievements & Contributions***

St John's launched the St John's Global Learning Institute. The St John's Global Learning Institute is underpinned by eight enterprises highlighting the strategic intentions for St John's. The strategic intentions are:

1. **Global:** connecting students to the world
2. **Entrepreneurial:** enabling knowledge partnerships
3. **People with Purpose:** building professional learning communities
4. **Faith Mission and Wellbeing:** nurturing spirituality and service
5. **Sustainability:** caretaking of our environment
6. **Social:** cultivating an engaged community
7. **Personal Learning and Success:** empowering lifelong learners
8. **Wisdom:** developing people of good character

This direction will provide opportunities to respond to the challenges of today and highlight initiatives to anticipate future change. With continuous measurement and tracking of progress, this strategy is agile and positioned to be responsive in the changing world.

The College was recognised as an Excellence Awardee for Best School Strategic Plan in the 2021 Australian Education Awards. St John's was acknowledged for its consultation and engagement with the College community, implementation and progress to date of the strategic direction launched in 2020.

## ***Major Projects***

The College continued with the collaboration project with the Science of Learning Research Centre at UQ. The focus of this project is to examine how the College's current practices align with the new mission, vision and values and how this contributes to the positive wellbeing outcomes for staff and students.

The outcome of the project is to provide a clear link between wellbeing and personal learning success: without one, the other will not happen. Consistency and common language between the campuses are to be maintained, together with the message that wellbeing is everyone's business.

The Year 7 Refurbishment Project commenced in Term 3 2021, with the aim of being operational for the return to the 2022 school year. Once this project has been completed, the next project will be the addition of two new classrooms on the Junior campus, required to cope with the growth in enrolments.

The College also launched its Faith Mission and Wellbeing Centre, converting an existing staffroom into an area housing the Chaplain, College Psychologist and Heads of House. This dedicated space allows students to access relevant services in a safe and calming area.

## ***Future Plans***

With the announcement that Brisbane had been awarded the 2032 Olympic Games, the College Council and FSAC Ltd Board approved in principle the commencement of the St John's Aquatic Centre as the next major project. This project will involve the construction of four new classroom spaces, office, gymnasium, learn to swim pool, as well as an outdoor 50m Olympic class swimming pool, change room facilities and grandstand. It is hoped that this project will be operational for the commencement of the 2026 school year.

## ***Conclusion***

The College community continued to be faced with various challenges due to the ongoing COVID pandemic. The College thanks its families for once again placing their trust in the College to continue to educate their children during another tumultuous year.

During Term 2 2021, Mr Stephen Scott, FSAC Ltd Director and Chair of the College Council, announced his intention to stand down as a Director and Chair of the Council, effective 31 December 2021. The College thanks Mr Scott for his loyal service to the College for the past eight years in his role as Council member, Chair and Director. We wish Mr Scott the best for his future endeavours.

The College welcomed Dr Carla Tromans, Mr Robert Jackson and Mr Robert McAdam as Council Members during 2021, and farewelled Mr Grant Williamson and Mrs Tracey Woolford. Dr Carla Tromans will take over as Council Chair in 2022, and will also be a Director of FSAC Ltd.

We continue to thank the College Council and FSAC Ltd Board for its guidance, strategic direction and support through the continuation of the pandemic.



# The Springfield Anglican College

**Principal: Mr Steven Morris**  
**MAppSc, MMusSt, Dip Ed, BMus**

Despite the ongoing COVID-19 pandemic, lockdowns and restrictions, much has been achieved throughout 2021. It is quite amazing how every generation faces challenges to which they must rise. We see climate change, a pandemic and uncertainty in the global community. However, with these concerns, it is wonderful to see our students and staff remain confident, hopeful, and positive. The resilience of our community has ensured the College remains in a strong position for future development and growth and that our students can continue to involve themselves in the many opportunities available to them to enrich their learning.

Our students are inspiring examples of contemporary youth and they understand the challenge and reward involved in learning. One of our fundamental challenges as an educational institution is to ensure that we not only facilitate aspirational scholarship, but also focus on what will enable our students to thrive and be good people.

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

Weekly Chapel services held by the College are student-led with prayers, readings, hymns/songs and guided by the Chaplain. A reflection on the Bible readings for the day is given by the Chaplain at each Service. The services contain prayers and responses commonly used in Anglican services to ensure our students will feel comfortable when attending an Anglican Parish Church. The Secondary Chapel Services are led by student leaders with opportunity for reflective musical performances provided by students. On the Primary Campus, Chapel is led by a different class each week on roster. Chapel on the Primary Campus includes age-specific themes, Bible readings, prayers and hymns with the reflection given by the Chaplain.

In the absence of a College Chaplain, the Principal provided Bible Reading Reflections at weekly Assembly and Chapel services throughout 2021.

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

The College continues to provide support to St Andrew's Parish allowing use of College facilities to meet for worship, activities, children's ministry and youth groups. The College also promotes St Andrew's Parish activities through its College communication to parents and through its social media platforms.

The ThreeSixTeens (3:16s), discipleship group is attended by College students and younger members of the St Andrew's Parish. Sessions are held in the Cedar Building on the Secondary Campus.

The Rev'd Charlie Lacey has continued his support of the College, assisting with our school services throughout the year and providing spiritual and pastoral support to members of our College in the absence of a College Chaplain.

## ***Chaplaincy***

The College Chaplain, the Rev'd Erika Williams, concluded her service with the College in Week 3 of Term 1, 2021. With the absence of a College Chaplain throughout the year, the Principal acted in this role.

The College Heads of Campus and Secondary Campus Heads of Clan provided pastoral care services to students and when required reached out to the local parish priest, the Rev'd Charlie Lacey, for assistance with supporting students spiritual needs.

The Principal, with assistance from the Rt Rev'd John Roundhill, Bishop of the Southern Region, conducted an extensive recruitment process to appoint the next Chaplain of The Springfield Anglican College. In December 2021, the Archbishop granted approval and licenced the Rev'd Jonathan Kemp as full-time Chaplain of The Springfield Anglican College commencing 1 January 2022.

## ***Diversity***

The College proudly displays the 'We are TSAC We are culture' wall on the Secondary Campus to remind students and visitors to the College that we value and respect the many cultures that make up The Springfield Anglican College community.

## ***Religious Studies***

On the Secondary Campus, the Religious Studies program covers a range of topics which explore the role of a Christian in the modern world. Each program is age appropriate and responds to the needs and interests of the students. Some of the programs include how to provide generous hospitality to others, the history of the Christian Church, the Alpha Youth series, and religious, spiritual and ethical considerations for a young person, which are all designed to engage students in conversations about life, faith and Jesus.

On the Primary Campus, the Spiritual Development Program continued to focus on the teachings of the Bible and Christian beliefs. In the Early Years, students engaged in learnings about the Bible and key stories from the Old and New Testament using age-appropriate resources from the Jesus Storybook Bible. In the Middle and Upper Years, students adopted a closer examination of the attitudes, values, and skills we should adopt to others. They identified the keys values of forgiveness, justice, and compassion. The Friends and Heroes Program encouraged a holistic approach to the religious teachings ensuring students make connections to their own lives. Weekly Chapel services focussed on the Fruits of the Spirit.

## ***Missional Engagement***

During 2021, our Year 11 and 12 students, and College Staff took the opportunity to volunteer with Rosies Friends on the Street. Rosies reaches out to those on the streets,

offering them community and a sense of belonging by being present with them. Our staff and students spent time chatting, sharing friendship, a drink and food with their patrons and friends on the street. Additional support was provided to Rosies by the Year 12 Health students. As part of the Health curriculum, the students explored service learning, undertook a research program and designed and implemented targeted activities for College community.

The Secondary Campus Student Leadership group also led activities that supported the Ponytail Project, the Kids' Cancer Project and Anglicare Southern Queensland. The Giving Tree project was held across both campuses in Term 4. The students provided gifts and funds to support the work of Anglicare during the Christmas period.

During Term 4, the Primary Campus once again supported Anglicare through the annual event of the Giving Tree. The College Primary Campus generously supported this initiative providing gifts to those less fortunate.

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

In 2021, the Reconciliation Action Plan Working Group was reinvigorated. The Working Group completed the reflection survey and redefined the College's Vision for reconciliation. The Working Group reviewed deliverables for current goals and added additional goals and actions to the College's Reconciliation Action Plan.

In December, the Committee submitted the College's Reconciliation Action Plan to the Principal for approval and then onto to Reconciliation Australia who reviewed and approved the College's Reconciliation Action Plan for publication.

The Reconciliation Action Plan January 2022 to January 2023 is now a published document.

### ***School Values***

The College redefined the school values in 2021. The journey commenced with a staff culture workshop run by the Rev'd Richard Browning, Director of Mission, Anglican Schools Commission in which all College staff participated in several activities from reflecting and sharing stories of the past to looking towards the future.

The newly defined College values, the values that are the standards of behaviour our College community uphold, are Respect, Integrity and Courage. These Values support our College Motto of Faith, Honour, Service.

### ***Major Projects***

In 2021, the College refurbished the two existing Year 6 classrooms into three modern, spacious classrooms, with a collaborative workspace. Sliding doors open to a covered outdoor learning area, for leaders of the Primary Campus, complete with bench seating, a drinking fountain and bottle refill station. Each classroom has been fitted with Smart TV technology to enable enhanced learning, investigation and innovation. This project

delivers our strategic outcomes by providing our Year 6 students with contemporary, comfortable and spacious learning areas and facilities.

The consultation process for the 2022-2026 Strategic Plan took place during 2021.

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

The Archbishop's message of 'Being Together – Nurturing Relationships' was most appropriate for another year dealing with COVID-19.

The Principal used 'Nurturing Relationships' as the Lenten Theme and Chapel Bible readings, prayers and reflections were based around the weekly themes of: our relationship with God, our relationship with others, our relationship with ourselves, our relationship with our community and our relationship with our environment.

Chapel Services were modified throughout the year, some online and others, we were fortunate enough to come together as a TSAC community. Regardless of the format, the message of 'Being Together' was consistent and paramount, encouraging all to go in faith and build relationships with others. This continued to deepen the students understanding of what it means to be a Christian.

On the Secondary Campus, Nurturing Relationships forms the core of our relational management strategy. It is also foundational to the Rite Journey program and the Clan Group program. Relationships that are nurtured help develop compassionate and empathetic students who enter the world to provide service to others. The Heads of Clan introduced a peer mentoring program and also strengthened the vertical form group program, alongside the form teachers, to create a truly communal feeling with the students. The vertical form class structure on the Secondary Campus focuses on connectedness, providing the consistency to enable stronger bonds between year levels, and underpins the College's commitment to building community. In 2021, the College introduced the TSAC Peer Mentoring Program, providing an extra layer of support for our students. Mentees, guided by trained Year 11 and 12 students who all worked closely to hone their skills as social, emotional, or academic mentors, afforded to the mentees the opportunity to receive important and relevant assistance on a weekly basis.

Nurturing Relationships was the theme of the Secondary Campus Inter-Clan Spectacular competition. This annual event requires students to come together to create a musical item that depicts the Archbishop's theme. Every student on the Secondary Campus is involved in this event which showcases the creativity and Clan Spirit of our students.

On the Primary Campus throughout 2021, the Archbishop's message of 'Being Together – Nurturing Relationships' was communicated through a range of mediums including the Spiritual Development Teaching and Learning Program, Nexus Parent Communication Pages, weekly Chapel services, Prayer Space and the Kindergarten Mentoring program. The Spiritual Development programs embraced the theme in our weekly lessons and underpinned the values instilled in our daily teaching and learning practice. Teachers shared the message of Nurturing Relationships through the Nexus Communication to parents and students. It was important that parents were also a part of our connected

community particularly during COVID times where parents were limited to on campus activity.

The Year 6 Leaders communicated the message of 'Being Together – Nurturing Relationships' through the Prayer Space. Harmony Day, NAIDOC Week, and ANZAC Day presented the Year 6 students with an opportunity to communicate how, Being Together and Nurturing Relationships reached much further than our TSAC community and we could acknowledge how relationships could be nurtured through acceptance and understanding of cultures, history and society. In Term 4, the Prayer Space theme was "Give What You Can and Take What you Need" which encouraged students to deliver random acts of kindness to others and for those that needed guidance to take a message of courage, kindness, patience, self-identity and positivity.

The Kindergarten Mentoring Program provided the students with an opportunity to nurture and build relationships with the youngest students on campus. This continued our strong focus on connectedness building relationships across the year levels and parent community by assisting with special events throughout the year.

The annual Christmas Chapel on the Primary Campus was led by our Prep students and the full dress rehearsal was attended by the student's grandparents. This was the first time the College held the dress rehearsal for an audience. The dress rehearsal was very well attended, and it was lovely to see the interactions between our Prep students and their grandparents; a true celebration the Being Together and Nurturing Relationships.

### ***Future Plans – Goals for Next Year***

The College will release a new Strategic Plan in 2022. The Strategic Plan 2022 to 2026 will outline the strategic intent for the College, and the five key pillars on which the College will build a thriving College community. The five pillars are:

- Excellence,
- Confidence,
- Compassion,
- Community; and the
- Environment.

The five influencing factors that will be instrumental in the College's strategic success include:

- Culture,
- Staff Focused,
- Curriculum and Flagship Programs,
- Point of Differentiation, and
- Key Stakeholder Engagement.

Planning is well underway for the construction of a new indoor sports centre for the College. The construction of this project will commence later in 2022.

# St Andrew's Anglican College

**Principal: Rev'd Chris Ivey**  
**BEd, DipTh, Grad Dip Ed (RE), GAICD, FACEL, MACE**

Underpinned by our strategic intent; *Based on our Christian Foundation within the Anglican tradition, we leverage our positive energy and supportive community to enable our students to move confidently into their futures*, 2021 continued to see all our schools navigate the different challenges we faced. Whilst there was genuine change and decision fatigue by the end of the year, we were buoyed by the incredible support we received from our community. At the same time, the College continued to experience unprecedented demand for enrolments. This was possible because we remained true to our intent and we achieved this through our value statements.

## **Encourages Learning**

Through our:

- energetic staff
- global perspectives
- innovative thinking

## **Creates Opportunities**

That:

- develop the individual
- embed Christ-like action
- promote personal best

## **Builds Connections**

For:

- respectful relationships
- community engagement
- service to others

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

Our weekly chapels held in our multipurpose facility, continue to be an integral part of College life. We continued COVID-style with some online Chapels and smaller gatherings, and this was appreciated by all. As it was in 2020, these opportunities enabled teachers to stop and chat with their students about what was being shared, it created more dialogue than would normally happen in a large gathering.

In 2022, we continued to provide Gospel based themes to provide clear and relevant teaching:

- Term 1 – Games People Play (board games and how they can link to Biblical themes e.g., Hungry Hippos and greed.
- Term 2 – Life Lessons through Lyrics. (Songs with biblical messages)
- Terms 3 and 4 – Connection (Archbishop's theme for the year). Connecting with others, environment, the past, those in need, God, family etc.

As a College, we continued with our focus on significant services as best we could. The all-staff Chapel at both the beginning and end of the year continued to be a highlight for many staff and an appropriate way to 'book end' what happens in the life of our College.

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

Our school-based congregation continued to be a challenge until the arrival of the Associate Minister in the Anglican Church of Noosa, the Rev'd Brad Henley, and his family from SA. We have seen the congregation grow in numbers, but more importantly in their faith and in their desire to serve the wider community. This continues to be one of our strongest connections as both staff and College families worship together. One example of this is our Gingerbread House night, hosted by the parish, on the school grounds, attended by College families. It is a wonderful outreach opportunity.

### ***Relationships***

Our greatest connection outside the parish has been with Anglicare; however, with COVID restrictions, this has been very challenging

### ***Chaplaincy***

In 2021 we had the following full-time staff:

- *Mr Tim Barrett* – Head of Personal Capacity (Executive position) This role oversees this strategic pillar of the College as well as Global and Service Learning and Christian Ministry,
- *The Rev'd Gary McClellan* – College Community Chaplain, and
- *Mr Andrew Lucas* – Primary Christian Education teacher.

Plus part-time staff/part-time teaching loads supporting the Chaplaincy team.

Full time staff who assist with Christian Education teaching:

- |                        |                                   |
|------------------------|-----------------------------------|
| • Mr Grant Harbour     | Director of Professional Practice |
| • Mr Brett Moller      | Director of Knowledge services    |
| • Miss Emma White      | Secondary Teacher                 |
| • The Rev'd Chris Ivey | Principal                         |

In planning for 2022, we restructured our team to bring greater alliance between Christian Ministry and our core strategic pillar of Personal Capacity. This saw the creation of two new roles who now form part of the team from 2022.

## ***Diversity***

By virtue of our location, our College is relatively monocultural. Whilst this is slowly changing, the number of students from other faiths and other non-European cultures is small. The same issues exist with our First Nations students.

## ***Religious Studies***

The College continues to commit to quality teaching in this area and continues to employ qualified Christian Education teachers from Prep to Year 12. Our program is overseen by our Head of Personal Capacity and meets the diverse expectations of the Vision and Framework for Anglican Schools but is appropriate to the College and our approach to Christian ministry.

During another challenging year, Christian Education in the Secondary School continued to be one of the exemplars of online and self-paced learning. Modules across a broad range of topics were developed and students were able to work through these at their own pace, focus in on particular areas of interest, and the feedback through our post-lockdown surveys gave many staff an insight into the benefits of both face-to-face and online learning.

## ***Missional Engagement***

The College continues to regularly participate in charity programs. In 2021, we were limited to the number of events we could run. We held most of these events within the College grounds:

- Pink Day donation to Cindy Mackenzie Foundation,
- Valentine's Day,
- Kokoda Challenge,
- World's Greatest Shave,
- World Vision sponsor of child, and
- overseas trips to Cambodia and Thailand were suspended; however, fundraising activities took place to raise funds to ensure programs could continue on the ground in these countries.

## ***Staff Development***

The College has continued to support staff keen to pursue a Highly Accomplished or Lead teacher through the ISQ accreditation process. In addition, many of our staff have now undertaken new roles as markers and confirmers for QCAA. From a staff professional learning perspective, our focus in 2021 was on personalised learning. How do we ensure our staff know our students and can accommodate for their differing learning needs?

The Principal is the National Chair of AHISA (Association of Heads of Independent Schools, Australia).



The College continues to have a strong connection with the University of the Sunshine Coast, and we have entered a partnership through our Learning Institute where we have access to in-service opportunities, and we support several pre-service teachers on a regular basis.

### ***Reconciliation Action Plan***

The College began implementing our RAP plan in 2021, and with a new First Nations Officer many new initiatives were implemented.

### ***School Values***

The College is based on the Christian principles of respect, tolerance and understanding. The College encourages all – staff and students – to value the differences and gifts that each one of us possess. The St Andrew's environment is one of mutual respect 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. Personal Capacity is the proactive arm of this, ensuring that we are looking forward at what we need to do to build the skills necessary for a balanced and successful life.

The staff and student body are very open and supportive, and our rates of bullying are very low. We now track our Pastoral Care conversations in order to support these claims. People will choose this College because of the perception in the community that we care for, and encourage, the individual.

Our global and service programs whilst currently on hold, provide incredible experiences and opportunities. 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. We are exploring more opportunities for 2022 and beyond, given how much we know this aspect of our College builds the personal capacity of our students.

### ***Achievements & Contributions***

2021 was a year in which the College was again recognised nationally for its commitment to co-curricular programs during COVID. In addition, our Principal was a finalist in the 'Principal of the Year' award, and the College was also a finalist in the 'Best Regional School of the Year' award, both of which are hosted by The Australian Education Awards.

### ***Events***

Most events were postponed or downsized in 2021. Despite the restrictions, we continued to focus on one key aspect of our Strategic Plan – building connections and finding

opportunities for parents to meet. Our rationale here is that parents so often feel isolated in the secondary years of education, right when networks and support are so important.

## ***Major Projects***

Despite the challenges of COVID, the College undertook the following in 2021:

- reviewing the College Master Plan and a specific development of our Landscaping Plan,
- completing the additional amenities for our highly successful Aquatic Centre,
- providing additional temporary car parking,
- planning for Stage 14 – underground car park and artificially turfed hardcourts,
- planning for Stage 15 – Performing, Administration and Cultural Hub (this involved working with theatre consultants, consulting with our community in order to develop a project brief), and
- applying to Sunshine Coast Council to grow the College to 1,450 students, up from our current cap of 1,300.

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

'Being Together – Nurturing Relationships' was in some ways very easy for us. As a College, this has been central to all we do since we opened in 2003. It underpins all that we do and is a hallmark of the College. Our community speaks to and recognises this characteristic, which helps explain why prospective parents choose our College. Our annual MMG surveys highlight nurturing relationships as a crucial part of our success.

A focus of 2021 was on implementing our new Pastoral Care framework which has Restorative Practice at its core.

## ***Future Plans***

Our goals for 2022 focus around implementing those aspects of our Strategic Plan that have been on hold for COVID reasons for lack of human resources. We spent a good deal of time in 2021 enacting our workforce plan which saw opportunities for renewal of roles and restructures to best position the College to tackle new projects moving forward.

The year 2022 continues to be our commitment to building Personal Capacity in our students and our desire to grow our campus.

## ***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. Most importantly to our community that embraces our values each and every day.

# St Hilda's School

**Principal: Ms Wendy Lauman**  
**MEd, BEd, GCertTh**

The Principal's professional memberships include: The Association of Heads of Independent Schools of Australia, Alliance of Girls' Schools Australasia, Australian Institute of Management, and the Australian College of Educational Leaders.

The Principal represents St Hilda's School by an active involvement in the Queensland Girls Secondary Schools Sporting Association, the Isolated Children's Parents' Association, Independent Schools Queensland, Australian Boarding Schools Association, Yalari, the Anglican Schools Commission Heads Advisory Network and Anglican Schools Australia.

Under the leadership and guidance of our Chair of Council, Professor Susan Brandis, School Council began a review of the School's strategic priorities for the next five years. During the second year of the global pandemic, the School's mission, values, and motto were focused through attention to our four strategic platforms.

## ***Learning Platform***

An evaluation of our first senior cohort's ATAR results, and planning for the School's 2022 NSSAB audit, focused a review of our curriculum design and pedagogical practice throughout 2021. Teachers focused their analysis and discussion of data on achievement levels to identify stages of development and align planning to identify differentiation needs to support a student's journey through our Prep–12 environment. Constructing time and space for teachers to reflect and engage in dialogue was a key feature of our strategy to achieve our school improvement focus and manage the additional time demands of COVID.

## ***Enriching Platform***

Our moral purpose is highlighted in our Enriching platform. A St Hilda's education is based on our Anglican traditions and our motto, Non Nobis Solum (not for ourselves alone). Building self-efficacy, resilience, spiritual connection, and practicing kindness, became an even greater imperative in providing an education which enables young people to be active participants in managing their response to the world we share and making their mark. Participation in community-based activities and launching the Duke of Edinburgh Award, facilitated emotional and physical benefits emphasising acting with kindness and consideration of others.

## ***Sustaining Platform***

Our sustainability objectives continued to focus resourcing the School with further installation of solar panels, and the development of the new Junior School three-story

classroom block. Relationships were enhanced with the reinstatement of programs to support alumni and community connections.

### ***Engaging Platform***

Building the partnership with our brother school, TSS, focused the development of joint curriculum and co-curricular activities for various cohorts across the two schools. A new mentoring program was introduced to facilitate conversations between recent graduates and Year 11 students.

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

Practices for worship, put in place to manage the COVID environment in 2020, continued during this second year of the pandemic. Prep to Year 6, attended chapel one year level at a time. Senior School students met for worship in House groups, and Boarders' Chapel Services were organised into smaller groups to comply with social distancing advice. The main services of the liturgical calendar were similarly managed.

Our assemblies continued to commence with the School Prayer, and in the absence of being able to meet weekly, our Chaplain ensured weekly prayer was part of the electronically available Staff Briefing each day. All student leadership roles are inaugurated in a worship service, where students and staff are invited to commend their service to God. At the completion of Term 4, our staff were able to come together in our chapel to celebrate the year that was with a service led by Fr Patrick and an inspiring choir accompanied on organ.

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

St Hilda's has had a very long association with St Peter's Parish Southport; for many years it was the "School Chapel". The School has an annual visit in which musicians and School leaders contribute to the 9:30am Sung Eucharist. The rector of St Peters, the Rev'd Don Parker, is a member of the School Council along with two other clergy. Our main engagement with the local parishes, however, as it has been in other years, was in fundraising for services they provide to others. In 2021, this included attendance at functions celebrating the 40<sup>th</sup> anniversary of the Surfers Paradise Anglican Crisis Centre.

### ***Relationships***

Apart from the long-term relationship with St Peter's Parish, the School has developed relationships with individual clergy who have come into the School to take services individually or help the Chaplain. Thus, once a term, the Rev'ds Richard Browning and Mary-Anne Rulfs, have helped with the three House Eucharists while the Rev'ds Don Parker, John Dougherty and Trevor Sketcher have assisted at the annual Year 12 Reflection Service.

### ***Chaplaincy***

There is one full-time Chaplain who is assisted with services by students and other members of staff. The Chaplain, Father Patrick Duckworth teaches across the Junior,

Middle and Senior Schools and takes time to build positive relationships with girls and their families. He leads our Boarders in Chapel each Thursday evening with a mixture of traditional and contemporary hymns and prayers in a non-Eucharist style service.

## ***Diversity***

The School's student population identify religious affiliation at enrolment as largely Christian including, Anglican (301), and Roman Catholic (236), with small populations of Orthodox, Sikh, Muslim, Jewish, Hindu, Buddhist, Bahai, and Assembly of God.

Our school hosts an Amnesty International group and an International Group who raise awareness through club meetings and via assembly presentations. The Semester 1 Ethics assembly featured a discussion on 'Inequality, Education and Medicine'. In Semester 2, finalists in our annual Soap Box Public Speaking Competition presented a range of ethical dilemmas to highlight the role of moral decision making. The principal's assembly in September featured the theme Diversity, Inclusion and Belonging, with the message 'inclusion starts with I'.

## ***Religious Studies***

Mrs Catherine Syms heads the RE Faculty across the campus, and SOR studies. Each student at St Hilda's has a one-hour lesson of Religious Education each week from Pre-Prep to Year 12. Each year level is approached differently with a syllabus appropriate to that age level and maturity. Thus, in Pre-Prep the understanding of God is delivered in very simple but direct ways. In Year 4, the meaning of Holy Communion, among other topics, is taught and students are prepared for First Communion if they and their parents wish it. In Year 6, the meaning of Easter is taught through the allegory of CS Lewis', *The Lion, the Witch, and the Wardrobe*. The beliefs of other world religions are also studied as they are in the Senior School but the emphasis in Years 11 and 12 changes to an examination of ethical issues and the existential questions of life.

## ***Missional Engagement***

In keeping with our School motto: *Non Nobis Solum – Not for Ourselves Alone*, our girls continued to reach out to the local, national and international community to provide support and fundraising. Albeit, due to COVID, not to the same extent as previous years.

The Junior School supported a range of charities, often through creative events delivered via our House structure, including:

- In our Middle and Senior School, the girls demonstrated *Non Nobis Solum* connecting them to their broader communities. They continued to support the education of two students at St Jude's in Tanzania, and supported charities including the Cancer Council and Surfers Paradis Anglicare Giving Tree, to name a few.
- Year 12 students continued the tradition established by earlier Senior cohorts, supporting the children's' charity Variety, with a 'hair chop' which raised \$12,000.

## ***Staff Development***

Throughout 2021, staff professional development centered on three main areas. Developing a deeper appreciation of the progression of the Australian Curriculum structure, developing inclusive teaching programs supporting students' diverse needs, and continuation of our engagement with a Peer Coaching model incorporating the videoing and evaluation of the use of differentiation strategies in the classroom.

Our Head of Junior School and Junior School Leader of Learning and Teaching presented at ISQ Big Ideas Conference on the integration of technology in curriculum, and participated in a Data Management project and Curriculum project, and secondary staff continued to contribute, in roles supporting QCAA, and ISQ's Highly Accomplished and Lead Teachers' Conference.

## ***Reconciliation Action Plan***

A Reconciliation Action Plan has been developed by a committee under the guidance of Mrs Lisa Cleverly as Chair. This has been produced using the Narragunnawali RAP framework and is assessed annually. The committee has representatives from each sub-school and is looking to extend its membership to the parent body and students. In 2021, a census of the various syllabuses in the School was undertaken to see how Reconciliation is being taught or discussed across the year levels and in various subjects.

## ***School Values***

The COVID environment continues to impact on the breadth of activity connecting students to the wider community. However, our co-curricular groups, Middle/Senior School and Junior School Student Councils together with our Thrive Succeed program continue to focus the School's values (Love, Compassion, Forgiveness, Hope and Grace) and provide opportunities to observe days dedicated to social justice issues and the stewardship of our environment.

## ***Achievements & Contribution***

Our production of *Matilda the Musical*, postponed from 2020, was staged at the new TSS Annand Theatre. We were delighted to be hosted by TSS and to have the opportunity to bring our communities together to celebrate all facets of the arts which were combined to create this production.

Students embraced the opportunity to join the Duke of Edinburgh Award Scheme, with students completing gold, silver and bronze levels as well as the Queensland Bridge Award. Our School Foundation experiential opportunities attracted interest with internships available in Sports Management/Event Management, Mechanical Engineering, and Journalism.

Junior School continued their work with the Dubai Project and presented their plans for a sustainable city to the Gold Coast City Council.

## ***Events***

Our celebration of St Hilda's Day in 2021 refocused our attention on Archbishop Donaldson's purchase of the School in July 1911, and the introduction of our School motto, *Non Nobis Solum*, by Headmistress Miss Catherine Bourne. A Chapel service, tour of the School and high tea marked the day for visiting Old Girls, while current students celebrated the journeys of recent alumnae with a guest panel offering insight into life after school.

Lockdowns and restrictions were less onerous in 2021, with most co-curricular and school community events being able to be scheduled as per our calendar. A staff connection event was introduced to lift spirits and enhance our community spirit at the conclusion of Term 2. The Great Hilda Roo Challenge was organised in House teams with pit stops enabling each team to draw on their individual strengths and elicit a great deal of laughter.

## ***Major Projects***

The School's Master Plan development continued with the demolition of the Fittock building and part of the Bourne classroom space. Supply of materials, due to COVID, and weather hindered the completion of the new Junior School build; it is anticipated that the handover of the building will take place early in 2022. A new uniform shop was developed over the Christmas break and the next stage of the Master Plan redevelopment began with the demolition of the Granowski building in readiness for the development of music classrooms and an auditorium.

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

The Archbishop's 2021 message, 'Being Together – Nurturing Relationships' was the first message the staff and students received when they returned to school at the beginning of the year. It also formed the basis of the First Term Senior School service and was an underlying theme with the weekly Prep-Year 2 and Years 3-6 Chapel services. With staff, the theme was developed throughout the year in the Principal's briefings. The theme certainly resonated with Boarders and their "Big Sister" program in which an older, and experienced, Boarder will mentor one who is new to living away from home.

## ***Future Plans***

At the conclusion of 2021, the School sought feedback from parents and Year 12 students on their experience of St Hilda's programs. Together with the draft of School Council's strategic priorities for the next five years, the School's future plans will focus on advancing infrastructure with our Master Building Plan, and continuing to develop our plans for students and alumni, culture and leadership, reputation and community. The School enjoyed growth in student numbers over the course of 2021, which will demand considered attention to our management of resources and vision as we aspire to remain an all-girls day and boarding school.

# St Luke's Anglican School

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

The year 2021 has been another year of success for St Luke's. We are blessed that 2021 has been so different from our 2020 experience. We give thanks that St Luke's has been able to operate relatively normally throughout the year; no lockdowns, no homeschooling, just some minor inconvenience making sense of the face mask requirements.

It was another year of success for our students academically, culturally, and on the sports fields. In 2020, our Year 12 ATAR results were outstanding, consistently higher than the state and local averages. It was wonderful to see such a comprehensive range of cultural and sports activities throughout the year. The Cultural Celebration and Sports Awards evenings were a testament to the breadth and depth of talent of our students.

In 2021, we were able to commence the build for the new Performing Arts and Sports Centre. This is the second stage of the St Luke's Campus Master Plan, launched in 2019. The PASC has been many years in the planning, and factoring in a delay due to the pandemic, we are excited to see the project taking shape. We are pleased to be working with McLellan Bush Architects and Jeff Lennox Builders on the project. Such a project would not be possible without many years of careful financial planning, the support of our parents and the State Government via the State Capital Assistance Grants scheme. We look forward to opening the new facility in late 2022.

St Luke's recorded the highest enrolment numbers in the history of the school in 2021. To meet the demand we have introduced additional streams in primary, capped enrolment numbers in all year levels, and are now managing waitlists for a number of year levels. Additionally, St Luke's was honoured to be acknowledged as one of Qld's top-performing regional schools this year. We are committed to being able to offer high quality and highly consistent educational experience for families in Bundaberg and the Wide Bay region, to give families the opportunity to remain together to live, work and learn in the region.

These facts are a strong endorsement of the quality of what happens on a day-to-day basis at St Luke's and are a result of the selfless dedication and commitment from our staff across all areas of the school. St Luke's is blessed to have such wonderful staff giving their best each and every day.

## ***Opportunity for Meaningful & Relevant Worship***

There is a quiet sense of peace and a hush of expectation when the school community gathers for both Primary and Senior Worship every week. Using music, dancing, stillness and prayer, we create a worshipful space where the Bible is read and explained, songs of praise are raised and prayers are offered.



Increasingly, our worship has become more community led. Some staff and a few brave students have had the opportunity to share a reading, prayer or a homily which is well received by all.

Over the course of the year, we have celebrated Ash Wednesday and Lent, Easter, Pentecost, St Luke's and ANZAC Day Services. The sacraments were conferred on particular services through the year: seven Baptisms, 14 Admissions to Holy Communion and an increasing number of both students and staff receiving Holy Communion at our Eucharistic Services.

Each week there is a celebration of the Eucharist on Tuesday mornings to which staff, students and parents are most welcome. At each term's end there is also a Whole School Eucharist attended by staff and students from Prep to Year 12.

### ***Relationship with Parents, Local Parishes & the Wider Mother Church***

We continue to support the Anglican Parish of Bundaberg through its Soup Kitchen. During Lent, our students are encouraged, in Pastoral Care Classes throughout the Middle and Senior schools, to collect food for the Parish Pantry. Our Christmas Appeal does the same this time with the students from the Primary school. In both appeals, the food collected is presented to the Parish at both our Easter and end of year Christmas Service. Members from the local parish are invited to our Whole School Worship services.

In addition, during Lent, the Anglican Men's Society holds a Lenten Soup Dinner. The School is represented at this meal by students who assist with the serving of the soup as well as by the presence of some staff and students as guests.

Our staff visited our local aged care residence, Meilene, on a student free day, and offered Christmas gifts. They spent the morning visiting, chatting and singing Christmas carols with these residents. It was a heartwarming day for all, as many of the residents had limited visitors due to COVID.

Once a month, students regularly visit the Parish Hall to assist in setting up tables and preparing food for the Soup Kitchen. Members of our staff also gave of their time and energy to assist with the sausage sizzle on Saturday evenings once a month, cooking sausages, making coffee and talking with the homeless folk who attend.

### ***Implementation of an Appropriate Program of Religious Studies***

To begin the year, all Ethics and Faith lessons throughout the school focused on the Archbishop's message of 2021: Nurturing Relationships.

*"In everything do to others as you would have them do to you; for this is the law and the prophets."* Matthew 7:12

The students examined the questions, “Who Am I?” and “What makes me unique?” leading on to “How can I make or become a better friend?” They looked for connections between themselves and others and looked for ways they could build on these. This could then be extended outside their own friendships to the school community and wider world.

The students in Primary created a giant display outside the learning hub to show our Community that we nurture relationships within our school.

We used a shared garden space to create a revolving ‘Nurturing Relationships’ display centred around a garden table with two chairs. From sharing a pot of ‘friendship soup’, to ANZAC displays, to world flags surrounding the garden, year long all students were a part of this important message.

Regarding curriculum, within the Primary School, we continue to use a mixture of the Connect program, Big Questions, published by CEP alongside standalone units. These programs help to communicate many of the Biblical stories of which most of our students have no prior knowledge. These stories provide opportunities for the students to relate the stories they have heard in class to their everyday life.

Our Middle School students are using the Rev’d Elroy Mee’s curriculum, however, it has been revised and enhanced for our use. The result, a new framework that is more accessible to the students. In addition, there is now a greater emphasis on spirituality and its development as well as reflection activities.

Our Year 10 course is broken into four different units:

- The Concept of Creation,
- Links to Christianity through exploring the Abrahamic faiths,
- investigating social justice issues; and
- Christian Worship, and how our view of spirituality can have an affect on our journey through life.

In Years 11 and 12 the students are involved in a number of workshop groups studying the Scriptures, social issues, cults and different religious traditions. This takes the form of a student discussion based around some of the issues they face and work with as they journey through our Senior School.

### ***Opportunities for Christian Ministry & Service***

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

Throughout the year and despite COVID restrictions, students continued to show outstanding participation and involvement in a variety of service activities. At each activity and event, students participated with little hesitation, exceptional efforts, tons of

enthusiasm and excited smiles. There have been many service fundraisers held throughout the year, which have included visits to aged care facilities, raising money with the community, a range of Interact club fundraisers and participation in a number of service opportunities.

The students participated in the National Day of Action Against Bullying and Violence. Springboarding from this day, we tried very hard to nurture relationships between the year levels, holding many opportunities for the older students to care for and nurture relationships with younger students. Year 8 PC classes spent time with Year 1 students, Year 6 students held a 'helping hands' program where they helped the Preps/Year 1s in their playground lunch playtimes. They also visited the ELC to read to the Kindy students; it was a learning and growing time for us all.

Our students again showed incredible persistence and participation in this year's Relay for Life. Once again, St Luke's Anglican School truly dominated in team numbers with a significant number of students dedicated to the cause. For the many weeks beforehand, team members held numerous fundraisers in order to make the most out of the annual event. Now held on the School's back oval.

We finished the year with a generous giving of gift boxes packed by our Primary School families to Samaritans' Purse for their Operation Christmas Child appeal.

### ***Commentary & Reflection on the Characteristics of the School***

Our core values of Faith, Performance, Honour, lived out in following what we call the *St Luke's Way*, which being grounded upon gospel values, underpins the way our school operates. We continue to pride ourselves on the strong sense of tolerance, acceptance and respect which we have and will continue to build, amongst our staff and students.

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

As a school community, we continue to follow the tradition of the Anglican Church and have built many of our own, which run alongside these. Our worship and school life are dedicated to preserving these traditions with the dignity they deserve.

Our students are expected to follow the school motto of Faith, Performance, Honour through the *St Luke's Way* by serving God, showing respect both for themselves and others, being tolerant and socially responsible. Students are expected to be organised and set personal goals, be committed to being involved in the life of the school community and to take pride in their work, presentation and their school.

## ***Academic Results***

St Luke's Anglican School's Year 12 ATAR results for 2021 are in, with 29% of students receiving an ATAR score between 90.00%-99.95% and 46.6% receiving an ATAR score greater than 70.00%. Over 88% of our Year 12 cohort has received an offer from QTAC.

At St Luke's, except for 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***

Although COVID made completing Service activities harder than usual, our students managed to find ways to give back to the community. Students organised fundraising activities during the year to support organisations such as Drought Angels, Landcare, Beyond Blue and Headspace.

Students and staff continued to support the Dorcas Soup Kitchen by involvement in weekly preparation of food for the homeless run by the Christ Church Anglican Parish. Staff also participated in the weekend event once per month. Staff and students also supported the Meilene Retirement home with visits and gift packs for Christmas.

Students were able to participate in the Community Relay for Life event and a number of staff and students organised our own event at the school. A number of fun activities were undertaken and money raised was donated to the Relay for Life organisation.

## ***Cultural***

2021 was a year of growth for St Luke's Anglican School Performing Arts Department. With our Instrumental Music Enrolments moving from 236 enrolments in 2020, to 289 students in 2021, the timetables are bursting at the seams. The Drama production increased from 32 participants in our 2020 production 'Roadkill Café', to 45 in our 2021 production of 'Unmasked'.

The growth in Year 3 enrolments has had a hugely positive impact on the program as a whole. With the Year 3 String Program being compulsory, it ensures that every student, whatever their perception of Performing Arts, has a chance to experience learning an instrument. Every year we are astounded by the number of parents who approach us at the end of Year 3 indicating that they would never have thought to enroll their child in instrumental music. However, after seeing the incredibly positive impact the experience has had, parents are willing to make the investment in their child's continued musical development. This program is one of the key reasons we are able to maintain a flourishing program. Regardless of their continued involvement in later years, their respect and understanding remains, helping to shape the well rounded culture we have at St Luke's Anglican School.

The year 2021 had a large focus on building our Drama Program with the addition of our 'Out of the Box' theatre group. As part of this, co-curricular activity students have learnt modern theatre techniques both in staging, lighting and sound. With a large focus on physical theatre, our students are becoming more versatile with every year. Part of the shift in approach is to prepare our students for the new facilities currently being built. The Performing Arts Department is definitely looking forward to the incredible opportunities this will provide for our current students and generations to come.

## **Sport**

The start of 2021 has seen the return to some sort of normality on the sporting scene, just to be interrupted again towards the latter part of the year. That did not stop us offering as many sporting opportunities to our students as possible, and their response has been great. With a number of trials and championships being cancelled again this year, there were many others that went ahead and St Luke's was well represented.

St Luke's hosted Interhouse Carnivals in Swimming, Cross Country and Athletics, where all our Kindy-Year 12 students had a day of fun and the opportunities to compete against their peers. Our School was also part of the Bundaberg District School Sport Committees, who hosted Summer and Winter Sport Competitions, as well as District Carnivals in Athletics, Cross Country and Swimming. St Luke's also participated in the Bundaberg All Schools Regattas hosted by the Bundaberg Rowing Club.

We continued in 2021 to offer the various range of After School Sporting Activities to our Students, which was well supported by our students .

In team sports, St Luke's competed in many of the QLD Rugby 7s events in the State, which included the QLD All Schools Rugby 7s Carnival in Brisbane, where our u/13, u15 and Open boys were very competitive. We also successfully convened a local Wide Bay Secondary Schools Rugby 7s Competition in conjunction with the QLD Reds.

St Luke's were well represented in Bundaberg District, Wide Bay Regional and Queensland State Teams and we also had students placing at National Championships.

Our Athlete Development Program (ADP) was in its second year, with a focus on the holistic athletic development of our Year 6-10 students. A lot of emphasis was placed on the strength and conditioning development of athletes. Next year, we will continue with the ADP for Year 7-10 students, and we will start a new Dynamic Movement Program (DMP) for Year 5 and 6 students. In this program we will focus on the fundamental movement skills to be further developed and specialised movement skills (i.e. sports skills) will be introduced. Students will develop their understanding and the importance of Physical Literacy. Our Personalised Performance Program, also catered for the individual needs of our talented performers, assisting them on how to balance between their sporting commitments and keeping up with academic work.

In 2022, we will continue our focus to further develop our team sports, where we will create an opportunity for our Rugby Union 7's and Netball players to tour to New Zealand in November 2022.

## ***School Council***

We have been blessed in Bundaberg to have had no lockdowns and our social and educational lives could continue without much interruption. We have learnt from 2020, and adopted many of the educational strategies used during 2020. Some of our students and their families are still being impacted by the pandemic and we offer our support to the best of our ability.

It was lovely to see the extracurricular activities return to 'normal' this year, and students able to participate in sport and cultural activities as they were used to. At the annual Sports Dinner, the keynote speaker Mark Knowles, a previous Olympic Gold Medalist, inspired our students with a strong motivational message of persistence and perseverance, despite stern challenges. This message aligns with the values we support at St Luke's as it is through persistence and perseverance that we can encourage our students to be resilient and to always do their best to become the best they can be. The St Luke's Way, modelled by students and staff, sets the foundation for a beautiful culture that supports the development of our students so that they can flourish.

St Luke's students' academic achievements in the past year were remarkable. St Luke's was announced as the third best school in regional Queensland, and the best school in our region. Our results are comparable to schools in the bigger cities where fees are much higher. It is pleasing that St Luke's is a school of choice in the region and with good reason, too. Our student numbers have increased to the highest in our history and we are very grateful for the trust put in our School to educate young people to become well-rounded Australian Citizens.

Education is at the heart of our identity and, as said at the recent ASA conference, we are educating for dignity, wisdom, hope and justice.

Mr Merritt has proven to be a strong, level-headed leader with a passion for education. He led positively and compassionately towards stable outcomes for staff, students and parents. The strong support from our senior leadership team is also highly commendable. We have an amazing parent community who supported St Luke's during 2021.

As a School Council, we are honoured to be a part of the St Luke's community. We certainly are building a strong reputation to be the school of choice in the region.

## ***Conclusion***

At St Luke's Anglican School, we are inspired by Christ, educating to develop exceptional individuals. Our graduates will be known for their strength of heart, mind and character, with a clear understanding of their place in God's world. Thank you for your support of our School throughout the year and what an exciting time to be part of the St Luke's community.

# St Paul's School

**Headmaster: Dr Paul Browning**  
**Dip Teach, BEd, MEd Admin (Hons), PhD, MACE, MACEL**

St Paul's School's purpose is to prepare resilient global citizens, who are innovative thinkers, with a heart for servant leadership. Our three core values are faith, learning and community. Our longstanding purpose statement and values strongly align with the Diocesan Vision and Values. We are about creating a nurturing faith-based community, where young people are supported to be imaginative, creative and courageous while exploring who they are, who God is, and what their relationship with Him might be.

The year was less challenging than 2020 in regards to COVID-19. The key difference was that anxiety had lessened and we had become accustomed to the occasional lockdown. Significant planning at the beginning of 2020, well prior to the first lockdown in March, meant that staff were trained and prepared, students and families knew what to expect, and we could shift the entire operation online the day after a lockdown was called. While everyone reported that there is nothing like being in community in person, 2021 had some familiarity. We knew what to expect and what to do. We practised agility.

The biggest challenge has been for our international students, most of whom have not been able to see family for some two years. Significant support has been given to them over the time and continues to be given to them as we enter a third year of the pandemic. As I write, the announcement about borders reopening has been made, which will be very exciting for all concerned.

The School was able to support all families who were impacted financially by COVID-19, and by the grace of God, return another better than budget surplus. We continue to support families, albeit a smaller number, as we move into 2022.

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

COVID-19 did disrupt our normal worship routine. Instead of a regular, separate chapel service, chapel was included as part of the fortnightly assembly for the Secondary School. Junior School was able to continue its normal routine of worship.

We have missed celebrating Eucharist these last two years and are hoping that in 2022 we can return to our normal calendar of worship.

A group of staff continued to meet before School on a Tuesday and Thursday for a devotion and prayer, but for 2021, the group was combined with the parent prayer group: staff and parents met together every Thursday to pray for the School and the wider community.

We started a new community group in 2021 under the leadership of the Executive Director of Faith and Community: Wayfarers @ St Paul's. Wayfarers is open to any member of

the St Paul's and wider community who are asking questions about God or have, for some reason, moved away from the church but are still seeking a relationship with God.

*"Decline in formal church affiliation means that many people may feel isolated in their individual spirituality... One solution is to develop small alternative communities where individuals can be nurtured in their spiritual lives. We argue that a flourishing community is an ideal place for individual spirituality to develop"*

**Beyond Wellbeing: Spirituality and Human Flourishing, 2012.**

Wayfarers is an opportunity to create a flourishing community, an opportunity for people to support one another and show the love of God to the wider community. There are two groups, one for students and one for adults. The groups combined for a Carols and Readings service the Sunday before Christmas.

## **Diversity**

St Paul's School opened its International School in 1997 and has some 30 sister schools around the world. While many of the programs offered through the International School were significantly affected by the pandemic, there were still some 100 international students on campus for the year. These students represent a number of countries, and coupled with our ever-diversifying local community, means that St Paul's is quite a multicultural school. All faiths are represented in our community, but all families know that we respect and value their faith but teach what the Christian faith is all about and encourage people to question.

Our multicultural diversity supports our aim to create 'resilient global citizens', helping our local students understand and appreciate that they are a part of humanity and a member of a global community. With that comes a responsibility: to appreciate and value other cultures and faiths and to care for God's creation.

But our diversity extends beyond culture and race. Diversity in the School community is also seen in the sexuality of students, staff and parents. Our role as a mission-focused School is to embrace each person with the love of Christ and ensure they feel safe, accepted and a valued member of our community no matter their cultural, religious, socio-economic or sexual background.

## **Religious Studies**

Our program of Religious and Values Education (RaVE) continued to be strengthened, overseen by Caro Emslie, the Curriculum Leader for RaVE.

An interesting observation was made by the teachers of that program, and those directly involved in the ministry of proclamation: COVID-19 has brought a renewed interest in spirituality. People are more open to the notion of a loving God than they had been in previous years. Perhaps this has been because we have been reminded about our own mortality.



## ***Missional Engagement***

One of the saddest consequences of the pandemic has been our inability to travel, and particularly to visit the communities in Vanuatu that we support. V10 (Vanuatu 10, 10 for 10th trip) had prepared to go on the annual Mission Trip in 2020, but of course, that was cancelled. We had hoped that they could have gone in 2021, but to no avail. The students and staff have missed this amazing opportunity and really look forward to the day when we can visit our friends on the island of Santo again.

## ***Major Projects***

After a 12-month delay due to COVID-19, we turned the first sod on the School's most ambitious building project in its history, our new Innovation Centre. The first two buildings on the School's site, Blocks 1 and 2, built in the 1960s, and the front half of the Library, were demolished in the June/July holidays. These buildings have sat at the heart of the campus for over five decades. Their demolition has dramatically changed the School site.

The new building, to be completed by the end of 2022, will house the new Secondary School Library, two Hospitality Kitchens, a new Coffee Shop, a presentation space that seats 250 people, a senior study area, spaces for our innovation projects, spaces for the expanded entrepreneurial programs (including offices for start-up businesses), new ICT classrooms, and staff areas.

Towill Design was engaged to design and project manage the building. They have been our long-term architects. Remarkably, the lead designer is a recent past student (2014 graduate), Emily Bell. Emily ran workshops with current students and staff to design the building; creating a lovely synergy between the past and the present.

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

As we entered the second year of the pandemic with news of the United States' Capitol riots fresh in our minds, there were certain anxieties commencing the School year with ongoing COVID-19 restrictions. It seemed we could be looking at a time of strong division in society and a mindset of everyone for themselves, but the stories and accounts of community spirit and altruism in wider society and at St Paul's shone like a beacon in dark times.

In the busyness of starting each School year, we may at times put tasks before relationships but as the Archbishop invited us to do, we encouraged all at St Paul's to work as best we can at nurturing relationships this year. Both with those we know and those we don't.

The year 2021 reminded many of us that there is nothing more important than our relationships with those we love and who are close or far away from us.

International students are an important element of the St Paul's community. Unfortunately, the usual excitement of welcoming back current students and greeting new students was not possible with travel restrictions. However, through staff commitment,

online learning, streaming House meetings, special events and services, international students were able to stay connected and feel members of the St Paul's Community. There were also students who had not been home for well over 12 months, living in homestays. Nurturing relationships with these students and caring for them, during school term and holiday time, was a testament to the devotion of St Paul's staff, students, and friends alike.

Throughout the uncertainty of the 2021 COVID-19 restrictions and changes, the manifestation of relationships being nurtured in the St Paul's community was visible as staff cared for each other, their students and many families in need with ongoing issues or unanticipated crisis.

The restrictions meant constant changes to how we met with parents, in groups, at assemblies and in worship etc. but through co-operation and a willingness to improvise and be innovative, St Paul's was able to meet the expectations of our community and supporters. This was only made possible through St Paul's being a community that values relationships as much as we do.

Within the regular cycle of activities, we continue to hold morning reflections for staff two days a week but now also include parents and supporters on Thursday mornings before School as we reflect, encourage one another, and pray for all members of the St Paul's Community. Similarly, the Wayfarers group continues to meet on particular Sundays and invites others along as we seek the guidance of the Holy Spirit in what format a corporate gathering of seekers and Christians at St Paul's may look like.

Vertical tutoring continues to be at the forefront of ongoing staff/student and student/student relationships breaking down the age barriers that can sometimes occur. Students from Years 7-12 interact daily within their tutor groups, and mentoring and care occurs both within intrinsic and extrinsic structures.

Throughout the year, although somewhat limited in opportunities, St Paul's students, staff and families still reached out to others through charity and outreach opportunities running Pink Days, Blue Days and other collective and community experiences. As the year drew to a close, the annual St Paul's Foundation Day food collection was not restricted in any way as students provided non-perishable food items to present at the annual Foundation Day service. Over 50 baskets of food were donated and then distributed to local Anglican Parishes providing Christmas Hampers and parish pantries for those in need. Several hampers were also assembled and distributed directly to families struggling through these Corona times.

Nurturing relationships is something we all should constantly seek, but the theme for 2021 provided St Paul's with an opportunity to deliberately focus on growing new relationships, celebrating our relationships with each other, and nurturing our relationship with our God. Father Son and Holy Spirit.

# The Glennie School

**Principal: Ms Mary Anne Evans  
BA, DipEd**

Our theme for 2021 was 'Be Brave'. The theme worked to generate questions about purpose and direction in life and how, in light of this, we need to Be Brave. We had the opportunity to consider character, and the way we would translate the idea behind the theme into the educational opportunities for the girls and staff. Behind the theme was the implication that life required courage, and this was relevant to every year of life and most of the concerns that life brings. All girls and staff found that the theme was extremely relevant in these COVID times.

Our core values: Integrity, Respect, Compassion and Courage have been further reinforced around the School. Junior Years have been excellent in their complete embracing of the values and they can all clearly articulate what these are. The Senior School is working to have a similar culture across Years 7 to 12. Along with our annual theme, our values have continued to be cherished within the community. As time has passed we have found many ways to implement the values in a practical way.

2021 proved itself to be a challenging year managing change in a positive way that reinvigorates growth in all facets of School life. Further understanding the traditions of the School, hearing the stories that give heart to the personality of the School and to work alongside a staff and student community committed to each other has been a joy. Our purpose as a school is to pursue great education. This incorporates an expectation of academic success, and prizes the development of character. There is no single answer about what this looks like for the girls. As they are different, so is the definition of success.

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

Worship and Christian ministry is central to life at Glennie. Students in the day School attend Chapel fortnightly in various combinations of year levels and boarding students have a weekly evening Chapel Service.

Special services were held in 2021 for the Commissioning of our new Principal, Induction of School Leaders, Ash Wednesday, Easter, Founders Day, Anzac Day, Remembrance Day and our Christmas Carols Service.

A new tradition was established for our Graduating Class with their Valedictory Eucharist being held at St Luke's Church. We were privileged to have Archbishop Phillip Aspinall to preside at this service and stay on for the Graduation Ceremony.

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

Glennie has a number of connections with the parishes in Toowoomba and further afield. A major service learning project is our support for the St Luke's Parish Pantry with goods to be given to those in need in our local community.

The Chaplain is an active member of the Toowoomba Deanery, and Deanery clergy are invited to significant events at the School. We were privileged to launch a University of Southern Queensland project in connection with Remembrance Day in November and Archdeacon Mark Carlyon was able to attend.

## ***Chaplaincy***

The Rev'd Sharon Mitchell continued as full-time Chaplain in 2021.

The Chaplain mentors a group of Year 12 leaders as the Chapel Committee. Their role is to lead the community in Anglican ethos, services and activities. They led School Chapel services and provided support for Middle and Senior years students in the Recharge Room during breaks.

## ***Diversity***

The most dominant religions captured through the School's management system are Catholic and Anglican. This data shows that 25% of students identify as Catholic, 20.4% of students identify as Anglican, varied small percentages identify as Uniting, Hindu Muslim, Non-denominational and Christian, whilst 29.8% of students are recorded as unknown religion. It should be noted that whilst 29.8% of students' religion is unknown, this is because the School has only started capturing this data over the past several years. It would be anticipated that the percentage that is unknown will change over time as the School's data continues to improve.

For 2021, there were 25 students who identified as Aboriginal, 10 students who were Torres Strait Islanders and six students who were both Aboriginal and Torres Strait Islanders.

With regards to cultural diversity, 94.5% of Glennie students were born in Australia. The remaining 5.5% of students born overseas were born in 16 different countries.

Owing to COVID, the number of international students studying at the School was significantly less than previous years.

## ***Religious Studies***

Religious Studies in 2021 included:

- The Glennie School curriculum continues to reflect the six strands of the Anglican Schools Commission – Religious Education Framework: The Bible and Christian Belief; Christian Traditions and Practice; Christian Living; World Religions; The Inner Life and Thinking about Religion.
- The topics of the units within this curriculum range from studies of the Abrahamic faiths of Christianity and Judaism, to discussions about religious persecution and what it means to live a spiritual life. In the senior years, topics start to take on an element of ethics and philosophy, as students deliberate over issues such as capital punishment, euthanasia and the morality of

scientific developments and possibilities, such as stem cell research and cloning.

- There has also been the continuation of the teaching tool of Philosophical Inquiry, where students get to learn how to think, rather than what to think.
- There has been a lot of positive feedback about the program from staff and students, particularly around the commitment to Religious Education being a discussion and inquiry based subject that focuses on development of thinking rather than academic achievement.

## ***Missional Engagement***

This year, the Glennie community generously gave from their blessings to a diverse range of charities and organisations. Girls served the community with visits to Glenvale Villas, although these were in suspension for some time during COVID restrictions. They also participated in the Smith Family Student 2 Student reading program and collected backpacks for the Toowoomba organisation *Hope for our Children*.

One of our major fundraisers during the year was Ribbon Day in aid of cancer research Funds raised this year were divided between the Australian Cancer Research Foundation and Leukaemia Support Queensland.

A second mission focus is the support we provide for the St Luke's parish larder. Girls are encouraged to donate non-perishable goods that can be given to families in need in our local area.

Students also responded to a need in our local community for stationery and school resources to be provided for children who were attending school without the basic necessities. Founded by our 2021 School Captain Sandra Miller, SONDER continued to grow and this initiative was well supported by the student body, with many donations being able to be distributed to local primary schools.

Other fundraising activities throughout the year supported: the Bush Ministry Fund, St Luke's Pantry, Drought Angels, National NeoNates, and Share the Dignity.

## ***Staff Development***

Staff development in 2021 included teacher upskilling and training to improve subject-specific knowledge and practices in areas like Philosophical Inquiry, Biology (Genetics), Geography (Environment), HPE (ACHPER conference) and Extension and Enrichment (Ethics Olympiad) for example. Teachers continued to develop their understanding of QCE processes through assessor training workshops.

Notably, Dr Alison Bedford attended National Coalitions of Girls Schools Conferences as part of her fellowship. Members of the pastoral care team attended Youth Mental Health First Aid workshops and Cultural Competence and Indigenous Mental Health Assessment training. The School supported numerous pre-service teachers across all year levels and subject areas.

## ***Reconciliation Action Plan***

During the year, the First Nations girls used Reconciliation Week to spend time in both the Junior and Senior campuses to educate fellow students about the importance of Reconciliation Week through storytelling, dance and jewellery making and as a connection to culture.

Glennie displays both the Aboriginal and Torres Strait flags regularly at the entrance of the School. Professional Development has been given to enhance the knowledge on how best to teach to First Nations students. At assemblies, the girls lead the Acknowledgement of Country, which has been a way to show respect to our students' and their culture.

A highlight this year was a Chapel presentation, jointly prepared by the Year 12 Cultural Committee and our First Nations girls, on cultural diversity in connection with Harmony Day. We also welcomed Aunty Cheryl Moggs, a local Aboriginal leader and artist who spoke at a Boarders Chapel service, inspiring the girls to embrace who they are and aim to lead well.

## ***Achievements & Contribution***

Significant achievements by our community in 2021 included:

- The School's highest achieving student for 2021 received a 99.65 ATAR.
- 39% of graduates achieved an ATAR above 90.00 (ATAR eligible and outcomes that were disclosed).
- School Captain, Sandra Miller, won the prestigious Queensland Theatre's Young Playwrights' Award in one of the strongest pools of entries seen in the almost 20-year history of the award, according to Queensland Theatre.
- Year 10 student, Alexandra Sharp, received a full scholarship to CASE Ocean School for 2022.
- Year 12 students, Genevieve Dean, Kari Donaldson, Amy Grant and Ellie Sands were selected to participate in the National Youth Science Forum.
- Year 12 student, Hannah Waterfall, was offered a position at Qld Conservatorium Griffith University on French Horn performance which is an exceptional achievement given they take two French Horns from across Australia each year.
- Zoe Waters (Year 10) was selected in the Australian Under 18 Touch Squad and Katelyn Collie (Year 11) Queensland Country Rugby League team.

## ***Events***

### **February**

Shrove Tuesday Pancake Stall and Junior Years Pancake Races  
Whole School Ash Wednesday Service

### **March**

Commissioning of Mary Anne Evans as the 14th Principal of The Glennie School

The Glennie Fair – cancelled due to COVID

### **April**

Whole School Easter service  
Anzac Day service

### **May**

Rankin Leaders' Dinner

### **August**

Whole School Founder's Day Service  
Ribbon Day to raise money for Cancer Research  
Whole School Grandparents Day

### **September**

Year 12 Formal and Daughter/Parent Celebrations

### **October**

World Teacher Day Celebrations

### **November**

Remembrance Day Service  
Year 6 Celebration and Service of Thanksgiving  
Year 12 End of Year Celebrations including Valedictory  
Speech Day  
Carols Service

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

The Archbishop's theme was a focus for our Junior Years with each level exploring the theme for a term in their Religious Education curriculum. The girls developed the idea of horseshoe friendship groups – always sitting together with space for others to join in rather than a closed circle. Classes designed projects to understand relationships within the School, within families and how to nurture others who are not part of our circle.

In the Middle and Senior Years there was a focus on redeveloping our Wellbeing programs which included work on nurturing our relationships with others. Through Chapel services, students explored how to maintain positive relationships, how to extend friendship to those who are different or who come from different backgrounds.

## ***Future Plans***

In 2021, as a community we established and launched *The Glennie School Strategic Plan: A New Educational Era 2021-2026*. As quoted in a report on *The Schools" in the Church of England Year Book – Diocese of Brisbane, 1935* [Education] is one of the finest activities in which the Church can ever be engaged... Religious influence is seen at its best when it is conveyed not merely through specific instructions on biblical subjects but

when it pervades every moment of school life, both in and out of the classroom.” This is what Glennie embodies.

The School has a depth of tradition and we are looking to develop a clear understanding of how our faith, the stories within our history and the best of modern educational research can be combined to create an understanding of our culture that can direct the daily purpose of our School.

In our development of the School's Master Plan, we are looking to relocate the offices of the senior staff to an area within the School where it will be possible to connect more organically with the girls. We know that the quality of relationships within the School are built on natural interactions that are enabled by connecting the learning areas with the administrative areas. Our designs for our new Research Centre/Administration building have been finalised and we await news as to whether or not we will be successful with the BGA Funding application. Meanwhile, small jobs have been completed around the School e.g. the new playground equipment and grassed area in Junior Years. The completion of the Strength and Conditioning Gym has been a great asset for the School and provides great enjoyment for the girls.

The School has a completely new timetable which made Prep to 12 more seamless and an efficient use of the expertise of our staff. More curriculum time has been added into the timetable as well as an enhanced Wellbeing Program. The School has made significant shifts in these two critical areas which has facilitated a feeling of calm.



# The Southport School

**Headmaster: Mr Andrew Hawkins**

**BA AppSc (HMS), BED (UQ), MEd Guidance and Counselling (UQ)**

## ***School Values***

After researching 10 different companies and individuals who specialise in education strategy, we decided to engage KPMG on a nine-month strategy journey of which we are about halfway through as this article goes to print. The point of difference for KPMG was their work with tertiary institutions, as well as schools, in their vision and strategy. We wanted to learn more about the next logical step for our students and the institutions we aim to send them to.

After consulting various stakeholders from students, parents, coaches, volunteers, staff, Old Boys, parents, and community partners we have reached the draft stage of a 'strategy on a page'. Early in 2022 we will launch our plan for 2032. More importantly, we will also discuss how we plan to fulfill our vision and strategy moving forward.

For those families with sons at the TSS Preparatory School our new vision looks somewhat familiar. It is by no accident that the Prep values of Teamwork, Scholar and Service (TSS) that have been organically delivered across our Prep School over the last two years will now be disseminated across the School from Prep-12.

## ***COVID Management***

The Australian Boarding Schools Association (ABSA), Independent Schools Queensland (ISQ) and the Isolated Children's and Parents' Association (ICPA) have been in dialogue with both Queensland Health and now the Australian Health Protection Principal Committee (AHPPC) to obtain clear guidelines for boarding schools. As we have learnt over the past two years, we are operating in an ever-changing environment and accordingly adjust our student, staff and wider community protocols to align with Queensland Health directives.

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

### ***Staff Worship***

#### **All Staff Eucharist**

Two Eucharist services were held for all School staff at commencement of both Semester 1 and Semester 2. Due to COVID restrictions these were held in the Annand Theatre.

#### **Weekly Staff Eucharist**

A Staff Eucharist was held each Wednesday morning at 7:45am during term time in The Memorial Chapel of Saint Alban, with approximately 8-14 staff in attendance each week.

## *Student Worship*

### *Preparatory School*

#### **All Preparatory School**

The Preparatory School gathered as one to worship on three occasions in 2021 in The Preparatory Hall:

- A New Beginnings Chapel was held in first week of Term 1;
- An Easter Chapel was held in the final week of Term 1;
- A Christmas Chapel was held in the final week of Term 4.

An ANZAC service was held in Term 2.

#### **Weekly Year Group Chapels**

Weekly Chapels were held during term time, with the students grouped into the following year levels:

- Reception to Year 2;
- Year 3 & 4;
- Year 5 & 6.

The chapels were generally based on the student wellbeing Bounceback themes.

#### **Clay & Candles**

The Clay & Candles Chapels continue to be a significant moment for the Year 6 students.

In Term 1 the students are given a piece of clay as a symbol of their lives, to work with God to mould it into something special.

The students create candle holders with the clay during the year, and in Term 4, during their graduation week, the students are presented with their candle holders, with a lit candle, to remind them to let the light of Christ shine brightly in their lives.

#### **Preparatory School House Chapels**

The four houses of the Preparatory School, gathered with their families towards the end of Term 2, for their own House Chapels. These chapels were well supported by the boy's families.

#### **Assemblies**

Assemblies in the Preparatory School continue to incorporate a moment of prayer for the school community.

### *Senior School*

#### **Senior School Sacristans**

Twelve Senior School Sacristans represented each of our 12 Senior School Houses.

## **All Senior School**

The Senior School gathered as one to worship on two occasions in 2021 in The Annand Theatre:

- An Easter Chapel was held in the final week of Term 1;
- A Christmas Chapel was held in the final week of Term 4.

An ANZAC service was held in Term 2, led by the Senior Cadets, Honour Guard, Choir and Drama students.

## **Weekly Student Chapels**

Weekly Chapels were held during term time, with the students gathering in House groups. A variety of themes were covered in 2021.

## **Senior School House Chapels**

The 12 houses of the Senior School, gathered with their families for three occasions in 2021:

- Welcome Chapels – held at the start of Term 1;
- House Patron Chapels – held throughout the year;
- House Suppers – held in Term 4. These are a celebration of achievement for each House, with a Grace before the meal.

These chapels were well supported by the boys' families.

## **Valedictory Chapel**

A Valedictory Chapel was held for the graduating Year 12 students in Term 4.

## **Assemblies**

Assemblies in the Senior School continue to incorporate a moment of prayer for the school community.

## **Other Occasions**

There were a number of Blessing Services and Prayer Services held throughout the year for the various sporting and cultural groups within the school (e.g. Blessing of the Sailing & Rowing Boats, First XV Prayer Services, etc...).

## *Invitational Services*

The Centenary of the Consecration of the St Alban's Memorial Chapel of The Southport School was celebrated on Tuesday 2 November, acknowledging and celebrating the significant contribution of Staff and Old Boys of The Southport School who served the Commonwealth during World War I. Sanctuary Party was led by Archbishop of Brisbane The Most Rev'd Dr Phillip Aspinall AC, assisted by TSS Chaplain the Rev'd Jonathan Whereat and TSS Assistant Chaplain the Rev'd John Dougherty. The TSS newly restored pipe organ was played by Mr Andrej Kouznetsov, Assistant Director of Music at St John's Cathedral. Clergy with historical ties to TSS were also invited, along with local clergy from

Gold Coast and Brisbane parishes; copies of Centenary programs were also forwarded to all local parishes.

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

Headmaster Mr Andrew Hawkins was invited to present his Address at the annual Founder's Service held at St Peter's Church Southport on Sunday 5 September. TSS students were also invited to do the readings at the service:

- *Isaiah 35.4-7a*
- *Ps 146*
- *James 2.1-17*
- *Mark 7.24-37*

Priests from local Gold Coast and Brisbane parishes were invited to attend The Centenary of the Consecration of the St Alban's Memorial Chapel of The Southport School, details of same as noted in Worship & Christian Ministry section.

### ***Chaplaincy***

- Father Jonathan Whereat (Senior School Chaplain) tendered his resignation in 2021.
- The Rev'd Brian Rowe (Prep Chaplain) retired in 2021.
- The Rev'd John Dougherty became employed as the full-time TSS School Chaplain.
- Father Trevor Sketcher was assistant Community Chaplain.

### ***Religious Studies***

New Subject Course – Religion & Ethics (R&E) summary:

- R&E, an applied subject, is being introduced to the Year 11 cohort for the 2022 academic year.
- Four units will be covered over two years with the current Year 11 cohort completing the course in the 2023 academic year. Unit 1: Heroes and Role Models. Unit 2: Ethics and Morality.
- Three lessons per week have been timetabled for R&E. This meets the QCAA time requirements for the subject.
- Within this syllabus, the focus is on students gaining knowledge and understanding, on developing the ability to think critically, and to communicate concepts and ideas relevant to their lives and the world in which they live.
- As R&E is an Applied subject, the main benefit is that it can go towards ATAR. Successful completion of the course contributes four core points to the QCE.

### ***Missional Engagement***

TSS supported many outreach programmes by way of volunteer hours and/or fundraising efforts including Feeding Dreams Cambodia, Blue Dragon Children's Foundation, Guide

Dogs Queensland, St John's, Rosies Youth Mission, Redkite, The Salvation Army, Volunteer Marine Rescue, Lions Club and Leukaemia Foundation.

TSS in conjunction with St Hilda's is supporting eight members of staff in completing the Graduate Certificate in Theology as presented by Dr Marie-Louise Craig, Biblical Studies Lecturer with St Francis' College.

## ***Staff Development***

### **Faith Development**

- Two staff (Andrew Stark and Father Jonathan) attended the Religious Education PD Day in February. Father Jonathan gave a presentation on the 'Habits of Heart' program at TSS. At this PD Day, Andrew Stark assisted in establishing the Anglican School Librarians' Association Network (ASLAN). This network of SEQ Anglican School Librarians met twice during 2021 (at TSS in June and November at WMAC) and included delegates from Gold Coast, Brisbane, Toowoomba and Bundaberg. The Network aims to meet once each semester to discuss library issues and resourcing requirements as they apply to Anglican Schools. The initial driving force behind the Network was Vanessa Gamack from Anglican Schools Commission.
- Other faith-based professional learning included: Nurturing Relations and Inner Life; Student Protection Officer Inductions.

### **Contribution to Educational Bodies**

While COVID restrictions changed/cancelled many scheduled professional learning events, several members of staff were able to participate in (live) local, and (virtual) national and international PL activities.

- Two members of staff attended the virtual International Boys' schools Coalition Annual Conference during the mid-year break. This consisted of a variety of pre-recorded and live presentations that focused on many of the complexities of boys' education including: faith based-learning and teaching, student and teacher resilience, developing literacy and numeracy, the importance of sports programs, and best learning and teaching practice.
- Other PL events attended by TSS staff included: Cultural Competence and Indigenous Wellbeing; Sport and Recreation; Emerging Leaders' Symposium; Future Problem Solving; ISQ Action Research; QCAA Training; Australian Boarding Schools' Annual Conference, and subsequent webinars; Online Communication and Culture; Aspiring Principals' Course; Reimagining Education Research Conference; QLD Association for Gifted and Talented Children Conference; SONY Camp Virtual Conference; Learning Connections – Early Childhood Conference.

### **Pre-Service Teachers**

In 2021, TSS supported ten pre-service teachers in their in-school placements from Griffith University and Southern Cross University. Beyond their classroom duties they

were invited to chapel services, given professional development in: gifted and talented education, supporting students with additional needs and pastoral support for diverse learners. At all times the pre-service program at TSS aims to encourage the next generation of teachers to model a Christian ethos in their behaviour and manner.

## ***Reconciliation Action Plan – Our Vision for Reconciliation***

**Desideratum of Country** – TSS acknowledges First–Australian Nations people and Ancestors, as the proprietors of empirical and traditional ecological knowledge. Elders, past, present, and emerging, embrace unbreakable connections with the ancestral energies that encircle us in every moment. There is no dissection in time or space occurring within these connections. It is central to the processes of reconciliation that our actions show our acknowledgement of First Nations peoples’ holding responsibility for both the caretaking and welcoming of visitors onto Country. It is important to show a distinctive love for Country, Culture(s), Ancestors, and the ways in which we represent holistic national unity. Through respecting the worldviews of the ‘Old People’ we can be guided to Reconciliation, represented as a journey that traverses lifetimes, not only landscapes, to connect hearts and minds.

**Yarning Circle Project** – This project builds respectful relationships in our School. Encouraged by the QCAA, the project allows a harmonious, creative and collaborative way of communicating to all members of the School community: it encourages responsible, respectful and honest interactions between participants and builds trusting relationships. This space will be used by many pockets of the TSS community including our Round Square members, Banam Bowai (Little Brother Shark) members, House Captains, Senior Cadets, Man-Up workshops and various sporting camps and teams.

**TSS community** – Six pillars of Round Square...*“Round Square offers a clear philosophy of education which includes six pillars or IDEALS (Internationalism, Democracy, Environmentalism, Adventure, Leadership and Service) – the foundation of the development of creative, responsible, caring global citizens. The Pillars of Round Square facilitate experiences that are pursued for the sake of knowledge and building character.”*

**Habits of Heart/Habits of Mind** – the Habits of Heart were brought to the Anglican Literacy and Education Committee (ALEC) by Father Jonathan in 2014 as an idea to augment his school’s curriculum framework. Father Jonathan wanted to balance the academic Habits of Mind concepts with the pastoral, spiritual and humanistic aspects of what is taught in Anglican schools.

## ***Achievements & Contribution***

Vishaak Gangasandra was the 2020 QCE Outstanding Student Recipient. This award is awarded to the single student that the QCAA deems most impressive regarding their academics. Vishaak joined us in Year 2 and is a wonderful example of an organic TSS boy who excelled in many areas of the School. Vishaak was announced in March 2021 and TSS were very proud of his achievement. Vishaak had an organic service DNA and was the first boy to organise a roster for students to call members of Aged Care Facilities to engage in conversation during COVID.

TSS partnered with the Queensland Opera 2021 Regional Tour, sponsoring six shows in 'our TSS regional towns' – Goondiwindi, Roma, Cloncurry, Cunnamulla, Blackall, Longreach.

Many members of ASC attended the show at TSS and it was a great success. We have many copies of the program if any members of the Synod would like a copy.

This year, TSS Prep Round Square linked values that we promote in our community through the School acronym: Teamwork, Scholarship and Service. Round Square schools aim to demonstrate that students are immersed in the six ideals through hands on, experiential learning. Internationalism is focused on every year through the incredible work we do to support, Feeding Dreams Cambodia. Environmental Stewardship took a new turn this year as TSS Prep RS joined up with 10c Tom, an incredible young Gold Coast man who has his 10c Tom recycling bins all over the place and hopes to one day open his own recycling plant and employ people with disabilities.

Through The Smith Family, fourteen TSS Prep boys went online and supported and encouraged disadvantaged students to read to them every week. TSS Prep also made lots of cards and small gifts to take to aged care facilities in our local area.

In June 2021, 300 students from TSS and St Hilda's came together for a Social Justice day, to reflect on actions they could take to make the world a better place for those who are less fortunate. The day began with a panel of guest speakers from numerous local and international organisations, including the Nice Coffee Company (run by TSS Old Boys), a social enterprise established to raise funds for St John's School in the Kibera slum in Nairobi, Kenya. Additional speakers included: Baby Give Back, supporting disadvantaged babies and young children of families who are in crisis; Oz Harvest, combatting food waste and hunger; Friends with Dignity, supporting victims of domestic violence and their families; and Orange Sky Laundry, which provides a mobile laundry service for homeless people, providing them with washed clothes, but also social connections and a range of other support services.

The Write a Book in a Day team raised over \$1200 for the Kid's Cancer Project. Write a Book in a Day is a fun, creative and collaborative competition for students, whereby students have just twelve hours to write and illustrate a book from start to finish. The TSS submission, *Problems in Pineapple Town*, explored adolescence and family dynamics in a humorous and compelling story; the story was shared across the School community through the weekly Big Blue Button program.

TSS Prep themed concerts included *TSS Sails the Seas* and *Hollywood Comes to the Gold Coast*, as well as the fantastic Celebration of the Arts. Parents enjoyed a fabulous Speech and Drama Evening and the *Percussion Pandemonium* presentation. Two TSS Senior concerts were held in Term 1, one in the theatre and one in the 'River Room' adjacent to the stage.

The TSS Celebration of the Performing Arts was held over four days that included music and drama workshops by visiting clinicians, along with a concert by the world-renowned acapella group, 'The Idea of North'. Workshops were held for boys involved in our bands

and string orchestras. Mr Stephen Chin is one of Queensland's' leading string music clinicians; he worked with the Wieniaski Strings, while Dr Peter Morris joined us to work with The Senior Sparkes Wind Ensemble. Dr Morris is the head of Ensembles, among other responsibilities, at the Queensland Conservatorium of Music. TSS Old Boys who are now working in the music and musical theatre industries provided daytime workshops. There was a great lunchtime performance by Old Boy James Vincent who has recently returned from the USA and Europe. James is a well-respected musician who has built a formidable reputation as a leading writer and performer of acoustic and digital music. The impressive finale concert featured a 160-person choir, made up of students past and present, staff, parents and siblings of our TSS student body, who sang a magnificent medley from *Phantom of the Opera*.

The musical *Matilda* was performed by our sister school St Hilda's, in the Annand Theatre. The modern setup of our facility enabled them to have the band for the musicians downstairs while the performance took place on the main stage.

## **Events**

- **The Installation and The Commissioning of Mr Andrew William Hawkins as Headmaster of The Southport School** – by the Rt Rev'd John Roundhill, Bishop of The Southern region in the presence of The Southport School Community in St Alban's Chapel and TSS Annand Auditorium on Friday 26 February 2021.
- **The Centenary of the Consecration of the St Alban's Memorial Chapel of The Southport School** as previously mentioned in Worship & Christian Ministry.

## **Archbishop's Message**

**Youth Male Summit** – Driven by the Archbishop's Message of 'Being Together, Nurturing Relationships', TSS hosted a Youth Male Summit 'Men of the Moment' on March 10, workshoping with student leaders and teachers from over 25 public and independent schools throughout Queensland and New South Wales.

The Summit concluded with a Q&A panel answering questions from our guest student leaders. Parents were highly recommended to watch the panel discussion.

The 'Men of the Moment' Summit Panel consisted of:

- Australian Army combat engineer, Paralympic Gold Medallist, Curtis McGrath OAM,
- Former Australian cricketer and Team Head Coach, Darren Lehmann,
- World Youth Ambassador and Former Australian cricketer, Matthew Hayden OA, and
- Ambassador for Rise Foundation and Founder of Finding Your Feet, Tommy Hershall.



**Year 8 TSS & St Hilda's Building Positive Relationships Online Workshop** – *being together, nurturing relationships in the online world* – Students were encouraged to construct online group norms and discuss concepts such as consent and care towards others online during scenario discussions and student led panels. This workshop also hosted 2020 QLD Recipient Australian of the Year, Rachel Downie (Stymie) who discussed positive technology behaviours, and Melissa Tuffley (QPS Detective) who discussed consent and safety online.

**Year 7 TSS & St Hilda's Sustainability Day** – *being together, nurturing relationships with our environment* – Students came together to explore their local coastal environment, identify mangroves, discuss environmental influences and ways to preserve our natural landscapes, and acknowledge and celebrate its beauty.

**Year 7 Teen Mental Health First Aid Training** – *nurturing relationships through challenging times* – All year 7 students were fully trained and accredited in TMHFA where they learn to: identify the signs of possible mental health issues in a mate; start a conversation about their concerns and listen non-judgementally, offer support and education; and guide their friend to help.

**Other Relevant WH Awareness Days** – *National Day of Action Against Bullying & Violence, MENS Health Week, RUOK Day, Day for Daniel*. Each of these awareness days draws awareness to, and nurturing of positive relationship building: between others; within oneself; and within our wider community.

# Toowoomba Anglican School

**Head of School: Mr Simon Lees**  
**FRGS, BA (Hons), PGCE, MEd (Leadership), NPQH, MAICD**

Toowoomba Anglican School is Australia's only coeducational K-12 Day & Boarding School, offering boarding from Years 1 to 12. Since 1911, we have worked diligently to establish a transformative place of learning and leadership.

Our School is a remarkable place to make lifelong friends while gaining a world-class education.

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

In 2021, we held three Chapel services that were divided into three age groups (Prep-2; 3-6; 7-12) for over 500 students, using a whole School theme in age-appropriate worship styles. The services are held in the Chapel of Saint Aidan and are 'Praise and Proclamation' style services (non-Eucharistic). For whole School worship such as the Easter service, we move into the main hall.

Staff worship is held at the beginning of each term, and staff share in Holy Communion. A range of special liturgies and worship events take place throughout the year; including the commissioning and induction of Year 12 and student leaders, and the annual Carols Service.

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

The year 2021 saw Toowoomba Anglican School form a partnership with St Bart's Anglican Church. Ministers from St Bart's regularly attended school functions and led the Thursday Chapel Services. We were pleased to have the Rt Rev'd Cameron Venables attend and give a Blessing at the Year 12 Graduation Assembly in November.

The St Luke's Parish Pantry was also a continued recipient of donations from P-2 students. The items were collected in Chapel and delivered to St Luke's.

## ***Relationships***

There is a continued drive to foster relationships with various bodies of the Anglican Church. ASC Director of Mission, the Rev'd Richard Browning, visited the School during the year and led a whole staff session on the Anglican ethos in Schools.

## ***Chaplaincy***

During 2021, the School Chaplaincy was overseen by the team at St Bart's Anglican Church.

## ***Religious Studies***

Religious Studies are taught to students from Prep to Year 10. The Secondary structured timetabled classes take place in Year 7-10. The Deputy of Primary led Religious Education for P-6, with assistance from other teaching staff.

## ***Reconciliation Action Plan***

Toowoomba Anglican School continues to work towards the goals of ACSQ's Reconciliation Plan.

Chapel services include the Acknowledgement of Country as a core component of the gathering of God's people. Significant milestones, such as the National Apology, Sorry Day, NAIDOC and Reconciliation Week, have been integrated into the School's calendar of worship, to educate students, staff and community members. Students have taken a clear role in the leadership of these services, so to encourage a sense of understanding and ownership in the journey of reconciliation.

## ***School Values***

Our School values are displayed through service learning and daily interactions.

In 2021, the School continues to make headway with its service programs which enable students to spend more time supporting the local and regional communities.

The key focus during 2021 was the value 'Kindness'. This was discussed and taught using age-appropriate themes throughout the school year.

## ***Achievements & Contributions***

We were excited to announce that Toowoomba Anglican School was selected as a finalist in the Australian Education Awards for 'Boarding School of the Year' and 'Best Co-Curricular Program – Performing Arts'. The Australian Education Awards celebrate the outstanding achievements of the country's top performing schools, principals, department heads and teachers.

## ***Financial Matters/Fundraising***

We are very thankful for our three major support bodies, the Parents and Friends Association, The School Foundation and the Past Students Association for helping to keep our community strong. Evidence of our community support is displayed at events such as the Fete, sports and arts events, the Tennis and Golf days or one of the many other events; where we had over 600 volunteers supporting our programs.

## ***Major Projects***

At the end of 2021, the School redeveloped an existing learning space into a learning specific STEM Makerspace. This learning space now includes 3D printers, robotics and a laser-cutting machine.

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

The Archbishop's Message was shared with staff and students in various services at the beginning of the school year.

## ***Future Plans***

The year 2022 will see the development of the next stage of the Strategic Plan which will include an updated Campus Master Plan.

Phase 1 of the Campus Master Plan will focus on the redevelopment of the main administration building to include two general learning areas as well as music tutor spaces, a new sporting complex attached to the multi-purpose courts. This will include a fitness centre, two general learning areas and office spaces, and the potential to increase learning areas in the secondary campus.

Alongside the Campus Master Plan is the upgrade of 2.2 acres of land owned by the School which adjoins the boarding precinct. The School is currently working with a landscape architect around designs and concept ideas to increase the use of this space for educational outdoor learning and play.

# West Moreton Anglican College

**Principal: Mr Geoff McLay**  
**MEd, MBA, FIML, FCEO, CCEO, GAICD**

As we commenced 2021, most expected the disruptions and complexities of 2020 were behind us and the new year would bring a greater sense of normality. How wrong we were! While we were more prepared, that didn't mean managing the dynamics was any easier. In many ways, 2021 afforded us greater challenges.

The effects of short lockdowns continued, including mask-wearing and social distancing requirements alongside the ongoing uncertainties of what to expect next, which took its toll on many in our community. Mostly, these dynamics were hiding somewhere just below the surface in us all, but their impact has been real and widespread. Despite 2021 being another tough year, we have again endured. And we know that enduring tough times can help us become more mature and resilient – Biblical and secular wisdom tells us this.

Despite the challenges, we were able to fully reinvigorate our diverse array of academic and extracurricular programs. Our Year 12 cohort set an overarching goal of rebuilding spirit within our community following the disconnect that came about because of the COVID-19 dynamics that played out during 2020. The timeliness of their initiative cannot be overstated, and their tenacity and determination to bring their vision to fruition was admirable. As a result, we enjoyed acknowledging and celebrating the many student successes during the year.

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

The Chaplaincy team and students were given the opportunity to hone their skills behind the camera once again due to periods of time that the students were away from campus. Positive feedback was received from students and parents that they enjoyed the Chapel Services and the songs shared. Spiritual support to the staff has been offered through weekly morning prayer, personal interactions and some online reflections, including twice weekly reflections at Staff Briefings. On return to campus, students were able to resume Chapel in class groups in the Middle and Senior Schools, and were grateful that musicians and singers could join us to lead worship and the sung blessing, which we hope to build on in 2022. Our Friday lunchtime group 'LIFT' has also been well attended by the students where Alpha was explored, and faith shared.

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

The WestMAC community was pleased that the Rector of St Paul's Parish, Ipswich could join us for our Valedictory Service which took place in the College's Chapel of the Good Shepherd. WestMAC also continued to host an annual Eucharist and luncheon for Deanery Ministers in the region. We were pleased that our Chaplaincy Support Officer, Rev'd Brenda Davis was able to share in the ministry of the Rosewood Parish in 2021, and that parishioners from the parish helped and supported our Sunday Messy Church Services through the year.

## ***Chaplaincy***

In 2021, our Chaplaincy team consisted of a three-day a week Chaplain and a part-time Chaplaincy Support Officer who assisted with a range of ministry throughout the College. When normality resumed, the Chaplaincy team was able to resume activities such as Art Space and God Gang. The Chaplaincy team has had the privilege of presiding over a range of ceremonies and celebrations during the academic year including: Student Leadership Commissioning Ceremonies, Academic Assemblies, the ANZAC Commemoration Service, Presentation Evenings and the Year 12 Valedictory Service.

## ***Religious Studies***

Religious and Values Education (RaVE) embraced a core vision of fostering growth in relationships between students, their community and God. When Archbishop Phillip Aspinall announced Nurturing Relationships as the theme for Anglican Schools in Queensland, the College's RaVE Department adopted relationship-building between students, community and God as a central theme. The reflective journey around a labyrinth is a symbol of the soul walking with the divine and has been used in Anglican sacred places for centuries.

Reflecting on how RaVE approached nurturing relationships in 2021, this journey is a fitting metaphor. Year 7 and 8 students were guided to study the 'ancient paths' of the Old Testament and reflect on figures such as Rahab, Gideon and Esther as beacons of wisdom. Students in Years 9 and 10 were encouraged to stop and reflect on courageous decision-making amidst pressure from more modern textual studies. Our Senior students enjoyed a RaVE workshop with motivational youth speaker, Joshua Schloss. Joshua powerfully led students along the path to skilfully examine their 'hyper-reality' using virtual reality technology which helped students improve their mental and spiritual identity.

## ***Reconciliation Action***

The College has an established Reconciliation Action Committee of 13 staff members who meet regularly throughout each term. The Committee has refined its agreed actions and is committed to achieving 29 Actions in establishing reconciliation action within the College. To date, the Committee has successfully achieved and completed 21 of these actions. The Committee has formally submitted the College RAP via Reconciliation Australia through the Narragunnawali online platform.

## ***School Values***

As an Anglican College, living according to Christian values is fundamental to all our endeavours. Our values centre on the three elements of our College motto:

- **Faith**
  - keeping Christ at the centre of our mission,
  - living out the Gospel values (love, forgiveness, honesty, humility, gratitude, perseverance), and

- authenticity in our own lives and in our relationships with others (managing emotions, teamwork, fairness).
- **Knowledge**
  - developing each person's gifts, talents and creativity,
  - acting with curiosity, perseverance and zest through searching for knowledge and skills, and
  - developing a love of learning and striving to reach our potential.
- **Service**
  - respecting others,
  - valuing differences,
  - alleviating injustice, and
  - acting compassionately and bravely.

## *Major Projects*

The development of the College's Master Plan is now in its final stages. This aspirational plan takes into account the College's vision towards 2040 with the design encompassing the College's tradition and culture while remaining aligned with the Anglican Ethos. In addition, the College's Strategic Plan for the next three years is nearing completion. The Executive Leadership Team and College Council have developed this plan to capture the College's strategic vision in providing all students an opportunity to showcase their talents. The application of our planning will focus on continuing to deliver investments in academic programs, extra-curricular opportunities, and enhancements to infrastructure.

## *Archbishop's Message*

We were delighted that, through the challenges of 2021, we have been able to fulfill our Archbishop's theme of 'Nurturing Relationships.' This has been within our school community, homes, on the sports field and in connection to the broader community.

In caring for our neighbour, the challenge has been in entering into relationships with others who may hold different views to ourselves. Through listening and having an open mind, we have sought to find commonality, which reflects our calling as Christians to 'love thy neighbour.' While we may not have been able to share meals together, our students have initiated and organised outreach to others including cutting their locks for the World's Greatest Shave, bringing and packing goods for a local charity, Lisa's Lunches, and making a stance towards awareness of domestic violence through the Baden Clay Foundation. College Captains, Olivia Bryant and Mathew Render, capped off the year with organising 'Spirit-fest' which involved many in our community and raised money for The United Nations Children's Fund's (UNICEF).

We have been blessed that God has continued to guide the faith life of our school, through the Chaplaincy Team and many members of our school community. It has been a joy to see many of our students blossom into roles of leadership and inclusion, and we give thanks that they have, through their legacy, left an example on which we can build in the years ahead.

# Anglican Schools Associated with the Diocese

## All Saints Anglican School

**Headmaster: Mr Patrick S Wallas**  
**BA (First Class Hons), PGCE, MACE**

The year 2021 saw All Saints, like all schools, continue to negotiate a landscape where the ground under our feet seemed to be constantly shifting. It was, and remains, unsettling. At such times it is natural for us to seek reassurance from those aspects of our lives upon which we can depend – our relationships, our values, our faith, those things that don't change. In terms of the pandemic, we have been so blessed in Queensland compared to some other States and by any measure, All Saints Anglican School enjoyed a successful year of growth and achievement.

It is such a gift to be part of the Anglican community and something that we never take for granted. The Anglican landscape too is facing challenges of its own and here at All Saints we are grateful for the leadership, compassion, sensitivity and intelligence of our Archbishop and Bishops who always privilege love and understanding when speaking in the public domain. They are role models of whom all in our community can be proud and by whom we are grateful to be represented.

Here at All Saints, we continue to model and promote the benefits of a Christ-centred life. We have five full-time members of our Chaplaincy team overseen by the Rev'd Ann McGuinness who spreads light and comfort throughout our community. She is supported by three lay chaplains and our Service-Learning Co-ordinator. They are a mighty team bound together by their faith and their determination to bring the good news to our staff and students. They in turn have been wonderfully supported by the Rt Rev'd John Roundhill who is a regular visitor to our School and a member of our School Council.

Francis Bacon famously wrote: "Prosperity doth best discover vice, but adversity doth best discover virtue" and the recent trials through which we have all negotiated our clumsy ways as best we can, have provided us with the opportunity to reach out to families with the love and support that has for centuries defined the Anglican way. Our faith



encourages us to look to the future with a sense of optimism and possibility, grateful for the modest part we play in building God's kingdom here on earth.

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

Chapels are held weekly, and online where necessary. They are joyful, exuberant worship events with each year level from Year 7 to 12 having their own chapel band. They are occasionally student led and, perhaps unusually, chapel services are something to which our students look forward.

There has been an increase in the number of student leaders preparing material and presenting at chapels. We continue to see a rise in the number of students wishing to be involved in Chapel bands throughout the sub-schools. We had 30 students presenting for the Year 9 chapel band which allowed us to form two separate bands that played on alternate weeks.

We were delighted to welcome the Archbishop to All Saints to bless and officially open our new McIntosh Administration Centre and Harmony House, a boarding facility for Senior International students. We began proceedings with a worship service in the chapel during which we were able to honour the founding mothers and fathers of our School. It was a lovely morning which gave many old friends the chance to catch up.

Our annual Celtic baptism service for 30 baptisms was rescheduled due to COVID, allowing for 21 baptisms to take place later in the year.

Our Easter service was cancelled, but we initiated Christmas themed services attended by all students before the end of the school term.

Our Gratitude vine which 'grew' around the chapel in 2022 with each leaf bearing a message of thanksgiving was augmented by the grapes of curiosity in 2021. The School theme *Cherish your Curiosity* gave impetus to this liturgical practice, and we intend to extend it into 2022 with *Butterflies of Compassion*.

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

We continue to extend our relationship with Anglican Church Robina, despite the restrictions of COVID. We have not been able to interact with the parish as much as usual, but we did hold a school's messy church on two occasions, inviting our Pre-preps to Year 2s to participate.

The Rev'd Eron Perry from Burleigh Heads Parish graciously volunteers his time to teach Christian Living to two Year 11 classes which has proved a wonderful connection.

It is recognised that our schools value their engagement with the whole Church and welcome the opportunity to celebrate those relationships.

Our intern program with Anglican Church Robina continues to inspire our students with four of our graduating students being taken on as interns by the Rev'd Stewart Perry.

Our Happening! Christian experience weekend was over-subscribed, and for the first time we ran two residential weekends in one year. The local parish and clergy partner with us in running and supporting these events. A total of 66 students and six staff attended Happening! #7 and 32 Students and seven Adults attended Happening! #8, including the Rev'd Richard Browning. These weekends are transformative in both intent and effect and result in a core group of senior students who have made a commitment to Christ and who have a most benevolent influence on their peers.

## ***Relationships***

Our relationship with St John's Crisis Care centre continues to develop although we had to curtail our student volunteering due to COVID restrictions. We also collected clothing for the Kid's Op Shop at Robina.

Our Year 11 Social Justice Unit invited Anglicare to offer a presentation to students which has proven to be both engaging and a valuable learning experience for the students. We have made this unit available to other schools who may wish to use it.

Our annual Giveathon Appeal raised over \$50,000 which will be distributed to our nine chosen charities in due course. The students from each sub school choose the charities (with the final decision being made by our Saints Outreach Service, or SOS committee, made up of Year 12 students). Members of our community – parents, staff and students are invited to present their chosen charity to the SOS committee. The only criterion is that they must have some direct involvement with the charity they are promoting. Each sub school chooses one local, one national and one international charity to support. We try to include as many Anglicare charities as we can. Since we began this program back in 2002, we have raised almost \$1.5 million.

## ***Reconciliation Action Plan***

At All Saints we offer a 'Pursue Your Passion Project' which offers all staff (teaching and support staff) the opportunity to take a term with no teaching or other duties on full pay to pursue a project they are passionate about and which they believe will benefit the School. This year, Mark Stevens undertook such a passion project based on raising awareness around Indigenous issues. His work proved so valuable that the project was extended for a second term. As well as developing a comprehensive RAP, building lasting relationships with local Indigenous elders (one of whom is now working with our students on a part-time basis) and working on a more comprehensive and effective integration of indigenous issues into our Prep-12 curriculum and School life, Mark has successfully been able to heighten awareness and understanding about Indigenous issues throughout our community. His many initiatives include:

- Acknowledgement of Country at all assemblies and gatherings,
- Provision of reading lists for further information,
- Guest speakers,
- Exposure to First Nations people, and
- Walks on Country (staff and students).

## **School Values**

At All Saints we believe that every individual is loved by God and worthy of our respect and love. We have a number of students who are gender fluid, or who present as non-binary, and two who are currently transitioning. We have students and parents of all faiths and none. We have students from 34 different countries, including 94 students from overseas who live in one of our two boarding houses or with homestay families. In keeping with our Anglican tradition, we seek to love and support all of them with energy and commitment.

After our two 99.95% ATAR students in 2020, we received another pleasing set of academic results, with 11 students receiving a score over 99% and 46% of our students receiving a score of over 90%. More importantly every one of our graduating students received either an offer for further study (with 74% receiving their first choice), an apprenticeship, a TAFE course or employment.

Our Service-Learning initiatives continue to bear fruit with every year level now involved in a project which is embedded in the curriculum and designed to serve others. These projects are too numerous to mention here, but it is particularly pleasing to see our Senior rugby squad spending their Saturday mornings helping out with the Albatross Surf Club, an organisation that seeks to offer the joy of surfing to those who might not otherwise receive such an opportunity.

## **Archbishop's Message**

The Archbishop's message is played at our opening Staff Eucharist, which is always held first thing on the first day back. It provides the central theme for our service and is always well received.

## **Conclusion**

Despite experiencing another challenging year, optimism remains high at All Saints. We have drawn upon those values that bind us together as a community, values that are non-negotiable and universal. They are the values that have been written and spoken about since Christ walked the earth and which are beautifully summed up in AC Benson's classic book, first published in 1906, *From a College Window* (he was a Don at Cambridge University at the time):

"I have grown to believe that the one true thing worth aiming at is simplicity of heart and life; that one's relations with others should be direct and not diplomatic; that power leaves a bitter taste in the mouth; that meanness, and hardness, and coldness are the unforgivable sins; that conventionality is the mother of dreariness; that pleasure exists not in virtue of material possessions, but in the joyful heart; that the world is a very interesting and beautiful place; that congenial labour is the secret of happiness; and many other things which seem, as I write them down, to be dull and trite commonplaces, but are for me the bright jewels which I have found beside the way."

The pursuit of these bright jewels is such an integral and necessary part of an Anglican education and with so much uncertainty still abounding how better to end this report to Synod than with the words that Benson chooses to end his 'reflections in tranquillity':

"Now in its mouldering turret the old clock wakes and stirs, moves its jarring wires, and the soft bell strikes midnight. Another of my few short days gone, another step nearer to the unseen. Slowly but not sadly I return, for I have been for a moment nearer God; the very thought that rises in my mind, and turns my heart to His, comes from Him. He would make all plain, if He could; He gives us what we need; and when we at last awake we shall be satisfied."

# Canterbury College

**Principal: Mr Daniel Walker**  
**BA, BEd, Med, MACEL**

Canterbury College thrived in 2021 against the backdrop of COVID-related disruptions and anxiety in the broader community. It was a year in which our six core values – community, scholarship, social responsibility, respect, compassion and integrity – gave strength to our resolve and ensured we remained faithful to our core mission.

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

Although our whole of College Cathedral service at St John's was cancelled this year, due to venue capacity restrictions, we enjoyed five separate large chapel services, as well as a House Family Chapel for each of our six houses, regular year level services, as well as regular staff chapels throughout the year.

Some chapel services were moved online through Microsoft Teams and our Easter Service was recorded for viewing by the whole College community.

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

Canterbury continued to improve its engagement with local parishes in 2021. Father Dan Talbot from Jimboomba Anglican supported the College by running chapel services for the College and being the host parish for the College's Lay Chaplain, Mrs Nia Viviani.

We were pleased to host The Ven Geoff Hoyte (Rector of The Parish of Logan and Archdeacon of the Gold Coast) at special College events during the year, as well as regular visits from the Rt Rev'd John Roundhill, Bishop for the Southern Region.

## ***Chaplaincy***

The College Lay Chaplain, Mrs Nia Viviani served until September 2021. We were without a Chaplain in the last part of 2021, but other members of the Chaplaincy team were able to assist at special services in Term 4, in conjunction with local clergy and Father Richard Browning, the Director of Mission at the ASCQ.

## ***Diversity***

Canterbury is a very diverse school community. We estimate that Hindu and Sikh students are our fastest growing religious group outside of Christian faiths. There are large numbers of Muslim, Jain, Buddhist and Taoist students at Canterbury. More than 50% of students identify as Christian, but only a small percentage of these would be from regular church-going families.

## ***Religious Studies***

Canterbury implemented a compulsory semester course of study for all Year 10s, 'Religion and Ethics', an SAS subject within the QCAA system. This program was developed by RaVE Coordinator, Jake Compton and was taught by teachers with an interest or experience in religious education. Our RaVE program was a core curriculum subject from Prep to Year 9 and Year 11 and 12 students took part in regular lecture topics related to faith and identity, in their Wellbeing lessons.

## ***Missional Engagement***

Throughout the year students could still be found contributing to their local and international communities, through either the gift of time or the provision of resources.

Fundraising appeals revolved around the student led initiatives of the World's Greatest Shave, supporting the Leukaemia Foundation, The Ponytail Project, supporting The Cancer Council and The Sudsy Challenge, Supporting Orange Sky Laundry. Some 45 staff and students were involved in these initiatives, raising more than \$13,000.

Service initiatives grew, with students giving of their time to support many of our local communities most disadvantaged people. Students volunteer opportunities included:

- Talbarra aged care, where time was spent with residents playing games and telling stories. (40 Students)
- Beenleigh Special School, where Canterbury students travelled to Beenleigh Special School to interact with across a range of activities. This culminated in a "Big Bash" indoor cricket match and BBQ. (80 Students)
- The Smith Family Student to Student Reading Program. Here students gave 30 minutes of their week for 18 weeks to read with a struggling student from another school. (33 Students)
- Rosies "Friends on the Street" – Year 11 & 12 students were given the opportunity to travel with a Rosies team, serving dinner and interacting with the patrons on a Wednesday night. (35 students)

Christmas appeals were targeted towards local organisations, with Anglicare, Rosies and Kids in Care receiving gifts and donations from across both Junior and Senior Campuses. Over 150 gifts were given to Kids in Care, 30 backpacks full of toiletries and Christmas treats were given to Rosies, and bags of non-perishables were donated to Anglicare.

Social Justice events were aimed at raising both awareness and funds for the marginalised in our communities. This included workshops during Reconciliation Week, a Year 9 social justice focus during Term 2, a lunch for Diwali, fundraising BBQ's to support local youth counselling services and an awareness campaign regarding the current human rights issues in both Afghanistan and Kosovo.

Outside of these formalised programs, students continued to contribute to their greater communities through service activities. Some of these came from contributions towards a Duke of Edinburgh award, while others were personal initiatives, with students

contributing towards men's shelters, environmental causes, local sporting clubs and memorial services.

For 2021, Canterbury had over 250 students give of their time, energy and resources towards the marginalised and disadvantaged members of our community. In excess of \$15,000 was raised and over 300 people were directly impacted by either individual contributions or face to face interactions with our students. In excess of 600 volunteer hours were served.

## **School Values**

- Respect
- Integrity
- Social Responsibility
- Scholarship
- Compassion
- Community

## **Achievements & Contribution**

- **Canterbury High Tea Fundraiser for Breast Cancer Awareness Month** An official 'Pink Lady Event' that raised around \$1,300 for Breast Cancer Network Australia.
- **Employer Support Awards – Australian Defence Force 2021** Winners in the Not-For-Profit Category of the Queensland Defence Force's Employer Support Awards.
- **2021 Teens in Business Awards – Sweet Things Teenpreneur of the Year Finalist** Sweet Things (Rory Walker, Fatema Akbari & Ashlyn Dinsdale).
- **Empathetic Entrepreneur of the Year Finalist** Personalised Electronic Everyday Treatment & Care Advisor (PEETA) App (Bhavya-Ashutosh Vaitha).
- **Stephanie Alexander Kitchen Garden Term 3 Event – Bush Tucker Planting Day** Temple House along with our Years 3 and 4 students learnt about Bush Tucker from our Elders Aunty Julie and Aunty Desley. Councillor Laurie Koranski from Logan City Council also attended the event.
- **2021 Battle of the Rock Bands – 21 Laneway** Their performance of Freedom by George Michael received a Gold Award and 2022 Arts Captain Nathaniel was awarded Most Outstanding Rock Musician of the night.
- **Briana Dinsdale – Keith Urban Scholarship recipient** The scholarship gave her the opportunity to attend a 10-day residential skills and career-development program at the CMAA Academy of Country Music in Tamworth.
- **Containers For Change Project** Secondary school students filled the Containers for Change bins around the school to fund house events and campus projects, at the same time helping to reduce waste and increase recycling.
- **Dirrum Festival** Briana Dinsdale and Nathaniel Harris performed at this Social Justice Festival that reflects a culture of engagement.
- **SAKG Term 2 Event – 'I Beg Your Garden' Canterbury Kitchen Garden Capers Event** Parents had the opportunity to visit our Stephanie Alexander

Kitchen Garden. Special guests included Native Bee Educator Sarah Hamilton from Bee Yourself and representatives from Logan City Council's Watch Out Waste Program.

- **Received the Educational EnviroGrant from Logan City Council at the Logan Eco Action Festival (LEAF).**

### *The Canterbury Centre for Entrepreneurship and Leadership (CCEL)*

The Canterbury Centre for Entrepreneurship and Leadership (CCEL) hosted a special development day for School Captains of all Anglican Schools in south-east Queensland in February 2021. Twenty schools sent their Captain and Vice Captain team to this event in 2021. In addition, the CCEL also ran the following events:

#### **Lead with HEART**

This was a community support initiative where students from several Logan based schools were invited to Canterbury for a Year 6 Student leaders activity hosted by yLead.

#### **International Women's Day Student Leader Awards**

State recognised awards for female leaders in line with International Women's Day.

- Recognition of Leadership in Community Service – Mia Walker and Charlie Spiteri.
- Recognition of Leadership in Performing Arts – Lucia Hughes and Briana Dinsdale.
- Recognition of Leadership in Sport – Madisen-Jade Eva and Lilyana Fawkes.

#### **Australian School of Entrepreneurship (ASE) – Business Camp**

Canterbury students attended a three-day Entrepreneurial Business Camp with the Australian School of Entrepreneurship.

#### **BOP Industries – Business Leaders Program**

Several Canterbury students attended the BOP Industries – Business Leaders Program, supported by the Beenleigh Yatala Chamber of Commerce and the Beenleigh Yatala Junior Chamber of Commerce.

- BOP Industries – Business Leaders Program Award Winners:
  - *Sweet Things* – Rory Walker, Ashlyn Dinsdale, Fatema Akbari
  - *Thea* – Emerald Kaing, Zac Vasquez

#### **Logan City Council – Catapult Program**

A three-day on-campus experience where students developed social entrepreneurial ideation to solve a local community problem. This was then pitched at the Catapult Program Awards night.



## **Young Change Agents – Teens in Business Awards**

The following students were successful in representing the College in these national awards.

- Sweet Things – Nominated for Teenpreneur of the Year (Rory Walker, Ashlyn Dinsdale, Fatema Akbari)
- PEETA – Empowering the Silent – Winner Empathetic Entrepreneur of the Year (Ashutosh Vaitha)

## **Canterbury Business Leaders Breakfast**

Local business leaders and students attended a breakfast from Canterbury's Hephaestus Entrepreneurial Society.

## **Canterbury Business Network Breakfast and Twilight Event**

A co-hosted twilight event for the Canterbury Business Network and the Beenleigh Yatala Chamber of Commerce. The guest speaker at this event was the QLD Chief Entrepreneur Mr Wayne Gerard.

## **Beenleigh Yatala Junior Chamber of Commerce**

Several Canterbury students are represented on the Beenleigh Yatala Junior Chamber of Commerce in Executive roles, as well as several students supporting the monthly breakfasts.

## **Representation on the Logan Educational Round Table**

Canterbury hosted a Professional Learning Day for staff in Anglican schools seeking to understand leadership in Anglican schools, with supplementary advice about applications, CVs and career progression. Over 40 staff from 12 different schools attended.

## ***Major Projects***

The College embarked on the design of the new Master Plan, which will see the major priorities in built environment emerge over the next decade and beyond. A precinct-based model, aligned to the College's seven faculties, along with age-based 'stage precincts' in the Junior School sits at the heart of this approach.

Our commitment to ensuring Canterbury remains a hub of our growing and diverse community is a priority in our Master Plan design. A new Junior Primary precinct will be built in 2023, to open in 2024.

## Archbishop's Message

In 2021, as always, Canterbury continually looked to build a true community and in doing so always looks to not only welcome all but endeavour to understand cultures, faiths and viewpoints that may be new to all or some of us.

In our classrooms, in particular:

- Prep-6 specifically learned the meaning of the words 'nurturing' and 'relationships'. This was done under the overarching question of 'How do we feel we belong?' whilst always referring to the known that 'having relationships' is a cornerstone of belonging.
- Year 4 also developed a relationship with Anglicare including a visit from the Director of Mission Anglicare Southern Queensland, the Rev'd Canon Linda McWilliam and focussed on Service in our community.
- Year 7 looked at community and what made different people a part of different communities. The goal was for students to see themselves as part of something (here at Canterbury) that was bigger than them, but something that they were a part of with others who had similar and different beliefs.
- Year 8 focused on an understanding of religion (and especially Christianity) from a historical point of view, which gave students perspective on how and why people had different beliefs about religion. This also incorporated the different practices that people undertook as a reflection of their beliefs.
- Year 9 investigated the ideas of equity and fairness in society and how people are called in the name of religion (and their own personal values) to strive for social justice and what this might look like.
- Year 10 looked at the history and contributions of religion to Australia and Social Justice in the international world with a targeted focus of examining and attempting to understand different perspectives on complex issues to better understand our world.

### Student responses

*I feel I belong when I feel like what I'm saying is heard.*

*I feel I belong when people support and care for me regardless of our differences.*

*I feel I belong when I'm sharing a meal with my family.*

*I feel I belong when I say a prayer before bed.*

*I feel I belong when I can speak without fear of judgement.*

*I feel I belong when I can share my work with my teacher.*

# Hillbrook

**Principal: Mr Geoff Newton**  
**MEd (L'Ship & M'ment), BSc DipEd GradDip Computing,**  
**GradDip Educational Admin, FACEL (Aust)**

## ***Acknowledgement of Country***

Our Hillbrook community would like to acknowledge the Traditional Custodians of the Lands where we live and learn, the Turrbul, Yaggera and Ugurapul people, whose cultures and customs have nurtured and continue to nurture this place we call home.

This Land is, was and always will, be Aboriginal Land.

We honour all those who were part of the Enoggera Boys' Home and acknowledge their connection with the Land on which our School stands.

We pay our respects to those who have come before us, and express our hope for a positive shared future.

## ***Introduction***

In 2021, we shared the news that the Principal, Geoff Newton, would be retiring at the end of 2021. Geoff joined Hillbrook in 1998 as Deputy and became the third Principal in 2008. He leaves the School in a great position and well prepared for the future. The School's culture and its approach to education and the development of young people has certainly been deepened and strengthened during his tenure.

We are grateful to have been spared the devastating experiences that COVID has presented in other parts of the world. The start of 2021 looked ominous for the year ahead with a lockdown, however, despite only one other short lockdown, we had a relatively normal year.

Sustainability and social inclusion continued to be key focus areas at Hillbrook. We made great strides in becoming closer to our zero net energy targets with significant reductions in paper, landfill waste, water and electricity usage.

Our sincere thanks to our staff and families for all they've contributed to every student's time at Hillbrook. We've worked together with a continued sense of purpose and pride, and our collective contributions have been optimistic, selfless, and focused on exactly what our young people have needed.

## ***Appointment of New Principal***

Mrs Maria Woods was appointed as the Hillbrook Principal from 2022. Mrs Woods has a long history serving in Anglican schools.

## ***Worship***

In 2021, Students and staff attended Chapel each fortnight in year level groups led by our School Chaplain. Students and teachers also played a role in a number of these. Chapel provides opportunities for students to reflect on current social issues and topics relevant to adolescents with an emphasis on scripture and Christian teachings.

## ***Relationships***

The year 2021 saw some opportunities to build community with our parents, local parishes and the wider Church. We continue to have strong connections with local parishes including teaming up with St Paul's Anglican Church at Samford in supporting Foundation Day and Collecting food for Trinity pantry. We partnered with Anglicare to deliver 99 backpacks to children entering emergency care. This special project saw all Hillbrook students across all Home Classes collaborate in the preparation of resources for distribution by Anglicare. This experience also provided our students with a unique opportunity to hear stories of children and young people in particularly challenging times of their lives.

## ***Chaplaincy***

Mr David Adams continues to serve the School community as Hillbrook's lay chaplain. His role includes leading Chapel, Subject Coordinator of Religious Studies, member of the Student Support and Wellbeing Team, Director of the Giving Tree (charity arm of Hillbrook), classroom teaching, and coordinating School ceremonies.

## ***Religious Studies***

Our Religious Studies program endeavours to link and explore the three areas of traditional religious belief and practice, personal beliefs and practice, and the existential questions of human existence. As an Anglican school, Hillbrook's ethos and its Religious Studies course offers students ways of understanding God, themselves and the 'big' or existential questions of life grounded in an Anglican expression of the Christian faith. This Anglican expression of faith rests on the four essentials of scripture, tradition, reason and experience. Students are encouraged to reflect critically on, 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.

Philosophical Inquiry (PI) continues to be a major support for the School and adds richness and value to our Religious Studies program. PI is taught alongside Religious Studies in 7-8, then taught in 9 and 10 with exclusive focus on philosophy, and is an elective subject alongside a compulsory Religious Studies program in Year 11 and 12. 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. This emphasis is practically enacted across the School with extensive sustainability and environment initiatives.

During Chapel, and through dedicated time with mission organisation, Year 11 students were challenged to reflect on their place in the world and their responsibility as individuals and a community to consider how they can make a positive difference to others.

### ***Missional Engagement***

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 2021, all the Year 11 students were involved in a minimum of 20 hours of their own time to help in local charity and community organisations. The whole School continues to collect donations for Holy Trinity Fortitude Valley Pantry at Christmas time. We also continue our relationship with the Romero Centre, which assists refugees to integrate into the community. A plan was developed to extend the values and practices of altruism and community engagement from 7-12 which will be implemented over 2022 and 2023.

### ***Academic Life***

We are very grateful that almost all of the Year 12 experiences were able to go ahead as planned in 2021, providing them with many opportunities to contribute and lead in a number of ways. From our Sports Carnivals to the Theatresports stage, from our Senior Music camp to their final Outdoor Ed camps, our Year 12s took every opportunity to involve themselves to enrich and strengthen the Hillbrook community.

Our 115 graduates were also the first cohort to experience the full complement of Year 12 assessments, while still under the cloud of COVID restrictions, lockdowns and remote learning. While their individual resilience was undoubtedly tested at times, the strength of their collective resolve saw them rise to every occasion with courage.

We are extremely proud of their achievements and would like to share some of these. In 2021, 111 of our 115 Year 12s were ATAR eligible. Ninety four of the 111 eligible students have provided us access to their ATAR.

We celebrate with two of our Year 12s who have achieved a rank of 99 or above, and 27 who received an ATAR of 91.15 or above (OP1-5 equivalent). Seventy out of 94 students achieved an ATAR of 77.85 or above (OP1-10 equivalent) and 90 out of 94 students received an ATAR of 62.55 or above (OP1-15 or equivalent). One hundred and five graduates obtained their Queensland Certificate of Education.

### Year 12 2021 – ATAR Distribution by Bands\*

ATAR Bands	ATAR Range	Number of Students	Hillbrook %
8	90.00-99.95	34 of 94	36.2%
7	80.00-99.95	68 of 94	72.3%
6	70.00-99.95	84 of 94	89.4%
5	60.00-99.95	89 of 94	94.7%
4	50.00-99.95	93 of 94	98.9%
3	40.00-99.95	94 of 94	100.0%
2	30.00-99.95	-	-
1	<30.00	-	-

\* available ATARs

In addition to these outstanding outcomes, three students received Certificate III qualifications in Screen and Media, Retail, and Fitness, and one was awarded their Australian Music Examinations Board (AMEB) qualification. Also, one of our Year 12s completed two university subjects with QUT while studying for senior.

One of our 2021 graduates has been accepted to study at Columbia University in New York. As you'd expect, they are beyond excited to fulfil their dream, and extremely relieved after engaging in a rigorous application process.

The contributions and achievements of all of our Year 12s are in no small part due to the encouragement and support that our families and staff have provided them throughout their schooling. It is our collective resolve and courage that ensures the Hillbrook community remains a place where students feel seen, heard, included, and dare to dream.

### **Diversity**

As an educational community which draws inspiration from our Anglican ethos, we hold our mission to be; *making a positive difference in the lives of others*, and as a result of this conviction, we uphold our belief concerning the value of difference and worth and dignity of each individual.

At Hillbrook, we know that a safe and supportive environment is a critical part of a positive educational experience. We believe that truly inclusive schools cannot exist if there is an implied barrier based on gender, sexual orientation or any other aspect of identity.

### ***Reconciliation Action Plan***

As part of our Reconciliation Action Plan our community acknowledges, respects and celebrates the cultures and heritage of Aboriginal and Torres Strait Islander peoples. It is envisaged that Aboriginal and Torres Strait Islander perspectives will be considered an everyday part of the educational landscape at Hillbrook. Therefore, the School community is committed to respectfully integrating Aboriginal and Torres Strait Islander learnings into the curriculum and the broader School community.

We are committed to welcoming Aboriginal and Torres Strait Islander people into our classrooms as guests to work alongside our students and children in learning activities. Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.

Our School community celebrates National Reconciliation Week (NRW) which is held from 27 May to 3 June each year by talking about reconciliation in the classroom and around the School, and celebrating with the community. NRW is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.

### ***Major Projects***

We have completed Stage 2 of our Campus Development Program that encompassed refurbishment of our Recreation Centre including resurfacing the courts, new first floor tiered seating, new amenities and staff room and additional music practice rooms. Building a new Digital, Art and Technology precinct which contains the new Engineering and Design learning areas, Art studios and gallery spaces. Stage 1 and Stage 2 were officially opened on 12 March by the Honourable Grace Grace, Minister for Education and the Rt Rev'd Jeremy Greaves, Bishop for the Northern Region.

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

The Archbishop's message and theme of 'Nurturing Relationships' was shared with the whole School community at the beginning of the year.

# Matthew Flinders Anglican College

**Principal: Mr Stuart Meade**  
**BA, DipEd, MEd, FIML, MACE, MACEL**

It is with pleasure that I present the activities of the College during 2021.

Matthew Flinders Anglican College is a separately incorporated co-educational day school which is affiliated with the Anglican Church. It is situated in a natural bush setting of 20 hectares in Buderim on the Sunshine Coast of Queensland.

At Matthew Flinders Anglican College, we educate for excellence in learning and life. We value courage, compassion, respect and integrity. We welcome students, parents and staff with diverse backgrounds and cultures, in accordance with our Christian principles.

## ***Our Mission***

To challenge our students to develop the character and competencies required to achieve academic excellence and a successful future of contribution and leadership in local, national and global communities.

## ***Our Vision***

- To be a dynamic learning community that provides our students with an outstanding contemporary education which prepares them for tertiary study and beyond.
- To enhance the performance of our staff in a supportive and collaborative environment enabling them to flourish as professionals for the benefit of our students
- To build our traditions whilst responding to emerging evidence of new and improved ways of educating our students for excellence in learning and life.

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

Throughout 2021, the Chaplain, together with volunteering students and staff, led multiple worship services in single/double cohort or (in the Secondary School) in double House groups. Services were predominantly held in the Chapel of St Nicholas, with larger worship gatherings taking place in either the Sports Centre or the College's Performance Centre, both because numbers exceeded the capacity of the Chapel and to accommodate given COVID-19 restrictions.

Unfortunately, we experienced two snap lockdowns in 2021. Sadly, for the second year running, this meant a last-minute cancellation of the planned whole College Easter Service. However, in Term 3, digital options were again employed to maintain a chaplaincy presence.



The Chapel of St Nicholas has its own COVID Safety Plan, and all government directives were adhered to.

Across both the Primary and Secondary Schools, students attended a Chapel service at least twice, sometimes even three times each term. The only exceptions to this pattern were the result of COVID-related interruptions.

The following is a summary of the services conducted in 2021:

- Ash Wednesday was marked across the College, with two Houses in the Secondary School partaking in a service of the Imposition of Ashes in the Chapel, while other class and House groups were provided with the means to observe the day in their classrooms.
- The whole school gathered to mark ANZAC Day, Remembrance Day and Christmas.
- The inaugural Wellness Festival in the Secondary School began with a Worship Service in the Sports Centre. Developed by the Chaplain, it was entirely led by Year 11 students, with lively participation by all and the extra highlight of launching a student-staff band to accompany the singing.
- Special services to mark significant transitions were held, e.g., for beginning Prep and Year 7 students, each receiving the gift of a Bible to mark the occasion; for Year 11s as they moved into the academic role of seniors; and the Valedictory Service for Year 12s as they completed their final lessons.
- Primary and Secondary Assemblies are held several times a term, and there is always time for prayer.
- Daily Prayers are published on the College's intranet in both sub-schools. While previously written or sourced by only the Chaplain and the RaVE teachers, 2021 saw ownership of this task extended across all eight Houses and the Year 7 cohort in the Secondary School, with great success. In 2022, ways will be developed to offer Primary School students an equal opportunity to contribute to this prayer life of the school.
- As part of the 'Find My Spark' co-curricular program in the Primary School, the Chaplain offers Godly Play on Friday afternoons after school. For these occasions, the Chapel is rearranged to create a full Godly Play room, where the students gather for a story, some wondering and the feast.
- The weekly Primary and Secondary Staff briefings also always contain prayers and reflections led by the Chaplain. Furthermore, the whole staff gather for a time of worship at the beginning and at the conclusion of each academic year. The Staff Nativity Play is beginning to become a much anticipated and enjoyed tradition.
- Chapel services have largely focused on the lectionary readings, while also highlighting the Archbishop's theme Nurturing Relationships. The times and seasons of the Church year were observed throughout.
- A Wednesday morning Eucharist is offered to the College community at 7:30am, during school terms.
- Outside of school hours, Sunday services were offered once a month during term time (except when COVID prevented it), together with the high festivals of

Good Friday, Easter and Christmas, during the school holidays. These services are open to all and are gaining resonance.

We continue to build a culture within the College that is at home in the Chapel and feels, in spite of different faith backgrounds, or none, a sense of connection and belonging.

We were delighted to be able to celebrate the Admissions to Communion service in May 2021, welcoming seven students to this sacrament.

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

Our Chaplain is linked to the local Deanery, though meetings scheduled during the school day are difficult for her to attend.

As Associate Priest, the Chaplain continued her connection to the Anglican Parish of Maroochydore, St Peter's. In 2021, this association was extended to the College community, whereby students and staff volunteered once a month during school terms to prepare, pack and deliver food for the parish's weekly community meal.

While St Peter's new hall was being built, the community meal was offered in takeaway style. Now that the site redevelopment is complete, plans will be explored whether and how students and staff might volunteer on site in 2022.

The pandemic continued to hinder us from visiting the bush parishes out west, with whom we established a partnership a few years ago. However, by encouraging Primary School students to collect any 'containers for change' they might have during recess and lunch breaks, together with freewill offerings collected at Sunday services, we were able to offer financial support to the Leichhardt-Chinchilla Mission District, amounting to \$1,500. In 2022, we will continue to discern possibilities of strengthening the ties.

### ***Relationships***

The school continued College-wide charitable partnerships with the following organisations negotiated through our Chaplain and other members of staff throughout 2021:

#### **Buddies Refugee Support Program**

While, under normal circumstances, we are a host school for one of their twice-yearly Learn English Holiday Program, for which our students and staff volunteer; the event had to be cancelled, in 2021, due to COVID. There are plans for the College to host the language program in the Easter holidays in 2022.

However, Year 6 students again focused their studies on the plight of refugees in Term 3, whereby they worked closely with members from Buddies, who facilitated information sessions and organised visiting refugees to tell their story. Students were so engaged and personally moved by their learning, that they decided to gift some of the proceeds of their business unit in Term 4 to Buddies.

While not connected to Buddies, it is worth mentioning here that Bishop Daniel Abot and his wife, Rachel Jimma, were also guest presenters for this Year 6 unit, a relationship that we hope to continue.

### **The Anglican Mission District of Leichhardt-Chinchilla & Murilla Community Centre**

This rural Queensland partnership was established in 2018. As mentioned above, in 2021 the partnership was continued in prayer and financial support. We are hopeful that an opportunity will present itself in the future, whereby we can, once again, invite Secondary School students to visit the region.

### **Gateway Care Community Centre**

In past years, the College established a partnership with Gateway Care Community Centre on the Sunshine Coast through one of the pastoral care Houses in the Secondary School. This connection was extended to a second House in 2021. Each week, up to three students from these two Houses have the opportunity to accompany the Chaplain, volunteering their time and energy at Gateway Care's Food Centre in Caloundra, which provides essential support to people struggling financially, the quota of which has risen markedly in the course of the pandemic. This service learning project is well-supported and valued by participants.

### **Hibiscus Retirement Village/s**

The College has had a connection with the nearby Hibiscus Retirement Village, whereby particularly the Music department has taken ensembles to play for residents; or, on other occasions, residents have been invited to College performances.

The pandemic has hindered us from pursuing these face-to-face connections. However, letter writing that was first started during lockdown in 2020 has developed into a pen pal partnership between students in the Primary School and residents at Hibiscus. Some delightful intergenerational friendships have been developed, which we hope to build on next year.

### **Interfaith relations – the Bahá'í Community**

A relationship started in 2019, the College has continued to extend a welcome to the Sunshine Coast Bahá'í Community in organising monthly interfaith reflections (during term time). The Chapel of St Nicholas is used for these events, which comprise of readings on a given topic, with music interludes. On average 25-30 people attend these gatherings.

### **Anglicare**

The College once again supported the annual Anglicare Christmas Appeal in Term 4, with families from both the Primary and Secondary Schools donating generous amounts of non-perishable food and other items.

The chief aim of these partnerships is to encourage a fuller relationship with a range of groups. We would like our community, and especially the students to have, not only the opportunity to fundraise but to form more meaningful engagements and offer service to those whose stories are different from their own.

## ***Chaplaincy***

The College employs a full-time Chaplain. The Rev'd Kathrin Koning was commissioned as College Chaplain on 17 February 2020. While the College does not have a Chaplaincy team as such, the Rev'd Kathrin works in close pastoral association with colleagues across the campus.

## ***Diversity***

The College community is made up of a wide range of backgrounds, both culturally and religiously. Alongside the breadth of Christian denominations and persuasions, the following religions are also represented among our student body:

- Judaism
- Islam
- Hinduism
- Buddhism
- Sikhism
- Bah'ai

Furthermore, many families don't subscribe to any religious affiliation at all.

Similarly, Flinders families represent all the continents of the world, with many students speaking languages other than English at home. The annual celebration of Harmony Week highlights this wealth of cultural backgrounds.

And indeed, this diversity of the Flinders community is lived in great harmony, proof of which is seen in continued enrolments from varied backgrounds. The College's values of Courage, Compassion, Respect and Integrity, all of them marks of grace, is what unites us as a community and informs our way of being and doing. This gives us ground for gratitude and celebration.

## ***Religious Studies***

The College is fortunate to have teachers committed to the delivery of a meaningful Religious and Values Education (RaVE) program. Students in Years Prep-6 receive weekly RaVE lessons; and in the Secondary School, four teachers share the delivery of the RaVE program with Years 7-10 students receiving two lessons per fortnight while Years 11-12 students receive one lesson per fortnight.

We do not have any curriculum issues. We receive a lot of support from the Mission and Education Advisor of the Anglican Schools Commission in this regard and our Curriculum

is based on the P-12 Syllabus – Religious and Christian Education of the Anglican Schools Commission - Southern Queensland.

### ***Staff Development***

Our staff regularly undertake Professional Development – including faith development i.e. FAISS, and hold membership with and contribute to national and state educational bodies. The College also regularly hosts, supports and develops pre-service teachers.

### ***Reconciliation Action Plan***

The College's Reconciliation Action Plan (RAP) working group made pleasing progress in the course of 2021. Here is a snapshot of the successes we could celebrate:

- Several Welcome to Country were offered by members of the local Kabi Kabi people.
- An Acknowledgement of Country is commonplace at the start of most if not all meetings, assemblies and worship services – this is also evident on the College's website.
- A co-curricular RAP interest group was launched in the Secondary School, which worked extensively to raise awareness and educate peers about matters of reconciliation, especially by marking significant events such as National Reconciliation Week on campus.
- A Prep-12 curriculum audit has been conducted to facilitate further embedding of indigenous histories and cultures in lessons.
- Teaching staff have developed units of work to include Aboriginal and Torres Strait Islander histories and cultures – particular mention must be made of the extensive RAP unit in Year 4.
- Members of the local indigenous community have visited the classrooms on several occasions.
- Some staff members have participated in professional development to further their own knowledge and understanding of Aboriginal and Torres Strait Islander histories and cultures.
- Among the student body there is evidence of not only a better understanding of reconciliation but more particularly of a growing empathy and support of same – this is true across the whole College.
- We are in consultation with Paul Paulson (Cultural Advisor to the Anglican Schools Commission) who is working to connect us with a suitable local "Adopt-an-Elder".
- The College has engaged the services of Design Company Gilimbaa, to workshop with members of the school community and a local indigenous person in creating bespoke artwork to reflect our commitment to reconciliation, and to make this visible around the campus and on College publications. This project will be launched in 2022 and will probably be ready for use in 2023.
- Plans are also underway for past student, Wakka Wakka man David Williams to join one of the College's music ensembles, playing the Didgeridoo for a significant event.

The College's formal RAP document was ready for submission on the Narragunnawali website, at the conclusion of the 2021 academic year.

### ***School Values***

The College Values are Courage, Compassion, Respect and Integrity. These are addressed in many different forums with a conscious desire for all students to, not only understand them, but to model them on a daily basis.

Anglican Schools, perhaps unlike many Anglican Parishes, are places where community members come from a range of walks of life. We estimate that 90% of our student population do not have a particular faith background, or one that is not specifically Christian. The most recent College survey reminds us that many families do not enrol with Anglican Schools because we are Anglican, but because of the greater opportunities for academic and social 'success'. It is vital for us to equip our students with the skills they need to be courageous, grateful and resilient in times of challenge and adversity, in a world where they are insulated from hardship by the wealth and privilege we take for granted. We are mindful in this climate, of being a College that articulates our Gospel values in ways that broaden that concept of success. God does not call us to be 'successful' but invites us to follow in the footsteps of Christ and to use our gifts and talents to bless the world He loves.

Any worthwhile education must have a noble purpose, it must be based on strong ethical foundations, it must nurture a genuine love of learning and it must truly address the deep human yearning for meaning and direction. This College's Mission, to equip students with the character and competencies for achieving academic excellence and a future of contribution and leadership in local and global communities, is predicated on clearly articulated Christian Values and an understanding of our place in the wider world and how we can serve to make it even better.

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

The Archbishop's message in 2021 was shared with the College community on the relevant internal portals. The Chaplain highlights the Archbishop's message and theme through Chapel services and assembly reflections, together with a display in the Chapel foyer, for everyone to revisit.

# St Aidan's Anglican Girls' School

**Principal: Ms Toni Riordan**  
**BEd, MEd Le, FACEL, MACE, GAICD, FIML (ex officio)**

As we entered year two of the global pandemic, St Aidan's Anglican Girls' School began with optimism and flexibility. One of the lessons of 2020 was that we needed to be ready to reinvent our events, lessons and even the way we do community. With the Archbishop's message of 'Being Together – Nurturing Relationships' in our ears, and empowered by the experience of the past year, we were ready to discover what it means to be an Anglican school in 2021.

Our confidence was buoyed by some outstanding academic results among the 2020 cohort, and another success by the St Aidan's team in the Australian Space Design Competition. While there was also some uncertainty around what 2021 might look like, we again returned to the ethos of the Society of the Sacred Advent which underpins all that we do. The SSA's values of humility, compassion, courage, resilience, faithfulness and wholeheartedness always assist us to discern the path forward.

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

The faith life of the St Aidan's community flows beneath the other aspects of our shared life. We began and ended the school year liturgically, with our Commencement Service and Christmas Services, and between those bookends lay family services, chapels, early morning eucharists and messy churches.

Many of our planned services during the year had to be relocated, rescheduled or reimagined because of the ever-changing COVID restrictions. Ash Wednesday did not include ashing, but was powerful nonetheless. COVID lockdown at the end of Term 1 meant that once again we were unable to celebrate Easter as a school community.

We did celebrate Mother Emma's Day with St Margaret's in St John's Cathedral in March, and the younger members of the school celebrated Pentecost with Messy Church. In June, 20 Year 5 students were admitted to Holy Communion, and three of these were baptised in the same service. Two students were Confirmed in August by the Rt Rev'd John Roundhill. Boats and pets were blessed in June and October respectively. Staff were able to join in the celebrations for the 150<sup>th</sup> anniversary of the Coming of the Light during a staff service in July.

Year level chapels continued through the year, although sometimes they were online, and sometimes they were outside, under a large tree. Wherever and however chapels took place they were times for students to slow down, find peace and encounter God through Bible stories, prayer and other reflective activities. We were particularly blessed this year to have student musicians providing music at almost all of our chapels from Year 5 upwards. This has been a great joy.

Student leadership was celebrated and blessed through the Year 6 Leadership and Transition services, the Senior Leaders' Induction and Investiture, and the Valedictory Service. Although we were not able to celebrate the Eucharist as often as we might like, we have embraced the challenge to find other ways to nurture our community.

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

St Aidan's continued to work closely in a shared ministry model with the parishes of Sherwood and Chelmer-Graceville. While both of our neighbouring parishes are in transition regarding clergy appointments, we continue to enjoy good relationships with both parishes and with other parishes in the local area. Once again, COVID restrictions have meant that the involvement of students has been limited throughout the year, but we look forward to returning to a greater level of engagement in 2022.

### ***Relationships***

St Aidan's maintains close relationships with other parts of the Anglican Church in Southern Queensland. In November the School hosted an Open Space event co-sponsored by the chaplain and the PMC. The Chaplain was also a member of the Diocesan Council, the Diocesan Audit and Risk Committee, the Domestic and Family Violence Working Group and the International Anglican Women's Network.

Although St Aidan's is an independently owned Anglican School, members of staff value the professional networks offered through the Anglican Schools Commission, including for School Heads and Chairs of Council, Librarians, Guidance Counsellors, Chaplains, and those engaged in the work of student safety.

### ***Chaplaincy***

The School Chaplain, the Rev'd Gillian Moses, continued to work in a full-time capacity across the Junior and Senior Schools, as well as ministering with staff, alumni and the wider school community. This included the ministries of baptism and funerals. In 2021, a liturgical committee including teachers and students was formed to share the creative work of preparing liturgies, making sure we make best use of the many talents among the school community. The Rev'd Gillian also continues to work with the Society of the Sacred Advent, providing administrative and pastoral assistance to the Society.

### ***Religious Studies***

Religious and Values Education is taught in all year levels from Prep to Year 12. In 2021, students engaged in a diverse field of topics including Indigenous Spiritualities, World Religions, Environmental Spirituality, Sacramentality, and Peace and Nonviolence Education. Year 12 students attended a RaVE Master Class, on the topic of Vocation, and heard from members of staff and they reflected on their own experience of vocation.

The focus of all RaVE classes is on participation by all students, whatever their own spiritual or religious world view, and development of skills in critical thinking and reflection. We have sought to include circle work in many RaVE classes in the senior school, and the Chaplain was invited to bring a team of Year 10 students to a conference for Edmund



Rice Education Australia (EREA) schools to demonstrate the usefulness of circle work as part of religious education.

### ***Staff Development***

St Aidan's staff continues to be involved with QCAA in the preparation, administration and marking of external exams. Teaching staff are also encouraged to pursue higher degrees, with 15 members of staff currently engaged in Masters or Doctoral level studies.

Research played a significant part in the development of sound pedagogy at St Aidan's in 2021. St Aidan's staff and students were involved in research in the areas of girls' empowerment, peer mentoring, critical and creative thinking, critical appraisal of health claims, feedback for learning and feedback for genetic writers.

### ***Reconciliation Action Plan***

The St Aidan's RAP continues to develop as the school community becomes more aware and committed to the work of reconciliation. In 2021, a significant achievement in the RAP process was the inauguration of a St Aidan's First Nations Round of Sport, to coincide with National Reconciliation Week and the final week of autumn fixtures in the QGSSSA calendar.

A commemorative jersey was designed by one of our First Nations students, to be worn by all members of the open teams in each of the three autumn sports: touch football, basketball and soccer. Hand painted match balls were presented to the captains of the opposing open teams, and the original artwork has been framed and presented to the school. The success of this round, as a statement of inclusion and recognition, has encouraged a wider conversation among QGSSSA schools about the possibility of instituting a competition-wide First Nations round in future years.

The RAP is currently being refreshed and we look forward to further embedding the principles of reconciliation across all aspects of our school life.

### ***School Values***

St Aidan's focus is to develop and promote authentic, caring, confident, creative and connected women who value reason, imagination, truth, compassion and responsibility. The school's values are embodied in the presentation of alumni awards each year to past students who serve as exceptional role models in the school community. In 2021, Alumni Awards were presented to South Korean broadcaster Kyu-Yeon Choi (the Emma Betts Award for Young Alumnus), graphic designer Louise Crozier (the Mother Emma Award for Entrepreneurship and Innovation) and Marianne Wobcke, a Girmay woman using art and culture to support first-time Aboriginal and Torres Strait Islander mothers and their babies (the Caroline Amy Award for Continuous and Significant Contribution).

Our values were also embodied in the ongoing positive and creative response from the community to the various challenges the year presented. Senior students looked for ways to stay connected with Junior students and families reached out to engage with the school in new ways. The School collected a record amount of non-perishable food and gifts for

the Anglicare SQ Christmas Drive. The second Giving Day was supported widely and raised almost \$130,000 to fund bursaries supporting students experiencing hardship. The economic effects of the pandemic ensure that this support is needed more than ever.

## ***Achievements & Contribution***

St Aidan's senior students achieved outstanding results, with 8.5% of the graduating cohort achieving an ATAR above 99 and 70% achieved an ATAR above 90. Significantly, the median ATAR score was 94.9. Two students achieved perfect subject scores of 100%. It should also be noted that 95% of the senior cohort was ATAR eligible.

On the sporting fields, St Aidan's retained the Percentage Cup in the QGSSSA Athletics competition and the QGSSSA Cross-Country competition. Other exceptional results were achieved in the state Equestrian competition, the national All Schools Athletics competition and the All Schools Touch Football competition.

Senior visual art students Erica Gui, Jessica Kim and Sarah Campbell received commendations in the Creative Generation Awards for Excellence in Visual Art. Amelia Perry, in Year 9, achieved a highly commended award for her short story *The Arrival* in the Independent Education Union Literary Competition.

## ***Events***

It was a pleasure to be able to welcome parents and friends back to school for many of our usual events in 2021, even if those events were slightly modified. Major events such as the St Aidan's Awards night were once again broadcast, as well as including a limited live audience on site. We were still able to enjoy a wide range of musical performances from students as part of our assemblies, events and services this year.

We were able to proceed with the school's performance of *Alice in Wonderland* to a live audience, although the show's run had to be limited to one night only.

Staff and students, along with other members of the school community, attended the funeral of Mother Eunice in June. Mother's gentle spirit and friendly face made her something of a celebrity whenever she attended school events, and we will miss her greatly.

## ***Major Projects***

Throughout the second half of 2021, we were encouraged by the investment of community time to assist us in planning for the future of St Aidan's through our Strategic Direction consultation. We are looking forward to the final publication of our Strategic Direction early in 2022, which will inform the strategic pillars the school will be focusing on over the next 3-5 years.

In the past few years much work has been committed to the Master Plan, and in 2021 we began to publicise some of that Plan. The building of new sporting facilities at Ambiwerra, begins a large-scale overhaul of various St Aidan's facilities. As we near the centenary

year of the school, it's safe to say that, between sporting, cultural and educational projects, St Aidan's will not look the same in a decade.

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

The Diocesan theme of 'Being Together – Nurturing Relationships' invited us to focus on a part of our shared life that seems more important than ever, given our ongoing experiences of lockdowns and isolation. It was more important than ever to find creative ways to nurture our relationships. Our School sacristans came up with an engaging way to work with even the littlest students in the Junior School, through the creation of a large banner for our Christmas Services. While students in Years 4-6 wielded paintbrushes to paint a large nativity scene on canvas, even the smallest students were able to colour in stars to add to the banner. The end result was a wonderful expression of the love and friendship that lies at the heart of Christmas.

### ***Future Plans***

The experiences of 2021, along with the first weeks of the new year, make future plans even more tentative than usual. However, we look forward to implementing the Master Plan, including significant building works across the school grounds, further growth in enrolments, and the continued exploration of innovation in education.

As we enter the 130<sup>th</sup> year since the Society of the Sacred Advent began its work in Brisbane, we draw hope and confidence from the story of the SSA. As they ventured into new places and unfamiliar circumstances, with commitment and courage, we too approach 2022 with a similar resolve. In company with the risen Christ, we anticipate another fruitful year.

# St Margaret's Anglican Girls School

**Principal: Ms Ros Curtis**  
**BA (Hons), DipEd, MLitSt, Med,**  
**ASDA, FACE, FACEL, FAIM, GAICD**

Who would have thought 2021 would have continued to be yet another unpredictable and challenging year? But in challenge there is also triumph. After all, *smooth seas do not make skilful sailors*.

The pandemic has continued to test us all, but despite the challenges, St Margaret's has continued to demonstrate its strength not only as an educational institution, but as an enduring and close-knit community of students, parents, staff, alumni and friends, who make it our collective mission to support one another, in ways large and small. So, despite choppy seas, St Margaret's has successfully navigated another great year.

Our learnings from 2020 held us in great stead to stare down 2021. We remained unruffled as we patched into Microsoft Teams to strategise over the latest breaking news, positioned ourselves to plunge into lockdown, and pivoted to remote learning. We've reimagined last year's reimagined events and leveraged what we learnt from our ever-expanding capacities for problem solving.

With a double digit increase in enrolments over the last two years, I have no doubt that St Margaret's ability to continue to deliver a quality education underpinned by a high quality of care, irrespective of pandemics, has been a standout!

## **Archbishop's Message**

The theme for this year's St Margaret's Day was Kindness. The theme was inspired by the One School One Book project where students, staff and parents were all encouraged to read Auschwitz survivor Eddie Jaku's book *The Happiest Man on Earth*. Eddie says that "Kindness is the greatest wealth of all" and certainly we are living in a time when we should heed his hard-earned wisdom. The Archbishop's invitation to "get to know people who are different to us" fit very well with this theme of kindness.

Throughout 2021, the theme of kindness shaped the theme and facilitation of many of our programs and events.

## **Worship & Christian Ministry**

Due to COVID-19 many events were delayed, reimagined and moved, revealing the resilience of the community. It was a joy to resume in person worship again in 2021, including special services for families, the Old Girls' Association, Pre Prep-Year 3 Twilight Service, and regular chapel services for our students.

St Margaret's joined with St Aidan's to run the Mother Emma Service at St John's Cathedral where we gave thanks for remarkable Mother Emma and all she did for the Sisters of the Society of the Sacred Advent.

This year, the Sacristans not only led the prayer at assembly, they also took on the new role of sharing the weekly reflection. Ash Wednesday was offered in a different form, with COVID-19 in mind.

In 2020, we had to mark St Margaret's Day with an online service. It was very special to be able to hold our St Margaret's Day special events and service with the usual St Margaret's flair in 2021. We went on to celebrate the Year 12 final events including the Thanksgiving service and Speech Night, without any major COVID-19 restrictions.

Because 2020's confirmation preparation and service were cancelled due to COVID-19, we held our Confirmation service early in the year in Term 1. Four students were confirmed one of whom was baptised. Six Year 7 students were admitted to Holy Communion.

In Term 1, Rev'd Susan led some of the RaVE classes for the Year 4 students as they learnt about Baptism and Admission to Holy Communion. It was also an opportunity to prepare the students who were baptised and Admitted to Holy Communion in Term 2. In Term 2, eight students were Baptised, and 18 children were Admitted to Holy Communion. Old Girls continue to bring their children for Baptism.

We continue to support Prayer Spaces in Schools, because we believe it is a special space, in the busyness of school life, for the students to reflect, think and/or pray. In 2021, we ran Prayer Space in the Chapel in each term of the school year, with the themes: The Lord's Prayer; Reconciliation; the Beatitudes; and A Journey to Christmas.

Prayer Space was open for St Margaret's Open Days throughout the year, giving visitors an opportunity to see the Prayer Space and learn some of what the students do in their RaVE classes. It was a delight to see the students interact with each Prayer Space and read their responses.

### ***Relationships and Engagement with Local Parishes***

St Margaret's continued to build relationships with local parishes including sharing resources. Prayer Space was again open to anyone in the Diocese who would like to learn more about how to hold a prayer space.

Our partnership with Anglicare is bearing much fruit. Anglicare often visits our School for education and awareness raising lessons, as well as providing education resources for prayer spaces and other events. St Margaret's committed to raising funds and awareness for Anglicare projects and will continue this commitment in 2022.

The Rev'd Susan took an active role in the life of the Diocese, continuing to be a national leader in Prayer Space, a member of Clergy Wellbeing Team, as well as examining chaplain and mentoring formation students and young clergy.

## Chaplaincy

We welcomed the Rev'd Jazz Dow as part of the chaplaincy team in Term 3. The Rev'd Jazz and the Rev'd Susan worked together for two terms, during this time there was a mutual time of sharing and learning from each other. This worked well as Jazz took over from Susan at the end of 2021. We wish Susan well in her time of Long Service Leave, and while she is retiring from full-time ministry at St Margaret's she continues to support the School. We are grateful for Susan's time at St Margaret's.

## Diversity

St Margaret's is a local school with a global outlook. We are a multicultural community made up of students and families from across the world. Students come from a range of backgrounds, including urban and rural, national and international, and are encouraged to build community which celebrates our differences – our diversity enriches our community life.

## Religious & Values Education

In the Secondary School, RaVE sits within the Sociocultural Faculty and is led by Mrs Louise Brown. In 2021, Rev'd Susan led the Senior RaVE program with Year 11 and 12 RaVE Masterclasses. Form teachers take responsibility for the RaVE program but our Chaplains support and help lead the whole School RaVE program by visiting primary and secondary classes, leading visits to the School's chapel, and educating students on School traditions, the seasons of the church, and exploring life's big questions.

In 2021, we continued to strengthen our Religious and Values Education curriculum. Our Year 8 unit on 'Women in the Bible' has been redeveloped and now begins with students exploring the context of women's roles and responsibilities in Ancient Israel. From there students learn about how Jesus treated women, and the significance of this as a challenge to cultural norms.

Year 9s focus on 'accepting and welcoming difference' has been enhanced by a new unit on Conflict Resolution. Students explore, and role play, approaches to active listening and positive communication. Accepting our own role in resolving conflict is discussed through a range of Bible quotations and links are made to the significance of Australia's Reconciliation Week. In 2021, a visit from Dr Ann Solari, Deacon of St John's Cathedral, helped students reflect on the very different lives of Brisbane's homeless community, and what we can all do as a community to help.

Our Year 10 curriculum has continued to develop its focus on academic rigour and critical thinking. A visit from Chris Mulherin, Executive Director of ISCAST, helped students consider the coexistence of science and religion. In Term 2, lessons were dedicated to the study of *The Happiest Man on Earth* by Eddie Jaku, the St Margaret's 'One School, One Book' for 2021. This not only enhanced students' understanding of the Holocaust but allowed them to reflect on Eddie's lessons about family, resilience, kindness, and hope. Two guest speakers in Term 4 gave important emphasis to the real-world significance of RaVE: the importance of altruism in the local community was enhanced

by a talk from Tiffany Berg, Senior Fundraiser with Anglicare. Michael Peach, from ADRA International, spoke to the students about global poverty and its impact on women.

Our RaVE program continues to benefit from the positivity, wisdom, and support of our relationships with the Anglican community, in particular Mrs Vanessa Gamack, Religious Education Teaching and Learning Advisor with the Anglican Schools Commission. We look forward to strengthening these partnerships in 2022.

### ***Missional Engagement***

At St Margaret's we recognise we are privileged to enjoy all we do and giving back is in our DNA as we live out the philosophy of the Sisters of the Society of the Sacred Advent. In 2021, the senior students, who led the whole School in the Ponytail Project event, fundraised a record amount of just over \$120,000. Our student-led Philanthropy Group also supported many charities through free dress days, bake sales and other awareness and fundraising activities. We continue to build a community that is outward looking and using our privilege for the enhancement of the broader community, locally and globally.

### ***Reconciliation Action Plan***

In 2021, the RAP Committee met regularly. One of the exciting projects that they have been working on is a publication, *Yarning Circle*, a new book to be launched in 2022. As part of Reconciliation Week, we held a Reconciliation Prayer Space for our primary students and at assembly, the Yalari students spoke about reconciliation. On Sorry Day, every student and staff member of the School was invited to place a hand in the lawn to raise awareness. The students enjoyed learning about Torres Strait Islander culture on Floral Friday.

### ***Achievements & Contributions***

St Margaret's has a proud history of academic excellence borne of the School's commitment to leading teaching and learning programs, our students' enthusiastic engagement with the School, and the supportive parent and alumni communities. Since its inception in 1895, the School has been guided by the SSA Philosophy which focuses on the education of the 'whole child' and providing a rich experience to students across all aspects of its academic, extracurricular and student wellbeing programs.

Our focus on teaching and learning led to success for our Year 12 students in the new ATAR system. Over 63% of ATAR eligible students received an ATAR of 90 or above, which places them in the top 10% in the state. Our Pathways students graduated with a rich array of diplomas, certificates, and school-based traineeships.

After a NAPLAN hiatus in 2020, our 2021 results were again well above state and national averages across all year levels, once again highlighting our absolute commitment to providing our students with the best possible foundational learning skills.

The Music Program continues to dazzle. It was the year for a musical and *Matilda* played to packed out audiences in Eton Hall. More of us were able to enjoy Classics in the Cathedral this year, while the Primary Arts Spectacular became theatre-in-the-round on

Circular Drive. St Margaret's Sport continues to be a strength, with significant wins and achievements in many sports, but notably Swimming (Primary and Secondary), Water Polo and Rowing.

### ***Major Projects***

Beyond the classroom St Margaret's extensive offerings continue to enrich the student experience. The new Sports Precinct, now in operation for a full year, continues to deliver all that it promised. Around the campus, improvements continue as space is created for the growing student body. Our seniors were delighted to take possession of the new Senior Studies centre in Term 2 where they can study quietly or collaboratively, prepare food and commune together. Two new classrooms will be opened on Circular Drive in early 2022, as well as several refurbishments that will be completed ready for the new school year.

### ***Conclusion***

For all the year's triumphs, it was one tinged with sadness when Mother Eunice died in June. Mother Eunice was a gracious, humble, hardworking servant of God and an incredibly intelligent woman whose presence is greatly missed, but whose legacy will be enduring. Her service was held at St John's Cathedral on the Feast of St John the Baptist. Many people from all walks of life joined in celebrating a life much loved. We move into 2022 inspired by her life of service to God and the community.



# Community Services Commission

## *Anglicare*

### **Commissioners**

- Archbishop of Brisbane, The Most Rev'd Dr Phillip Aspinall AC
- *Chair* – Dr Kim Forrester (resigned 31 Dec 2021)
- The Rt Rev'd Cameron Venables
- Mr Gary Brady
- Mr Ken Thomson
- Ms Kim Rayner
- Professor Karen Healy
- Ms Nicole Bunning
- *Executive Director* – Ms Karen Crouch (resigned Aug 2021)
- *Executive Director* – Mrs Sue Cooke (appointed Nov 2021)

### **Sub-Committees**

1. **Clinical and Care Governance** Chair: Professor Karen Healy
2. **Nominations and Remuneration** Chair: The Rt Rev'd Cameron Venables
3. **Audit and Risk** Chair: Mr Gary Brady

### **Anglicare Executives**

- Mrs Karen Crouch – *Executive Director* (resigned Aug 2021)
- Mrs Sue Cooke – *Executive Director* (appointed Nov 2021)
- Mr Nick Hansen – *Acting Director of Services*
- The Rev'd Canon Linda McWilliam – *Director of Mission*
- Ms Amanda Davies – *Director Governance Risk & Assurance*
- Mr David Barrie – *Director Finance, Property & Strategy* (resigned Aug 2021)
- Ms Sandra Long – *Acting CFO* (appointed Sep 2021)
- Mrs Anna Zilli – *Director Organisational Development*
- Mr Lee Davis – *Chief Digital Officer* – appointed 14 Oct 2019

### **Introduction**

On behalf of the Community Services Commission, I am pleased to present this report for Anglicare Southern Queensland for 2021. Anglicare plays an important role in working

to improve the quality of life for people in our community by responding to human needs and by seeking to transform unjust social structures and practices in our society.

The impacts of the COVID-19 pandemic made 2021 a challenging year for all health and community services providers. Anglicare's staff responded with flexibility and a calm resolve, and their work made a positive difference to the lives of more than 45,000 clients, residents, children, young people and families. During the year, Anglicare provided:

- 1.29 million hours of community aged care and disability support to 31,817 clients across Southern Queensland, Townsville and Longreach.
- 754,175 nights of residential aged care to 600 residents in its eight aged care homes across Brisbane, the Gold Coast, Toowoomba and Wide Bay.
- 18,510 hours of support for women and young people experiencing homelessness at facilities in Toowong, Mount Gravatt, Beenleigh and Cleveland.
- Support for 988 foster and kinship carers to provide 410,876 nights of care for children and young people.
- Children, parenting and early intervention support and education to 3,420 parents and children.
- 9,543 family law, family and relationship counselling sessions.
- Support for 2,328 adults and young people with alcohol and drug counselling treatment sessions.

## ***Financial Performance***

Anglicare SQ activities resulted in a loss from continuing operations of \$1,834,283 for the year ended 30 June 2021. This compares to a surplus from continuing operations in 2020 of \$4,194,000. There was an increase in the valuation of properties of \$2,360,000 that contributed to the Total Comprehensive Income of \$8,433,000 for the year ended 30 June 2021.

Anglicare SQ strives to derive a surplus as part of the Commission's continuing strategy to generate sufficient funds to enable capital reinvestment and operational efficiency, to manage risks and to take advantage of opportunities as they arise. 2021 was a difficult period navigating the effects of the COVID-19 pandemic, together with outcomes of a number of Royal Commissions. Changes to government funding models affected both aged and community care. Conditions in 2022 are expected to remain challenging.

***Mr Gary Brady***  
***Chair, Community Services Commission***

## Our Services

After a year where a response to the COVID-19 global pandemic was everyone's primary focus, we maintained service provision to more than 45,000 residents, clients, children and families. Service disruption during the peak of the pandemic in Queensland impacted our community social groups and outings, group counselling sessions, programs and playgroups, though with in-home and individual supports continuing as close to normal as possible. Our residential aged care services remained agile in response to the frequent change in directions from the Chief Medical Officer, from lockdowns to visitor restrictions to ongoing screening. We arrived at the end of 2021 confident in the Outbreak Management Plans we had implemented. In this report to Synod, we are pleased to highlight the many achievements of 2021 still made possible by the extraordinary efforts of our extraordinary people.

### *Children and Families (C&F)*

Anglicare has continued to support approximately 1,250 young people each day throughout 2021. Of these young people supported, the percentage of Aboriginal and/or Torres Strait Islander children in our care increased slightly to 25%.

#### *Fostering & Kinship*

Our fostering and kinship services have continued to recruit new carers, which has provided more placement opportunities for children and young people. These opportunities have resulted in increased funding across the Moreton, Brisbane and South East regions.

In the South East region, we were successful in securing additional High Plus and Intensive funding, which allowed additional support to carers and children when placements were at risk of breakdown, settling new children into a new placement and intensive support, as needed.

During this year, Anglicare (Gympie) commenced a six-month pilot program, KinFinder, to explore kinship care options for children under 12 years, currently in residential care and/or in placements that were at risk of breakdown. At the five-month mark, a review was conducted on the pilot, which has shown remarkable results. Examples of these outcomes include:

- Two family groups being reunified with family.
- Family have been located and have started working towards building relationships which may result in a kinship placement for these children across eight family groups.

Given this success, the Department of Children, Youth Justice and Multicultural Affairs has extended the pilot for a further six months.

## *Residential Care*

Within our residential care services, we have experienced much change over the past 12-months:

1. Five of our residential homes, which were funded via a fee for service model, were converted to grant funding with the Department of Children, Youth Justice and Multicultural Affairs. This provides Anglicare with improved security of recurrent income and ongoing services.
2. Two of our fee-for-service model residential homes have remained closed for the past six months due to workforce shortages.
3. Growth in our fee-for-service model residential homes was also stunted due to workforce shortages. As such, we have not progressed with a further two residential homes.

Although we are yet to overcome workforce shortages, all operating services during this 12-month period have serviced to capacity. The Department of Children, Youth Justice and Multicultural Affairs has been extremely supportive and understanding of the workforce situation, as most non-government organisations have experienced issues. The Department has assured Anglicare that once we have been able to regain workforce capacity, the Department will support our service expansion.

## *Youth Justice*

In early 2021, the Department of Children, Youth Justice and Multicultural Affairs discontinued Supported Community Accommodation services, however, Anglicare retained the Beenleigh Bail Support service. In mid-year, Anglicare was successful in enhancing this service to include Intensive Bail Support and After-Hours support. On from this growth, Anglicare was then successful in tendering for the Intensive Bail Initiative on the Gold Coast, which will commence in March 2022.

## ***Community Aged & Disability (CAD)***

Anglicare has continued to provide a diverse range of personalised care and support services to assist people to remain living at home safely and as independently as possible.

A sizeable proportion of 2021 was dedicated to ensuring that our clients and workforce stayed safe during the COVID-19 pandemic. Throughout the year, we continued to deliver services to people most in need and, reassure and educate people on how to keep safe.

Throughout the year, Anglicare was granted additional funding for the Commonwealth Home Support Programme's Hoarding and Squalor service, along with expanded Respite Services and Short-Term Restorative Care packages. We have also continued to grow our Home Care Package program.

Further to this, we have undertaken several service-wide projects and responded to aged care reforms in 2021, including but not limited to:

- Transition out of the National Disability Insurance Scheme core supports service delivery over a six-month period from June 2021 to December 2021.
- Transition out of Queensland Health Community Nursing Program and successfully negotiated ongoing funding for Queensland Health Community Nursing for people experiencing homelessness.
- Progression of a project to enhance our client information management system.

Towards the end of 2021, it was particularly pleasing to receive acknowledgement as a finalist for 'Best Home Care Operator' at the Asia Pacific Eldercare Innovation Awards and winner of the 'Service Provider of the Year' at the Aged Care Services Australia Queensland awards.

## ***Mental Health & Wellbeing***

### *Homelessness Services – Women & Families*

In 2021, Anglicare provided programs for residential supported accommodation, outreach accommodation and support, family support, justice and housing support and service systems navigation. Anglicare provides accommodation, court systems support, sustainable tenancy support and education, parenting, and goal planning support.

Through a trauma informed, recovery, person-centred case management approach, Anglicare had the capacity to support in the areas of mental health, substance misuse, child protection concerns, domestic and family violence, housing needs and long-term debts. We work with people to break down the barriers and explore the elements that contributed to their homelessness and with people to find longer term housing coupled with education and learning for sustainable tenancy. A highlight of our approach when working with young mothers is the development of positive parenting practices and life-skills that encourage bonding and attachment between the mothers and their children.

### *Homelessness Services – Youth (InSync)*

Our InSync program provides to young people aged 16 to 25 that are at risk of homelessness. The team works with these young people to enhance their life skills and develop and achieve their goals, which can include health and mental health, education and training and employment, relationship management, finances, and cultural and religious connection. We work in a manner that mentors and encourages young people to build on their strengths. At our crisis accommodation houses, staff are trained in Therapeutic Crisis Intervention. This equips them with skills to look behind challenging behaviour and identify trauma, assisting them to support young people more effectively.

Anglicare was impacted by the continuing pandemic with lockdowns and the ongoing work of having young people comply with public health directives. Our centre-based and mobile services were impacted with reduced desire from young people to meet face-to-face, requiring us to be creative when keeping them engaged with our programs. Teams often replaced indoor meetings with our community clients with COVID-safe outdoor

activity meetings. This enabled the young people to have a meeting providing counselling or case plan support while participating in exercise with the Youth Worker.

### *Mental Health & Family Wellbeing*

Anglicare's Mental Health and Family Wellbeing services are dedicated to improving the lives of individuals, families and children. Our counselling and support services focus on prevention and early intervention, with specialised support in domestic and family violence, sexual abuse, alcohol and other drugs.

In the last year, our Children, Parenting and Early Intervention support services provided 3,420 parents and children education, information and support to build family capacity through child/youth and parent groups and in home support.

Our Family Law, and Family and Relationship Counsellors provided 9,543 sessions to individuals, couples and families in the last year. Our Specialist Family Violence Counsellors provided advocacy and therapeutic support to 257 clients within the cycle of domestic and family violence. Our team delivered behavioural change programs to 387 men. With our Alcohol and Other Drug Counsellors providing 2,328 adults and young people psychosocial treatment sessions.

Counsellors and Support Workers continued to provide innovative service delivery across our regions throughout the pandemic, offering face-to-face and online service delivery, along with 6,741 sessions of financial crisis, material aid and emergency relief.

### *Residential Aged Care & Retirement Living (RAC)*

In 2021, Anglicare continued its journey on a new path to delivering a contemporary person-centred care and support model for all residents across our eight residential aged care homes. The Rhythm of Life model was reviewed in 2021, with further enhancements identified for implementation in 2022.

Anglicare undertook our first reaccreditation under the new Aged Care Standards at our Hervey Bay home in late 2021. The home successfully met all requirements and standards, achieving full accreditation. All homes remain accredited and meet all aged care standards. Another six homes are due for reaccreditation in 2022.

The regulatory and compliance requirements continue to expand in this sector with the introduction of mandatory Serious Incident Response Scheme (SIRS) reporting, the mandatory National Quality Indicator Program (NQIP) reporting, along with food and nutrition reporting in relation to the increase in the basic daily fee supplement and COVID-19 vaccination reporting for residents and workforce. The next increase in compliance reporting is likely to relate to mandatory minimum staffing hours per resident per day. There is a significant cost in responding to all the various increasing facets of regulatory compliance and reporting.

As with other Anglicare service streams, a sizable proportion of 2021 was again dedicated to ensuring that our residents and team members were safe during the COVID-19 global pandemic. This also extended to supporting our resident's families and friends throughout

four periods of lockdown and ongoing changes to visiting requirements. Throughout this period, team members and our service partners continued to care for all residents at our aged care homes, while implementing innovative ideas to keep people engaged and active. These included:

- Virtual visits from families, friends and volunteers.
- Telehealth initiatives with our health service providers.
- Corridor exercises and other lifestyle activities.
- Scenic drives.
- In-room movies.
- Telephone support from our Spiritual and Pastoral Care Co-ordinators.

Our two homes in Taigum managed successfully through two independent outbreaks of COVID-19 in late December 2021. Both outbreaks have resolved, and all residents and team members are well.

All homes implemented stringent visitor and team members sign-in, health check and health declaration processes to comply with public health directives. Daily monitoring of all residents for COVID-19 symptoms continues. Anglicare also supported the national Visitor Code to ensure residents always maintain access to a regular visitor/partner whilst in care.

All team members undertook additional infection prevention and control training developed by Anglicare, followed up by learning modules provided by the Department of Health. All homes implemented an Infection, Prevention & Control (IPC) Lead role and organisationally, we employed a Practice Facilitator (IPC) to lead our practice.

Throughout the past six months we have experienced an increase in occupancy due to the improved promotion of our homes, along with the centralisation of our admissions process to the Client Service Centre and Concierge team. All homes have successfully maintained close to budgeted occupancy during periods of lockdown related to COVID-19 exposures.

## **Corporate Support Services**

Our Corporate services include the following departments:

- Mission
- Organisational Development
- Governance, Risk and Assurance
- Finance, Property and Procurement
- Information and Technology
- Marketing and Communications
- Fundraising
- Research Social Policy and Advocacy

## ***Organisational Development (OD)***

During 2021, the Wellbeing, Health and Safety (WHS) team focused on supporting services throughout Anglicare in creating COVID Safe workplaces. The team facilitated the Annual Flu Vaccination Program with our service provided by Vax Works. In 2021, Anglicare provided employees with 1,415 Flu vaccinations delivered through 37 Clinics and 68 vouchers, enabling compliance with the mandatory Flu vaccination that applied to a significant portion of Anglicare's Workforce.

Anglicare undertook a Health and Safety Management System (HSMS) Internal Audit in March 2021. Anglicare subsequently commenced a project to address the audit findings and established the Wellbeing Health & Safety Governance Committee (WHSGC) with the purpose of overseeing and driving the HSMS redesign and continuous improvement.

During 2021, Anglicare implemented a new Injury Hotline delivered in partnership with Cogent Thinking. Initial data indicates the early intervention provided by the Injury Hotline is resulting in improved return to work metrics, specifically a decrease in lost time due to work related injuries.

Anglicare provided ongoing support through participation and attendance at the RAP Working Group meetings and supporting the initiatives and strategies outlined in our RAP. Anglicare established a Reconciliation Champions Network which proved to be an important vehicle to promote the messaging of Reconciliation throughout Anglicare and provide support to Anglicare to deliver on our RAP activities.

Anglicare introduced an online Indigenous Cultural Awareness training module that is mandatory for staff to complete via our Learning Management System.

During 2021, the Leadership, Culture and Engagement team developed a Leadership Development Strategy for Anglicare and delivered two Leadership Programs for frontline leaders, Leadership Essentials and Leadership Excellence. A Recognition Strategy was developed, and the team delivered Anglicare's inaugural employee and volunteer awards event, the Excellence Awards, with award categories including Client Services, Individual and Team Achievement, Excellence in Leadership, Reconciliation, Rel8 – our values in action, and Volunteer of the Year. Resources to support the embedding of Rel8 – Anglicare's values in action program, were delivered across the organisation. Additionally, the team also began development of a Diversity and Inclusion Strategy and commenced a program to provide people with an intellectual disability with a pathway to employment at Symes Thorpe Residential Aged Care. Four volunteers with an intellectual disability have been engaged and are currently volunteering at Symes Thorpe.

The Capability team in conjunction with the project team in the Project Management Office and the ICT Department, implemented the first Learning Management System (LMS) for Anglicare. The implementation of this new technology was a significant undertaking for all teams involved. The system was named ALEX (Anglicare Learning Exchange) and it went live to the entire organisation on 14 June 2021. The implementation was considered highly successful with 15,430 courses completed across the whole organisation since go live and 3,983 as at 3 December 2021 users accessing



the system. While the implementation of ALEX is largely complete, we continue to improve usability and there will be additional functionality for Instructor Led Training (ILT) introduced in the first quarter of 2022. The team also continued to provide mandatory, induction and practitioner training across all services as well as new e-learning packages, a full calendar of system training and coordination of student placements across all service groups.

Workplace Relations provided support to Anglicare Managers in enforcing the relevant COVID-19 health mandates applicable to the different Anglicare services. We continued to provide guidance to managers regarding the management of day-to-day performance/disciplinary matters. Under our guidance, we have implemented several organisational changes across the different services that will improve our services to our clients/residents. We successfully renegotiated the Anglicare Southern Queensland Residential and Home care Sector and Support Services Enterprise Agreement 2021-23.

The HR and Advisory team commenced work on the Strategic Workforce Plan 2021 – 2025 and on Anglicare's new Employee Value Proposition to enhance Anglicare's ability to attract high calibre candidates. Operationally, the team worked with services to design assessment centres for volume recruitment and supported services to engage 826 new employees. The team established COVID-19 vaccination recording and reporting processes and systems in response to the COVID-19 funding reporting requirements.

Whilst Anglicare's Volunteer Program saw a reduction in volunteers, a common volunteering trend due to COVID-19, the Community Visitors' Program (CVS) successfully ensured that all funding contract requirements were met and exceeded and managed to grow volunteer numbers despite the challenges. In early 2021, members of the FDSC Payroll team who pay the Anglicare workforce, joined Anglicare and during 2021 have participated, supported and led technology and financial costing projects to integrate with the pay system with other systems, in addition to payroll service provision.

## ***Mission***

The last 12 months represents a period of steady growth and change as Mission seeks to provide Spiritual and Pastoral care for clients as well as education, training, and support for staff during a difficult time.

## ***Education & Professional Development***

Pastoral Care training for second year St Francis College (SFC) formation students was provided throughout the year. Professional Development completed by chaplains included The Graduate Certificate in Theology and several online short courses hosted by The Australia Centre for Grief and Bereavement. A Master of Counselling student from UQ completed her full year student placement at EM Tooth Aged Care Home providing two full days of pastoral support for our residents. Active Listening training was provided for 24 volunteers working with the Thread Together program, a partnership between Anglicare and St Andrew's Anglican Church.

Spiritual Care – an Integral Part of Caring, a 45-minute introduction for all staff members and volunteers working with older people in residential and community settings, has been

added to the additional required training for new staff in our residential aged care homes. The course helps staff and volunteers recognise that spiritual care is everybody's business and assists in meeting the spiritual needs of older people in their care. Staff spirituality retreats provided 32 Anglicare staff with an opportunity to explore their own faith journey in the company of like-minded people. Anglicare chaplains attended a two-day annual retreat titled Servanthood – The Way of Head, Heart and Hands. A key event was the National Mental Health Week Service held in St John's Cathedral

The Mission department is grateful for the ongoing generosity of Mother's Union for providing financial support for the professional development of our chaplains and Pastoral Care Volunteers.

### *Anglican Schools*

Anglicare senior staff worked with All Saints Anglican School at Merrimac to support their Social Justice unit for year 11 students. Nine separate classes were provided with an overview of the services Anglicare delivers in the community and how these services benefit those who receive them. It was important for the students to understand the foundations of Anglicare and why the Anglican Church of Australia does, in fact care, and have a social justice arm.

### *Volunteer Biography Program*

It has been extremely difficult to progress the Biography Program within our Residential Aged Care Homes due to lockdowns. Further training has been provided for volunteers, the manual has been revised and feedback forms have been developed for the resident and the volunteer biographer.

### *Diocesan Activities*

Four information sessions were hosted to provide people in the community with information about Aged Care and Anglicare services. An open Day at The Village Taigum provided Anglicare with the opportunity to host a stall to show case our services. Parish Ambassadors gathered for an event at the end of the year to thank them for their commitment and presentations included: Thread Together, the Volunteer Biography Program, Youth Homeless Services and Fundraising. Anglicare commissioned three new parishioners for the role of Ambassador.

### *Telstra Bill Assistance Program*

The Mission department continues to distribute the Telstra Bill Assistance Program (TBAP) vouchers to our agencies. The new Telstra pre-paid mobile top-up service provides clients who are impacted by homelessness, family violence or natural disaster, access to a \$40 Telstra recharge for free, provided they are a Telstra pre-paid mobile customer.

## ***Governance, Risk & Assurance***

The Governance, Risk and Assurance team is comprised of teams with distinct expertise, divided into four pillars of Policy, Research & Innovation, Risk Management and Quality Assurance.

The Policy Team has continued with implementation of the policy governance framework. A total of 87 Policy Directions have been reviewed and approved by the Executive Director. Planning has commenced for the introduction of an information technology solution to manage the policy lifecycle. This will enhance access to all policies and procedures across the organisation, including via mobile devices.

The Research and Innovation Team have focused on delivering Anglicare's Research Strategy. A number of research partnerships are underway, aligned with our key research themes including Quality Practice and Care, Home and Place, Wellbeing and Recovery, Access and Equity. Anglicare is one of eight stakeholders participating in an ARC linkage grant led by the University of Queensland. This study aims to improve the experiences of, and outcomes for indigenous and non-indigenous children in out of home care. The project is due for completion in 2023.

The Risk Management Team continue to deliver on the Anglicare Internal Audit Plan. Detailed reviews in 2021 have included the Safety Management System, Fraud and Cash Handling, and Fleet Management. Significant work was commenced in 2021 to review our Business Continuity Plans, with particular focus on responding to cyber events.

The Quality Assurance Team have continued to support Residential and Community Aged Care services to respond to the increasing compliance obligations from the Aged Care Quality and Safety Commission. They have also supported successful mid cycle certification against the Human Services Quality Standards in Children and Families, and assessment against the National Standards for Mental Health Services for Homelessness Services Women and Families in November 2021.

## ***Finance, Property & Strategy***

During 2021 the Finance, Property and Procurement team has leveraged off the foundational work that has been completed in recent years to better provide information to aid decision making, including:

- Maturing a 10 year financial forecast model, and
- In conjunction with ICT, developing and successfully deploying numerous reporting tools that significantly enhance information and performance drivers for frontline teams.

The procurement function has also matured with a new ASQ Procurement and Contract Management Policy being approved and implemented. Robust procurement contract negotiations also lead to significant savings being realised.

The property team continues to be very busy both operationally and strategically. There has been significant refurbishments of existing properties and sourcing of additional premises to support the growing requirements of the various portfolios. The Village Taigum Retirement Village welcomed their newest residents as the last units were sold and settled. The resident satisfaction survey indicated a high level of satisfaction and a thriving village. The expansion and partial redevelopment of our Meilene Residential Aged Care site in Bundaberg progressed well with handover of the first wing having been completed. The Development Application for The Village Manly Retirement Village at our Manly site in Brisbane's east has been approved and negotiations are well progressed to appoint a builder.

Work on the implementation of Microsoft Dynamics 365 as the replacement Finance System also progressed with a 'GoLive' date now expected in late 2022.

### ***Information & Communication Technology (ICT)***

Through 2021, our focus has been reducing risk to the organisation along with delivering to the digital strategy. Mitigating risk has seen ICT addressing the following areas:

- cybersecurity readiness,
- operational IT resilience,
- improving the health of the IT estate through the modernisation of legacy platforms and systems,
- talent management, building the team with the skills needed to deliver on our vision whilst tackling the challenge of a competitive market, and
- improving our data and analytics capability.

In line with the Digital strategy, we have successfully delivered a portfolio of projects providing a range of new capabilities to Anglicare.

ALEX is a new Learning Management System available to all staff supporting online learning but also managing instructor led education as well. 'Connect' is a new Intranet for Anglicare that went live in 2021, for the first time providing a central communication and collaboration platform for Anglicare accessible to all staff from any location and on any device. Engagement has been extremely positive with staff accessing the intranet to stay connected to Anglicare and access the important documents they need when they need them. Linked to this is a new document management platform which launched in 2021. This hugely improves the ability for all staff to collaborate and access documents and share knowledge seamlessly.

ICT worked with the Children and Families Service team to implement a new rostering and workforce management platform providing consistency and efficiency in how the residential teams are able to roster staff. Finally, LaunchPad is a new Portfolio and Project management platform we built to improve the performance and reporting of our project management capability. Many other projects have been actively worked on through 2021 and will deliver and various points through 2022.

## *Marketing & Communications*

We recognise that each individual has a unique story and personal ambition, and our goal as a MarComms team is to empower our staff and clients, standing By Your Side, sharing strength through these individual and collective stories.

Through storytelling and our mission-based marketing, we strive to elevate Anglicare Southern Queensland to be Queensland's most trusted community provider and a brand that our staff are proud to wear upon their shirts.

### *Recognition for our Work*

In 2021, we were awarded:

- *Reader's Digest* national Most Trusted Brands award in Aged Care and Retirement Villages.
- *Reader's Digest* Gold Quality Service Award for Best Home Care Provider.
- Aged & Community Services Australia's (ACSA) national 'Innovation in Service and Design Award' for our 'By Request: A Playlist of Memories' campaign.
- Aged & Community Services Australia's (ACSA) state 'Provider of the Year'.
- Australian Marketing Institute's state Marketing Excellence award in the Not-for-Profit category for our foster carer recruitment brand, You Be You.
- Asia Pacific Eldercare Innovation Awards finalists in two categories.

Research from an independent third-party firm benchmarked Anglicare Southern Queensland first for aged care on prompted brand awareness – first time since 2016.

### *Foster Carer Recruitment – You Be You*

The recruitment of foster carers is a major focus for the MarComms team through the You Be You brand. Acknowledgment from our Children and Families colleagues that You Be You has contributed to all offices reaching key recruitment targets is a testament to the success of the customer journey, built to support carers through their initial stages of interest, research, and enquiry.

Based on third-party research, the You Be You brand is now equalling established brands such as IFYS and Key Assets, a positive sign considering You Be You is a three-year-old brand in its infancy.

### *NRL Partnership*

Now in its second year, our partnership with the NRL continued with the first campaign with Johnathan Thurston (JT), Executive Director Karen Crouch and the Townsville Community Aged and Disability team and clients.

Two further videos with Valentine Holmes (highlighting Children and Families) and Scott Prince (highlighting Mental Health and Family Wellbeing) were filmed in 2021 and set for release in 2022.

### *Most Remote Care Worker*

For our Most Remote Care Worker Andrea, Longreach isn't just home, it's her community. Andrea can travel hundreds of kilometres in a day to visit clients, like 85-year-old rancher Audrey and her dachshund Pedro, who live an hour outside of Longreach. This campaign based on Andrea's role as a Home Care Worker visiting her clients, we told her story of life in the country delivering essential services to the community.

### *Celebrating our Staff*

COVID-19 and the related lockdowns were taking a noticeable toll on the community, particularly in South-East Queensland. Our frontline staff continued to be a focus of our work, as we looked for key events and ways to raise their spirits and thank them for their work. Dates of importance across the year were specifically chosen for campaigns and video content such as International Women's Day, Year of the Health and Care Worker, Aged Care Employee Day and a series of culturally significant First Nations days including National Reconciliation Week and NAIDOC week.

### *COVID-19 Response – Residential Aged Care Comes*

As Queensland headed towards the opening of borders on 17 December 2021, MarComms had prepared as part of the Outbreak Management Team for what lay ahead. Lessons learnt from outbreaks in aged care homes in New South Wales and Victoria showed us that regular communication with residents' families was critical in an outbreak. As our frontline staff did an exceptional job keeping each other and our residents safe during outbreaks, MarComms took on the Family Communications role, drafting the updates morning and afternoon for communication to families via SMS and email. A small role in the grand scheme of managing the outbreak, but an important function to ensure families were kept updated, engaged, and provided with peace of mind that the situation was under control and their loved ones were receiving the best possible care.

### *Thread Together & Home Stretch*

The two core advocacy projects that we worked on with Leanne Wood were:

- Launched in 2021, Thread Together in partnership with St Andrew's Anglican Parish at Indooroopilly provides new clothing – excess stock from manufacturers – to vulnerable people in our community at no cost to the recipient.
- The Home Stretch campaign aims to lobby the Queensland Government about the benefits of extending the age of support for young people as they leave the foster care system from 18 to 21 years old.

### *Fundraising & Events*

In 2021, not-for-profit organisations in Australia faced significant challenges with the global pandemic, economic disruption, and government funding. In response to the global pandemic, our events program went under a full review to adhere to the ever-changing Government restrictions and whilst our event fundraising was impacted due to lockdowns,

we were able to successfully incorporate and drive online fundraising and direct mail-outs to minimise the impacts of the environmental challenges.

We experienced remarkable success in fundraising. As an essential service provider, the communities need to engage with social services increased. In our campaigns and appeals we were able to highlight our Anglicare Hero's and Health Care workers on the frontline 24 hours day. This was impactful for our donors, and we noticed a significant increase in giving.

The Fundraising team continues to strive towards our goals to increase donations and bequests income as outlined in our three-year Strategic Fundraising Plan. Our team has expanded, with the introduction of a new Fundraising Officer who is meeting one to one with all ASQ donors over 60, servicing creating long-term, sustainable income streams for ASQ.

We would like to thank 2,100 generous donors who gave \$1,217,691 to Anglicare this year. All donations whether large or small, made a difference and helped us to support Queenslanders in need.

We would also like to acknowledge all our supporters who left a legacy of \$690,951 to Anglicare, so we can continue to support Queenslanders with our vital support services. Our donors and supporters are a highly valued part of the Anglicare community and play a key role in helping us continue delivering our services to those in need.

## ***Research, Social Policy & Advocacy***

In these 'unprecedented times', Anglicare's advocacy with and for the vulnerable has even greater importance. COVID-19 has laid bare social and economic inequalities in our society and contributed to the numbers of Australians living on the knife-edge of poverty. Those who may be already vulnerable – including people who are homeless, in poverty or ill health, older or young people – face even greater risk.

Individuals' experience and deal with deprivation and harm in different ways, and every journey is unique. Anglicare's objective for our advocacy acknowledges the primacy of people's voices and experience in shaping the work we do to help create positive social change.

*We will advocate by being deeply informed by the voice of our clients and by building on relationships and engagement with others, both internally and externally, to change systems and work towards elimination of barriers and structures that keep people in poverty and disadvantage.*

Our projects in 2021 have reflected this approach.

Our continuing active involvement in the Home Stretch Queensland campaign this year has focused strongly on the lived experience of young people as they transition out of the care system. The campaign advocates for the option of extended care to be made

available to all young people in the care of the State until at least the age of 21 years, with the aim of reducing the prevalence of poor life outcomes for this group. Few realise, for example, that more than one third of care leavers experience homelessness within 12 months of leaving care. A series of videos, workshop presentations and co-authored articles have provided opportunities for young people to share their thoughts and experiences of the transition from care. With the CREATE Foundation, Life Without Barriers and other members of the steering group, we have also continued our engagement with parliamentarians and other change-makers on this important issue.

Our partnership with Thread Together and St Andrews Anglican Parish at Indooroopilly has grown exponentially in its first 12 months. Thread Together <https://threadtogether.org/> is a national not-for-profit organisation that sources tonnes of excess new clothing from the fashion industry that normally end up in landfill and redistributes these items through community partners to those who need them most. Our 'mobile wardrobe' is now visiting 25 different locations in Greater Brisbane, has made more than 100 individual site visits and has distributed brand new clothing to more than 2,000 people. Planning is also well underway for a Thread Together hub at St Andrew's that will offer a referral-only retail experience, enabling those who are doing it tough to choose their own clothing in a welcoming and dignified environment. The partnership could not operate without the support of our St Andrew's volunteers, who contribute to the project every day with their time, energy, support and good humour, as we constantly adapt to trying times.

This year we also continued our partnership with Anglicare Australia on the annual *Rental Affordability Snapshot*, which highlights the challenges faced by people on low incomes when searching for an affordable home in the private rental market. As in previous years, the results have been relentlessly grim. The housing crisis also prompted a further Anglicare SQ campaign targeting Queensland-based federal Members of Parliament with details of social housing need, homelessness and rental stress specific to their own electorates, and seeking their support for increased Commonwealth action on housing.

Our campaigns and projects have been complemented by a range of submissions to government inquiries and consultations on issues as diverse as:

- social isolation and loneliness [https://anglicaresq.org.au/wp-content/uploads/2021/11/20210818\\_Anglicare\\_SQ\\_submission\\_CSSC\\_Inq\\_into\\_social\\_isolation\\_loneliness\\_1.0.pdf](https://anglicaresq.org.au/wp-content/uploads/2021/11/20210818_Anglicare_SQ_submission_CSSC_Inq_into_social_isolation_loneliness_1.0.pdf),
- the development of a new Queensland Women's Strategy [https://anglicaresq.org.au/wp-content/uploads/2021/11/2021008\\_Anglicare\\_SQ\\_submission\\_Qld-Womens-Strategy\\_1.0.pdf](https://anglicaresq.org.au/wp-content/uploads/2021/11/2021008_Anglicare_SQ_submission_Qld-Womens-Strategy_1.0.pdf), and
- input on youth justice legislation and child protection reforms.

All of these documents are based on direct input from our staff and clients, and reflect the skills, knowledge and experience embedded in the Anglicare community.

Further information about all of the projects above and others can be found on the Anglicare advocacy website at [anglicaresq.org.au/advocacy](https://anglicaresq.org.au/advocacy)



# Parishes & Other Mission Agencies Commission

This report reviews the work of the Parishes and Other Mission Agencies Commission (PMC) for 2021.

## Commission Membership

Membership of The Commission in 2021 was:

<b>Chair:</b>	Ms Cathy Grant
<b>Members:</b>	The Most Rev'd Dr Phillip Aspinall The Rt Rev'd Jeremy Greaves The Rt Rev'd John Roundhill The Rt Rev'd Cameron Venables The Ven Olaf Anderson The Ven Kevin Bourke The Ven Donald Campbell SSF The Ven Mark Carlyon The Ven Keith Dean-Jones The Ven Michael Faragher ( <i>retired June 2021</i> ) The Ven Elizabeth Gaitskell ( <i>from April 2021</i> ) The Ven Geoff Hoyte The Ven Bronwyn Pagram ( <i>from July 2021</i> ) Ms Gwen Amankwah-Toa, Northern Region ( <i>from Nov 2021</i> ) Mrs Stephanie Cotroneo, Southern Region Mr Neil Crisp, Northern Region Mrs Kate Littman-Kelly, Southern Region ( <i>from June 2021</i> ) Mr Mamuor Malueth Kunpeter ( <i>from Nov 2021</i> ) Dr Trish Rathie, Western Region Ms Sandy Vigar, Western Region ( <i>retired Sept 2021</i> ) Dr Stephen Harrison, Executive Director

The Commission met formally six times during 2021.

## PMC Staff

<b>Executive Director:</b>	Dr Stephen Harrison
<b>Ethnic Congregations Specialist:</b>	The Rt Rev'd Daniel Abot
<b>Hospital Ministry Coordinator:</b>	The Rev'd Canon Cheryl Selvage
<b><i>anglican focus</i> Editor/</b>	
<b>Resource Church Specialist:</b>	Ms Michelle McDonald
<b>Clergy Wellbeing and Development Officer:</b>	Mrs Rebecca McLean (from Apr 2021)
<b>Administrator:</b>	Ms Belinda Macarthur
<b>Administration Assistant:</b>	Mrs Joanne Rose
<b>Project Consultant:</b>	The Rev'd Adam Lowe

## PMC Strategic Plan (Parish Growth Framework)

### Introduction

The Parish Growth Framework was developed in 2017 and adopted by the PMC in 2018 as the strategic approach for parish health and growth in the Diocese. The Executive Director of the PMC, Stephen Harrison, was appointed in August 2018 to implement and operationalise the Parish Growth Framework.

The Parish Growth Framework comprises three key pillars – Leadership, Strategy and Resources, with key building blocks supporting each pillar.

### *Leadership Pillar*

The leadership pillar refers to key initiatives that assist in developing, supporting, and sustaining effective (current and future) parish leaders. 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.

### *Wellbeing*

#### **Goal**

Establish a framework to support the wellbeing and resilience of clergy and their families, along with other parish staff.

#### **Progress**

The Wellbeing Framework is established and in use by the Clergy Wellbeing Development Group (CWDG). The Wellbeing Framework includes a definition of wellbeing ("The balance point between the challenges a person faces and their resources") and five domains for application:

- Health and energy
- Relationship and connection
- Material and financial resources
- Agency and structures
- Spirituality and vocation

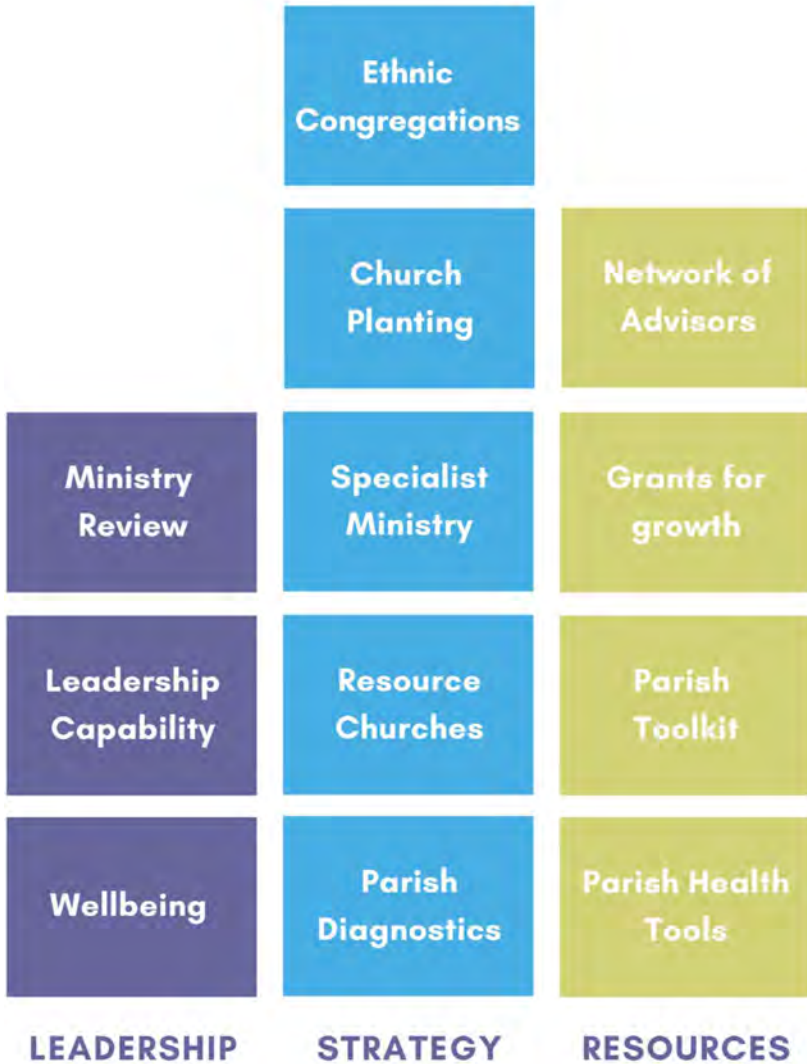


Figure 1: The Parish Growth Framework 2021

Throughout 2021, work was carried out to educate clergy and laity about the Wellbeing Framework through deanery meetings and dialogue/training days for Churchwardens and parish leaders.

Wellbeing conversations, based on research and resources from the Church of England, were a focus for 2021. Area Deans received conversation materials/questions for use at deanery meetings, with the PMC Executive Director attending deanery meetings to participate in the discussions.

A wellbeing survey for clergy in the established phase of their ministry (at least five years in ministry and up to 65 years of age) was created and distributed in the second half of 2021. There was a very good response rate, with 68 responses received (from a total of 120 survey recipients). Detailed data analysis of survey results was performed in late 2021. It is anticipated that the findings from this survey will help shape the resources, initiatives and support that are offered to clergy in subsequent years. The survey also included a particular set of questions to determine a 'Personal Wellbeing Index', which will provide a baseline for measuring changes in clergy wellbeing in the future.

An approach to helping clergy deal with conflict and challenging people management issues was piloted with seven clergy in the Brisbane North East Deanery during October 2020 to June 2021. The pilot offered a framework for clergy to bring professional issues to a structured group conversation. Based on pilot feedback, it was concluded that the process was helpful, but in need of refinement. At its September 2021 meeting, the PMC agreed to test the approach with another group of clergy in 2022 to see how the process can be improved and to gather further feedback about the usefulness of this approach.

The CWDG supported the implementation of the Creating Caring Communities (CCC) course in 2021. Developed by The Rev'd Ann Shepperson, the CCC course provides information and skills to Anglican parishioners with the aim of establishing church communities that are inviting, deeply welcoming, compassionate and supportive. The Rev'd Ann Shepperson ran the first train the trainer course for CCC leaders at Tranquil Park Maleny in May 2021. Six trainers were equipped to train people in leading this course and were provided with the material needed to run their own courses. The course was promoted at the Northern Region and Southern Region Clergy Conferences. Courses were conducted in 2021 in Dalby, Hervey Bay, Buderim, Bundaberg and Kawana Waters.

## *Leadership Capability*

### **Goal**

Equip those currently training as ordinands to be strong leaders who are ready to enable health and growth. Provide opportunities and options for clergy to grow in leadership potential and capability.

### **Progress**

Work continued in 2021 to develop a comprehensive leadership development roadmap for clergy and laity across the Anglican Church Southern Queensland (ACSQ). The endorsed Leadership Framework was used to inform the leadership development aspects of the Graduate Clergy Training Program. St John's Cathedral has also applied elements of the Leadership Framework as part of its work as a Resource Church.

Rachael Cook, Organisational Development Officer, Finance and Diocesan Services Commission (FDSC), developed programs to evaluate and develop leadership capability in line with the Leadership Framework, including:

- **Capability and Leadership Development Lunchbox Program**

Program topics included:

- emotional intelligence for leaders
- building resilience
- leading effective teams
- navigating challenging interpersonal situations
- creating a growth culture
- coaching skills for leaders.

- **Leadership Group Discussion Program**

This series of focus group discussions gathered information about current leadership capability and needs to inform the content and direction of future capability and leadership programs.

### *Ministry Review*

#### **Goal**

Develop an integrated approach to ministry review that will assist clergy to flourish and grow.

#### **Progress**

The PMC approved the implementation of a Ministry Review Pilot in early 2021. The pilot sought to test a variety of review styles with active clergy. In consultation with the Regional Bishops, 30 potential reviewees were identified and invited to participate in the pilot. Clergy reviewers were also recruited.

The intent and benefits of the Ministry Review process go beyond simply fulfilling the recommendation from the Royal Commission into Institutional Responses to Child Sexual Abuse to implement mandatory annual ministry reviews. The Ministry Review process will assist those engaged in active ministry to:

- Appraise the quality and effectiveness of their ministry.
- Identify areas of strength and potential areas for growth and development.
- Reflect on their current state of wellbeing.

Recognising the importance of the review discussion between reviewee and reviewer, the PMC engaged Trevor-Roberts (a vocation and leadership development organisation) to facilitate a one-day workshop for the bishops and pilot clergy reviewer team to explore the art of coaching, deep listening, and delivering meaningful feedback.

A suite of five different review streams were developed for piloting, ranging from an individual self-reflection activity, to a more involved 360 review process that invites a group of people within the clergyperson's network to provide feedback on their ministry. A team of four internal reviewers, one external reviewer, and a group of 20 clergy reviewees commenced their assigned review process for the pilot in October 2021. Four

of the five review styles being piloted were completed by the close of 2021, with the fifth review stream (ministry review via regular sessions with an existing coach/mentor arrangement) due to be completed around March/April 2022.

Encouraging feedback has been received from Episcopal leaders, clergy and lay people on the internally-developed review questionnaires, in addition to some early positive feedback from pilot reviewees and reviewers regarding their review experiences. The Ministry Review Committee is looking forward to receiving more detailed feedback from pilot participants via the post-pilot survey in early 2022, as well as through in-person debrief sessions.

## ***Strategy Pillar***

The strategy pillar refers to key initiatives that help provide core mechanisms to stimulate health and growth in the Diocese.

### *Parish Diagnostics*

#### **Goal**

Implement an agreed approach to measuring parish health and discerning action.

#### **Progress**

The Parish Diagnostics Subcommittee started meeting in March 2021. A decision-making tool for assessing parish health was developed and refined throughout 2021, while key metrics to evaluate parish viability risk were determined in late 2021. Next steps will include applying the tool and metrics in order to recommend possible action and support for individual parishes.

### *Resource Churches*

#### **Goal**

Establish Resource Churches to effectively support parishes across the Diocese.

#### **Progress**

A separate report for the Resource Churches project is attached (see Appendix B).

### *Specialist Ministry*

#### **Goal**

Develop flexible approaches to specialist ministry including ministry internships and role decentralisation.

#### **Progress**

Initial work on the Specialist Ministry strategic element commenced in 2021. A draft paper investigating parish internships was written and developed by a small working group led by Bishop John Roundhill. It is hoped that a clear approach to internships might be developed in 2022 to support parishes with an interest in this area.

A survey exploring the work of specialist ministers in the Diocese was finalised in late 2021 for distribution in 2022. The survey will seek to understand the extent of specialist

ministry in the Diocese and what might be done to grow and enhance specialist ministry.

### *Church Planting*

#### **Goal**

Rethink our current approach to church planting and establish a model to help equip us for the next 10-20 years.

#### **Progress**

A Church Planting Subcommittee (with associated Terms of Reference) was approved by the PMC in 2021, with work planned to commence in 2022.

### *Ethnic Congregations*

#### **Goal**

Implement an approach to growing and developing ethnic congregations.

#### **Progress**

Bishop Daniel Abot was appointed to the PMC staff team in December 2020 as part of the Resource Church project. In 2021, Bishop Daniel did significant work connecting with South Sudanese and Sudanese congregations, as well as other ethnic congregations.

A survey for ethnic congregation leaders and members was developed to gather a snapshot of their ministry and needs. The survey was translated into Dinka and Arabic and is being distributed with the help of congregation leaders. Collection of responses will continue in 2022.

Bishop Daniel has been working with churches to run 'Hello evenings', where people come together to share their traditional food and tell their stories.

Bishop Daniel has also assisted the Regional Bishops with pastoral issues relating to ethnic congregations, and presenting to groups such as Mothers Union, the Anglican Men's Society and graduate clergy.

### *Parish Collaboration (new building block)*

#### **Goal**

Nurture the development of a culture whereby parishes collaborate with each other to enhance mission.

#### **Progress**

A new building block (Parish Collaboration) was added to the 'Strategy' pillar of the Parish Growth Framework in September 2021.

The PMC resolved to encourage a culture of parishes working together, both formally and informally, by:

1. Telling stories in *anglican focus* of existing and emerging collaborative projects, with a focus on outcomes, learnings and missional effectiveness.

2. Bishops and Archdeacons asking clergy, wardens and parish councils questions such as, 'What opportunities might exist for more effective mission through collaboration with other parishes or organisations?'
3. Running training days focused on enhancing mission through parish collaboration.
4. Supporting existing and emerging parish collaborations where there are clear outcomes and goals related to mission (this could include through financial support, expertise or other support, as identified and where possible).
5. Exploring ways of encouraging further collaborative projects with the potential to enhance mission.

## ***Resources Pillar***

The resources pillar refers to a key set of initiatives that are accessible by parishes to promote health and growth. These initiatives are multifaceted, inclusive of tools, guides/research (specific to the context of parishes), potential grants, and relevant expertise.

### *Parish Health Tools*

#### **Goal**

Identify and endorse one (or more) assessment tools (e.g. NCD or NCLS) that can be utilised by parishes to measure health over time.

#### **Progress**

In September 2021, after considering a paper on parish health assessment tools and the options available to take up a preferred tool to use across the Diocese, the PMC resolved to:

1. Retain the 'Parish Health Tools' element in the PMC Strategic Plan.
2. Select a single tool — the National Church Life Survey — to simplify the process for parishes and those supporting parishes.
3. Shift emphasis towards post-survey support.
4. Include funding for implementation in the PMC budget.

The NCLS will be rolled out across the Diocese over 2022 to 2024.

### *Parish Toolkit*

#### **Goal**

Develop a broad set of resources relating to key areas of parish ministry.

#### **Progress**

The Parish Toolkit Subcommittee started meeting in March 2021. The group acknowledged the complexity of the task of developing a 'toolkit' and recognised that 'one size' would not fit all parishes. Parishes at different stages of development need different tools, as do parishes experiencing decline and parishes in different regional contexts. The Subcommittee decided that an evaluative framework is needed for the group to make decisions about what types of tools might be sought or developed. After considering some potential frameworks, the Subcommittee adopted the NCLS vitality measures to use as



a framework for categorising tools. Some adjustments were made to the category titles, and two extra categories ('Parish Management' and 'People Management') were added (see Table 1).

The benefit of using the NCLS Framework to categorise the tools is that parishes will be able to complete an NCLS Church Life Survey at any time and then access relevant tools for specific focus areas identified via the survey.

*Table 1 – Overarching categories for parish tools*

INTERNAL CORE QUALITIES	INSPIRATIONAL CORE QUALITIES	OUTWARD CORE QUALITIES	PARISH MANAGEMENT	PEOPLE MANAGEMENT
Alive and growing faith (faith formation / discipleship)	Clear and owned vision	Practical and diverse service	Finances	Recruiting
Vital and nurturing worship (liturgy and worship)	Inspiring and empowering leadership culture	Willing and effective faith sharing (evangelism)	Policies and procedures	Equipping
Strong and growing belonging	Imaginative and flexible innovation	Intentional and welcoming inclusion	Built infrastructure	Managing
			Media and communications	

*Grants for Growth*

**Goal**

Develop the means for parishes to apply for grants specifically for growth initiatives.

**Progress**

At its September 2021 meeting, the PMC considered the feasibility of the 'Grants for Growth' element of the PMC Strategic Plan. As the current PMC budget cannot support this element, it was proposed that the element be deferred from the current PMC Strategic Plan for consideration in the 2023–2025 PMC Strategic Plan.

It was acknowledged that if this element were to go ahead, there would need to be a process established outlining the basis for assessing grants and how grant amounts are calculated.

*Network of Advisors*

**Goal**

Develop an informal network of advisors that can provide specialist advice in key areas of parish ministry.

## **Progress**

An invitation and survey to capture profile information for advisors/specialists within the Diocese have been developed through consultation with existing specialists. Next steps will be to identify and recruit more advisors to be part of a network.

The NCLS Vitality Framework, adopted by the Parish Toolkit Subcommittee, will be used to categorise/structure advice and resources. The advisors will be listed on the PMC website, along with the Parish Toolkit resources.

## **Parish Support & Development**

The PMC resourced and supported clergy and parishes through the following initiatives in 2021.

### *COVID-19 Response*

The PMC staff continued to support parishes in understanding and implementing the Queensland Government's COVID-19 Public Health Directives.

### *Parish Dashboards*

Parish Dashboards were offered to parishes to provide a summary of patterns in areas such as attendance, communicants, baptisms, new attendees, small group involvement, offerings and age profile.

### *Training & Events*

A series of retirement and financial seminars for clergy were held in April/May 2021, in partnership with Sunsuper and retirement consultants from Trevor-Roberts.

The Executive Director of the PMC was involved in delivering the annual training days for Parish Councillors, clergy, wardens and key leaders. The training focused on the topic of wellbeing.

Two clergy retreats were held in July and September 2021, with 14 and 11 participants respectively.

The PMC supported the Open Space dialogue event, "What might church look like beyond...?", which was held in November 2021 and facilitated by The Rev'd Bronwyn Pagram and The Rev'd Gillian Moses. This event followed on from the Synod Open Space dialogues in 2019 where important conversations about the Church's future were initiated.

### *Professional Supervision*

In 2021, the Professional Supervision Subcommittee focussed on developing educational resources and programs for clergy, with six key questions relating to professional supervision forming the core of the material developed. The educational material was developed and presented by a team of eight clergy and laity trained in professional

supervision, with sessions held in person in each Region, as well as online. The online sessions were run throughout the year with a variety of timeslots offered.

Content about professional supervision was published on [faithfulandeffective.com](http://faithfulandeffective.com), and the Executive Director of the PMC visited deanery meetings to speak about professional supervision.

The focus for 2022 will turn to assisting individuals with the registration of their supervision arrangements, as well as continued education and support for those yet to initiate supervision.

### *Grants*

The PMC provided financial assistance to three parishes in 2021:

- The Lakes
- Springfield
- Freshwater

The PMC also contributed financially to the following ministries:

- Queensland Churches Together
- Wontulp Bi Buya College, Cairns
- National Aboriginal and Torres Strait Islander Anglican Council (NATSIAC)

### *Reconciliation Action Plan*

In February 2021, the three Reconciliation Action Plan (RAP) artworks began traveling across their respective Region of the Diocese. Postcards featuring the artworks with prayers and Acknowledgement of Country text were produced and distributed to parishes and other ministries hosting the art.

Thirty parishes were approached about and committed to acknowledging NAIDOC Week in their Sunday Services in 2021. These parishes were supplied with NAIDOC Week resources. The resources were also published on [faithfulandeffective.com](http://faithfulandeffective.com).

An additional 30 parishes were approached about and committed to acknowledging National Reconciliation Week (NRW) in their service on 30 May 2021. NRW resources were supplied to these parishes, and were also published on [faithfulandeffective.com](http://faithfulandeffective.com).

### *Inclusion Resource for Parishes*

Work has commenced on developing a resource for parishes to explore what inclusion and respect look like. It is based on a model from the Methodist Church's Equality Diversity and Inclusion Toolkit. The core approach is the use of personal stories for reflection. Stories are currently being collected from Australian Anglicans, which will be presented in a study resource, accompanied by relevant verses from scripture and discussion questions.

The themes explored will include age and life stage; socio-economic situation; disability, impairment and neuro diversity; gender; ethnic and cultural/linguistic diversity; sexuality; and, life events. This work is part of the PMC's commitment to developing the themes that emerged from the 2019 Synod Open Space dialogues.

### *Church Closures*

The PMC approved the closure of one church in 2021: St Thomas', Coalstoun Lakes, Parish of Goonaneman.

### *Staffing*

In April 2021, Rebecca McLean took up the role of Wellbeing and Development Officer in the PMC to implement programs and initiatives to support clergy wellbeing and professional and ministerial development, including assisting with the roll out of the professional supervision program.

In September 2021, Michelle McDonald's role changed from Editor of *anglican focus* and Resource Church specialist to Director of News and Special Communications. While continuing to edit *anglican focus*, Michelle now has a role assisting the Episcopal leaders and the PMC Executive Director with communications, including advice and the writing of media releases, open letters and other key external communications.

## ***anglican focus***

### *Overview*

The vision of *anglican focus* is for "An engaging and collaborative online news publication, nourishing and uniting a flourishing Diocesan faith community." As such, the news site embraces a 'community collaboration' or 'reader contributor' model, rather than a 'staff writer' model, with content targeted to a southern Queensland Anglican audience. This approach effectively enables diverse community members to proclaim the Gospel, reflect, inform, advocate and resource in order to nourish spirituality and connect our community.

In 2021, the publication gained 178 additional individual contributors across our Diocesan community and received 294,337 pageviews. Pageviews have increased from approximately 277,000 in 2020 and 170,000 in 2019. By the end of 2021, *anglican focus* had a total of 560 individual contributors, with over 100 of these being parishioners and students under the age of 18 years. Original *anglican focus* content is being increasingly re-published by other Anglican publications and shared on other Anglican channels nationally.

The *anglican focus* strategic plan for 2020 to 2022 is underpinned by the four pillars of Evangelisation; Engagement and Participation; Justice and Advocacy; and, Resourcing.

### *Ongoing Contribution to the ACSQ's COVID-19 response*

By the end of 2021, 214 items were published on the news site tagged with 'COVID-19'. The site continued to provide a key channel for clergy and lay members of our Diocese

to inform, encourage, resource and spiritually nourish our community during this once-in-a-century event.

### *Supporting the Reconciliation Action Plan*

*anglican focus* published the 'ACSQ submission in support of a First Nations Voice'. This was read by the Director of the From The Heart Campaign (the official campaign stemming from The Uluru Statement From the Heart), Dean Parkin, who wrote to the Editor expressing gratitude and positive feedback.

*anglican focus* supported the ACSQ RAP, with 22 items published in 2021 tagged with 'Reconciliation'.

### *Parish Support*

*anglican focus* seeks to support parishes and clergy. As well as sharing stories about how our churches are engaged in the Church's mission, during 2021 this work involved:

- Communicating the benefits of professional supervision.
- Supporting clergy in retirement preparation.
- Supporting clergy in their wellbeing.
- Communicating how parishes are creating communities of care.
- Providing 'tips' content to church leaders.
- Providing feature resources to church leaders.

### *NCCA, ACSQ, ARPA and National Anglican Church Resourcing*

Resource Church leader The Very Rev'd Dr Peter Catt, the Justice Unit's Peter Branjerdporn and the *anglican focus* Editor hosted four online workshops in 2021 based on the 'Climate and creation care communications' messaging principles resource they developed over a six-month period in 2020.

The following workshops were facilitated to resource Christian clergy, advocates and communications professionals in Australasia, with approximately 100 people attending:

- National Council of Churches in Australia's (NCCA) invite-only workshop
- ACSQ clergy, communications professionals and advocates workshop
- Australasian Religious Press Association (ARPA) workshop
- Whole-of-Anglican-Church workshop, co-hosted by Christ Church Cathedral in Grafton

Workshop feedback was overwhelmingly positive.

### *Australian Religious Press Association (ARPA)*

In early September, our community won two Australasian Religious Press Association awards, including its third consecutive Gold Award and an additional Bronze. The Gold Award was for 'Best Young Writer'. This was won by St Andrew's, South Brisbane youth

group leader Oscar Delaney for his 'Slumdog takes on millionaire' feature, which was republished in *The Melbourne Anglican*.

The Bronze award was won in the 'Best Social Media Campaign' category for two PMC-driven campaigns, these being 'Supporting our parish clergy and lay leaders via the 4P's' campaign and the '#BeingTogetherThisAdvent' campaign. A total of 29 people across various ACSQ commissions and agencies contributed *anglican focus* content to these campaigns.

## Chaplaincy

### *Prison Chaplaincy*

This important ministry continued in 2021 with seven volunteer Anglican chaplains ministering across four correctional centres.

In March 2021, an agreement between the ACSQ and the Uniting Church for prison chaplaincy support services was entered into. The agreement provides the ACSQ with support from the Uniting Church in the areas of prison chaplaincy recruitment, induction, training and other ministry support. The Dioceses of North Queensland and Rockhampton also decided to come under this agreement. The arrangement worked satisfactorily in 2021 and will continue to be monitored.

Anglican Prison Chaplains met together on a quarterly basis in 2021 for fellowship and professional development.

### *Police Chaplaincy*

The Queensland Police Service Assistant Commissioner and the Queensland Police Chaplaincy Service met with denominational representatives in 2021 to discuss the Queensland Police Chaplaincy Service and the Chaplaincy Charter, of which the ACSQ is a signatory. Work was paused due to organisational changes within the Queensland Police Service.

### *Tertiary Chaplaincy*

The Ecumenical Tertiary Chaplaincy Committee met in March 2021 to formalise the cessation of their operations from mid-2021. Queensland Churches Together (QCT) began exploring new models of tertiary chaplaincy with ecumenical partners. The Executive Director of the PMC is working with QCT to explore and develop sustainable funding models for chaplaincy.

### *Hospital Chaplaincy*

Hospital Chaplaincy is a significant ministry for the ACSQ. It involves nine paid staff and 30 volunteers across most hospitals in Southern Queensland.

Hospital Coordinators continued to participate in quarterly professional development meetings in 2021. The focus of work across the year included the new laws relating to child protection, the new employee and volunteer handbooks, and ongoing work to meet credentialing requirements.

The first quarterly credentialing compliance report for hospital volunteers was provided to the PMC at its April 2021 meeting. Providing a regular compliance status report to the PMC was a recommendation from the Child and Youth Risk Management Strategy audit in 2020. A decision was made to ask volunteers to re-do safe ministry checks, re-sign codes of conduct and sign a new workplace health and safety form to ensure that these elements are up to date for every volunteer.

In consultation with the Office of Professional Standards, the Executive Director of the PMC is in discussions with the ACSQ Professional Ethics course facilitator to develop an ethics training course tailored to hospital and prison chaplains.

Two paid on-call after hours hospital chaplains were appointed to cover Brisbane hospitals for three weeks of each month, with a volunteer covering the fourth week of each month.

A separate report from the Hospital Ministry Coordinator, The Rev'd Canon Cheryl Selvage, is attached (see Appendix A).

## Appendix A

### *Hospital Chaplaincy — A report from The Rev'd Canon Cheryl Selvage, ACSQ Hospital Ministry Coordinator*

It is a great pleasure to offer this report for the Hospital Ministries for the ACSQ. Firstly, a great thanks to all who have supported our ministry in so many ways during what can only be described as a challenging time for all. We thank all those who have prayed, loved, encouraged, challenged, and financially contributed to our vibrant ministry during this year.

We have been fortunate enough to continue to hold our staff for another financial year and we give great thanks to God for this in such stretched times. So, our ministry throughout over 40 hospitals in the Southeast of Queensland remains covered by four regional areas, each with their own paid Pastoral Care Coordinator (30 hours per week):

- Mary Coates Kavanagh – Sunshine Coast and Northern Region
- Jodie O'Shannassy – Toowoomba and Western Region
- Michelle Philp – Gold Coast Region
- Cheryl Selvage – Brisbane Region

The Brisbane Region, with its concentration of acute hospitals, serviced an increasing number of patients from all over the state and interstate in 2021 due to COVID-19. The Region benefits from its own dedicated leadership, including Fiona Bennett (who works

20 hours per week at The Prince Charles Hospital / St Vincent's Northside Hospital) and Carol O'Ryan (who now shares 30 hours per week at the Royal Brisbane and Women's Hospital with Judy Shephard), along with a very small number of pastoral carers who work one day per week.

GFS Brisbane continues to generously fund one day a week to provide a presence at The Queensland Children's Hospital. We are hoping that after all the challenges of hospital ministry and the new requirements for vaccinations and masks etc that we will be fully operational with all our positions again in 2022. Hospital ministry is also supported by a willing band of parish priests on the northside of Brisbane who graciously cover emergency call-outs on a roster basis. On the southside of Brisbane, after many years of patchy coverage, we agreed to trial a partially paid on-call service for out-of-hours emergencies and this has proved highly successful. We again give great thanks to God for those who are part of that dedicated team, The Rev'd Jonathan Bright, The Rev'd Jane Mitchell and The Rev'd Trevor Butler. We would love to be able to have a final member to complete the team to make full coverage for the fifth week of the month, but it would need to be a non-funded position for now.

The backbone of our service remains the wonderful and faithful band of volunteers who continue to offer their time throughout the many hospitals during each week of the year. Whether during a COVID-19 pandemic or a 'regular' year, our hospitals are full to overflowing each day. COVID-19 visitor restrictions have, of course, brought their own challenges for all involved in health-care, and pastoral carers have been there at the front line to support those in need.

This is illustrated by the following case. There was a frantic call to a Pastoral Care department early one morning from a distraught mother far from Brisbane. She requested for a pastoral carer to visit her adult child, also a young parent, who was flown to hospital overnight after a critical accident at their newly built house. The mother speaks of a desperate spouse and young child watching as the chopper airlifted their loved one from their new home. This patient was airlifted away from family and friends for critical treatment but due to their injuries and being COVID-19 positive, the family was unable to make any communication with them and vice versa.

While the family and hospital staff were communicating, the family hoped there could be a more personal, spiritual connection, as the life of this young person hung in the balance. Pastoral care staff were able to offer this immediately, making themselves known to the patient and offering to visit and support them and their distant family throughout the length of their stay. This continued until the patient returned home.

This is but one of hundreds of cases all pastoral carers could share with you. This is what you are supporting all around hospitals in the southeast of Queensland. All those who offer themselves for ministry must undergo stringent checking and mandatory training to ensure they are suitable and fit for the ministry. This year, under the leadership of Stephen Harrison, Executive Director of the PMC, we have been able to formalise the process for qualification and credentialing checks for paid staff and volunteers. This has also highlighted the need to ensure that we continue to update, refresh, review and supervise



all who continue in this ministry to such a vulnerable population, our brothers and sisters in Christ.

Last year in this report I spoke of the recognition of the essential nature of our ministry within hospitals at a time of crisis. This continues. Again, on many occasions we have all had to change at a moment's notice and again volunteers and students have had to reluctantly leave posts. This is understandable, and reflects the difficulty of our working relationship with Queensland Health.

We continue to take opportunities to promote the policy document of 'Integration of Spiritual Care into Queensland Health Facilities' in the hope of expanding the inclusion of all pastoral carers into the multidisciplinary team.

We have seen examples of increased inclusion of pastoral care, such as inclusion in bereavement teams, end-of-life committees, ethics review committees, palliative care teams, renal dialysis enrichment groups, mental health support groups, mental health peer support groups, baby/patient memorial services, staff memorial services, dedication and blessing rituals, promotion of Pastoral Care Week, celebrating regular Christian and interfaith seasons, regular weekly observances of worship, and so on.

The list of involvements is lengthy and the scriptural adage of "the harvest is plentiful but the labourers are few" still holds. Promoting "chaplaincy and recruiting others who are prepared to undertake suitable training to join our ministry in deaneries and parish communities continue to be challenging in these times.

Each region has responded to local demands in their own creative ways. We celebrate the creativity of our pastoral carers and congratulate them on how ingeniously they use the gifts and talents they are blessed with. We would like to highlight the nomination and win of the Gold Coast Health Service Compassion Award by the Gold Coast Spiritual Care Team for the Children's Memory Day. The Team helped to organise and facilitate this special event. Other services are also recognised throughout the hospitals at various times – a special recognition during Palliative Care Week from the Metro South Region. In November 2021, the pastoral care leadership team gathered for a short retreat at Santa Teresa Spirituality Centre under the delightful leadership of The Rev'd Mary-Anne Rulfs. It was a wonderful time of setting apart, sharing, learning and teaching – helping to strengthen the team and discover new resources and support. We hope to be able to repeat this initiative in 2022.

We know that 2022 will bring new challenges not only due to the continuing pandemic, but also as we seek to find new ways to support this vital and ever-growing ministry. We encourage all of you to consider joining us as we "respond to human need by loving service".

## Appendix B

*Resource Churches — A report from Dr Stephen Harrison, Executive Director, PMC*

### Background

The Resource Church Pilot Project was proposed and approved by the PMC, Diocesan Council and Synod in 2019 as a four-year pilot running until the end of 2022. Funding was approved until the middle of 2021, when a review was to be conducted.

Churches were recruited and announced in late 2019, and Resource Church leaders began meeting as part of a learning community. While the project and the process of appointing specialists was largely on hold in 2020 due to the impact of COVID-19, the Resource Church leaders continued to meet, and the key Resource Churches provided some resourcing to other parishes. The project tentatively restarted in the last quarter of 2020, and funding was extended for the whole of 2021 (in light of the COVID-19 disruption).

It was always envisioned that the Resource Church project would take five to 10 years to bear significant fruit. The initial phase was focused on assisting Resource Churches to build capacity to serve other churches. The project continues to evolve and will need to adjust in response to significant cuts to the Diocesan budget for 2022.

### Overview

#### The Churches

Eight churches were initially appointed as Resources Churches: five of these were in the ideal size range and the other three were smaller churches invited to participate because they had successive years of growth with the potential to develop and grow further as part of the pilot.

Early work in 2021 provided the smaller Resource Churches with the opportunity to review their involvement. Post COVID-19, two churches (St Mary's, Kangaroo Point and St Laurence's, Caboolture) decided that it was best for them to step away from the project. At the conclusion of 2021, due to significant budget cuts, St Andrew's, Springfield and the Parish of Waterloo Bay were released from the pilot.

In 2021 three key Resource Churches and leaders remained:

- St Bart's, Toowoomba — Adam Lowe
- Robina — Stewart Perry
- The Cathedral — Peter Catt

Each of these churches employed specialists and were involved in specific activities or projects supporting other parishes.

St Paul's, Ipswich is still part of the project, and more focus will be given to develop its capacity as a Resource Church in 2022.

### **The Specialists**

The way that specialists are employed has evolved over the course of the pilot. While some specialists (Michelle McDonald and Daniel Abot) are employed by the PMC, the bulk are employed by the three key Resource Churches.

In 2021 the specialists were:

- Daniel Abot: PMC, Ethnic congregations
- Daniel Hobbs: St John's Cathedral, Mission planning and implementation and lay ministry and leadership development
- Dale Lennon: Robina, Young adults ministry and digital ministry
- Bettrys Lowe: St Bart's, Youth and children's ministry
- Michelle McDonald: PMC, Communications and community engagement (until September 2021)
- Bowen Miller: Robina, Community engagement and digital ministry
- Amy Norman: St Bart's, Faith formation and discipleship
- Mary-Anne Rulfs: Robina, Community engagement (mission and evangelism)

Each specialist ideally works across all the Resource Churches in their area of expertise, although further work is required to develop this aspect of the project. The specialist's role is primarily advisory, but they may work intensely in a potential Resource Church for a period to develop its capacity.

The work specialists do in developing Resource Churches also benefit surrounding parishes directly, for example, through advisory networks, training events and sharing of online resources.

The specialists began meeting together in April 2021 to enable them to further develop their work and consider ways to assist parishes more effectively.

### **The Budget**

For 2021, the bulk of the Resource Churches project budget was allocated to the employment of specialists.

<i>Resource Churches Budget 2021</i>	
Specialists	\$500,000
Other expenses	\$90,000
<b>TOTAL</b>	<b>\$590,000</b>

The \$500,000 budget allocation for specialists was distributed as follows:

<i>Resource Church Specialists</i>	
PMC	\$160,000
Cathedral	\$89,000
Robina	\$75,000
St Bart's	\$70,000
<b>TOTAL</b>	<b>\$394,000</b>

It has always been intended to employ someone to facilitate the project. In early 2021, initial conversations took place with potential individuals identified to do some project coordination work; however, an appointment was not made due to the impacts of COVID-19. Recruitment was further paused when it became clear that the budget was unlikely to be sustained in 2022 (it did not seem reasonable to employ someone knowing that they might be made redundant at the end of the year). The project is underspent for 2021, mostly due to the pause on recruitment.

In 2022, the budget will allow for reduced grants to the Resource Churches and possibly some coordination work.

### *Achievements of the Resource Church Project*

#### **Active Resource Churches**

The most significant achievement of the project to date is the development of churches as active Resource Churches; that is, they are engaged with other churches and sharing resources to varying degrees.

St Bart's, Toowoomba is the exemplar among the Resource Churches, sharing a wide range of resources in the areas of children's ministry, discipleship, vision, governance, and pastoral care. St Bart's, Toowoomba has formed significant partnerships with The Springfield Anglican College and Toowoomba Anglican School. Almost all team members at St Bart's, Toowoomba have been involved in sharing resources and meeting with people from other parishes. This has included ongoing support to parishes from a wide range of backgrounds. The digital media facilities at the church have also been shared with the wider Western Region by hosting their ministry conference.

St John's Cathedral has taken a unique approach to being a Resource Church by running a project called, 'Adapting Ministry in Complex Times'. The aim of the project is to help individual clergy and the teams they work with, such as parish councils, develop their understanding and capacity to engage emergence, to identify opportunities for experimentation and change, and to work more effectively with complexity. Seven parishes have been engaged with the project, with three of these engaged deeply.

St John's Cathedral has also developed some key resources for sharing, including the climate and creation care communications messaging resource, and facilitated associated workshops.

While both Robina Anglican Church and St Paul's, Ipswich are active in sharing elements of their work with others, further work is needed to develop the scope of their work as Resource Churches.

### **Leadership and Specialist Ministry Network**

Throughout 2020-2021, the leaders of each Resource Church met on a regular basis as a learning community. In 2021, the specialists in the larger Resource Churches formed a network. This time together has helped both groups understand the project better and share strategies about how they support other churches and the projects they are working on, as well as identify resources to share.

### **Development of Key Strategic Plan Elements**

The Resource Church Project has assisted the PMC in the development of other elements of its Strategic Plan.

The employment of Bishop Daniel Abot as a Resource Church Specialist has enabled the Ethnic Congregations element of the Strategic Plan to be initiated. Bishop Daniel's work to date has focused on establishing relationships with the congregations, developing a survey for evaluating the status of ethnic congregations and working with emerging pastoral issues.

The 'Specialist Ministry' and 'Network of Advisors' elements of the Strategic Plan have also been assisted by the establishment of the Resource Church specialist networks.

### **Resource Church Sharing Mechanisms and Log**

A log of resources shared was developed in 2020 but has only been used in a limited way. It is important to keep in mind that in this phase of the project the main focus is still on developing the capacity of the Resource Churches to support other churches.

### *Key Learnings from the Resource Church Project*

#### **The Potential is Significant**

Through the current project, dozens of churches have received support from the Resource Churches. The potential for more strategic mission partnerships is also beginning to emerge. The existence of the Resource Church Project reduces the cultural barrier for churches seeking help and wanting to engage in more formal partnerships.

#### **The Project would Benefit from a Dedicated Coordinator**

The project would have benefitted significantly over the last 12 months with a person to assist with coordination. There were some false starts over the last two years in seeking to appoint a person, primarily driven by uncertainty around COVID-19 in 2020 and the budget for 2021. It would be beneficial to engage a dedicated coordinator (part-time) in 2022, if the budget allows.

## **Expectations and Time**

Projects like this take time to bear fruit. It was always planned that the initial few years would focus on capacity development of the churches involved. There has been pressure both internally and externally to have the project “performing” immediately. One of the possible benefits of reduced funding is that it might provide the project with the space to develop organically, in a less pressured way.

## **Less Focus on Group and More Focus on the Individual**

One of the learnings from 2020 and 2021 is that it can be hard to bring Resource Church leaders together regularly due to people’s availabilities. It is unrealistic to expect that we can develop their leadership capacity as a collective group. We also realised that one size wasn’t going to fit all. As the project develops it is critical that each Resource Church and leader are given individual attention and shapes their resourcing in a way that suitable for their context.

# Missions

## Anglican Board of Mission

*Working for Love, Hope & Justice*

Thank you to all the wonderful supporters of ABM. It has been a difficult couple of years; however, ABM has some amazing supporters, both individuals and parishes, that continue to champion our cause and promote the great work of ABM here and abroad and raise much needed funds.

ABM continues to make positive tangible differences in places of high need. Taking its cue from Jesus Christ's teaching of servanthood and caring for the vulnerable and less fortunate, ABM seeks to make the world a better place by providing a holistic mission, serving all people in every aspect of life, including the physical, as well as spiritual. ABM seeks to provide theological training, worship resources, small group studies, health and education programmes, literacy courses, and establish water and sanitation systems, as well as seeking to increase the capacity for improved water quality and supply. Other areas in which ABM seeks to help are improving the governance and management processes of partner churches and related organisations.

### *The Ministry of ABM Today*

ABM looks very different than it did decades ago, and continues to work to stay relevant and useful. Some of the keen observers out there may have recognised a change in the labelling of ABM material of recent times. Most documentation from ABM will now have either the more recognisable red ABM – Anglican Board of Mission logo or the new green ABM – Anglicans in Development logo. In late 2021, ABM separately incorporated ABM's Development program as Anglicans in Development (AID) Ltd. The new entity will carry on with the same partnerships and programs ABM currently manages, and will have the same vision and values, but will have the advantage of being recognised as a Public Benevolent Institution.

The change will allow ABM to more efficiently account for differences in Australia's charity regulations and tax laws, between 'religious work' and 'benevolent work', while still maintaining its same holistic approach to mission.

ABM has the *Church to Church* program, reaching out and supporting activities of Anglican Churches overseas, and our local Anglican Church in Australia, particularly the Aboriginal and Torres Strait Islander part of the church. ABM does not offer tax deductibility for any of its work. AID's *Sustainable Communities* Program is largely implemented by Anglican Church partners overseas and seeks to support our partners and their communities to see positive sustainable development outcomes. AID's *Emergencies* Program provides support to local partners when they respond to

humanitarian emergencies. Both these programs are tax-deductible. And our *Aboriginal and Torres Strait Islander* Program, implementing the missional priorities of Aboriginal and Torres Strait Islander Anglicans, sits over both the Church to Church and Sustainable Communities programs.

AID's Emergencies Program has provided recent support to several recipients through the Tonga Emergency Appeal: Myanmar COVID-19 Emergency Response and the COVID-19 Global Emergency Appeal. More information about all our projects can be found at [www.abmission.org](http://www.abmission.org).

## ***Coming of the Light – 150<sup>th</sup> Anniversary***

Although the proposed celebration of the 150th anniversary of the Coming of the Light to the Torres Strait was impacted by the COVID-19 restrictions on travel, celebrations still occurred in the Torres Straits and at other locations, including St John's Cathedral in Brisbane. ABM's Lenten study, 'God was on Both Sides of the Beach', was very well received and continued to remind us that our journey towards reconciliation is an ongoing one.

## ***Larapinta Trail experience***

In June 2021, two teams of enthusiastic adventurers took part in an outback trekking adventure to raise funds for ABM. On this adventure, the teams were challenged to trek Australia's most renowned walking track, the Larapinta Trail. As they explored the rugged beauty of the Red Centre, they raised much-needed funds to help overseas and Aboriginal and Torres Strait Islander communities transform themselves spiritually, materially, and socially through holistic, long-lasting solutions to poverty and injustice.

Several people of our ACSQ communities participated in this inaugural event, including our very own Rev'd Rosemary Gardiner. You can find thought provoking insights from Rosemary and others who endured the trek on our Facebook page: "*ABM in Southern Queensland*".

## ***Resources***

At the start of 2022, ABM launched a new and improved website. The website is fantastic and offers the user ease of navigation and a pleasant browsing experience. Much of the previous website's resources are still available, however there is a significant improvement of aesthetics and accessibility.

Through the new website, ABM offers a range of resources for group and personal study such as Advent and Christmas studies, Lenten studies, articles on topical subjects such as climate change and reconciliation as well as a detailed prayer diary. The recent 2022 Lenten studies that were beautifully developed proved so popular that they quickly sold out and more printing runs were required. ABM resources continue to get better and better each year and demand for them continues to increase. Most of the Lenten resources can also be used for Bible studies during regular times of the year.



Many of the resources that have been developed are available for download free of charge from the ABM website. Some of the studies are available to purchase for a small charge, while there are several devotional apps that are also available to download for free. Please visit the website for more information: [www.abmission.org](http://www.abmission.org).

## ***Transition to Digital***

With the demands of a changing environment, the ACSQ ABM committee made the transition into the digital sphere in 2020. Our social media officer, Rev'd Rosemary Gardiner and has been faithfully posting content to engage with a new and wider audience who frequent the digital realm.

Several ventures into the digital space have been held, including the launch of the 2020 and 2021 Archbishop's November appeal. Last year, the 2021 November appeal distributed most of its associated resources via email. Updates on appeals and promotions of events, such as the Larapinta Trail experience are made on our social media platforms.

All information on appeals held throughout the year will be available for free download from the ABM website. Also check out our local Facebook page "ABM in Southern Queensland" for regular updates, resources, and interesting local stories.

## ***2021 Archbishop's November Appeal Update***

The ABM Archbishop's November Appeal 2021 was "*Resourcing Torres Strait Islander ministry in the Diocese of North Queensland*". As 2020 was severely affected by the COVID-19 pandemic, and anticipated funds raised in the November appeal were significantly below expectation, it was decided to focus upon the Torres Strait Islands for the 2021 Archbishop's November appeal once again. The appeal, providentially, corresponded with the 150<sup>th</sup> commemoration of Coming of the Light. The Archbishop's November appeal is launched in November each year and continues for 12 months. In 2020, the appeal raised \$26,459 over 12 months. Since the appeal launched in November 2021 (four months) \$9,343 has been raised. The 2021 Archbishop's appeal is still open and donations are welcome.

The ACSQ ABM committee wish to thank everyone who has donated to this project.

## ***2022 Archbishop's November Appeal***

A decision on the ABM Archbishop's November Appeal (as of the date of writing), was still being considered by the Bishops of the province.

## ***Stamps***

Despite the challenges of COVID-19 persisting well into 2021, thousands of stamps were still collected and 'sale by tender' events were held due to the diligent and persistent efforts of Mrs Margaret and Mr Brough Warren.

Due to COVID-19 a limited number of 'sale by tender' events took place over the year. Thank you to Margaret Warren and her team, as well as members of the ABM committee and the ABM Auxiliary for helping at the sales. Several further stamp sale days are planned in the next 12 months. Thank you for your ongoing support and donations of stamps.

### ***The Brisbane ABM Auxiliary***

Mrs Lynette Keyes continues to faithfully lead the diocesan ABM Auxiliary. Lyn is a devoted servant of Jesus and on behalf of the Diocese we thank her and her team for their ongoing ministry.

### ***The Current Committee***

The current Brisbane Committee consists of the following members:

- The Rev'd Jan Crombie
- The Rev'd Rosemary Gardiner
- Mrs Sarah Gover
- Mrs Helen Keith
- Mrs Lynette Keyes
- The Rev'd Rebecca King
- The Rev'd Danni Clark
- Ms Marilyn Oulds
- The Rev'd Eron Perry (Chair)
- The Rev'd Julia Van den Bos
- Mrs Sarah Windred

Please note more committee members to be appointed shortly.

### ***Thank You***

The Committee thanks the Archbishop for his support and the confidence he places in the Committee. We also thank the Rev'd Dr. John Deane, the staff of ABM and – in particular, Meagan Schwarz, the Committee Support Officer – for all their support.

- A special note of thanks for committee members that have completed their full term of appointment including: the Rev'd Patrick Doulin, Mr Christopher Gehrman, the Rev'd Bronwyn Pagram, the Rev'd Andrew Schmidt, the Rev'd Claye Middleton, and the Rev'd Jasmine Dow

A big thank you to all parishes and parishioners for all your support both financially and with prayers during this difficult and challenging year. The work of ABM continues to touch lives and improve community wellbeing in many places around the world because of the ongoing support of our generous and sagacious patrons. As we are now able to have physically gathered meetings and services of worship, if you would like an ABM speaker, either for Sunday services or other ministry activities, please contact our deputation coordinator Mrs Marilyn Oulds: [marilynoulds@gmail.com](mailto:marilynoulds@gmail.com)

We look forward to hearing from you.

*The Rev'd Eron Perry,  
Chair*

# ABM Auxiliary, Diocese of Brisbane

## ***History***

The ABM Auxiliary is an Australia-wide organisation which was founded over 110 years ago, to support the work of Anglican Board of Mission – Australia, which it does through prayer, fundraising, and awareness-raising in the many dioceses where it operates.

## ***Branches***

In this Diocese, there are two active branches, Brisbane and Maryborough. Every year, the branches support ABM-A through the National Auxiliary Project and other projects. In 2021, the National Project was in support of the Women's Program at Newton Theological College in Papua New Guinea (educating wives of ordinands in literacy, dress-making, etc). Both branches continued most activities in 2021, despite COVID restrictions.

## ***Maryborough Branch***

This branch has an ongoing sewing and craft program. Through stalls and other sales during the year, it was able to raise over \$6,000, which was sent to the National Project and a project supporting ABM's work in the Northern Territory, among other projects.

## ***Brisbane Branch***

This branch normally meets monthly at St John's, Hendra. During 2021, two missionary lunches were held, one in July and one in November. These are great gatherings for former missionaries and other friends of ABM. In addition, some members held a stall at their parish church in October. As a result of these activities, over \$1,000 was sent to ABM's National Project. Although Diocesan Synod took place face to face in early October, it was only open to Synod representatives, so we were unable to hold our usual Synod stall. However, some members of the ABM Diocesan Committee, who were also Synod representatives ensured an ABM presence there.

## ***National Auxiliary Council***

As in 2020, there was no face-to-face meeting of this Council, due to Covid restrictions. However, a Zoom meeting was held in September, chaired by the Reverend Dr John Deane, the Executive Director of ABM. In this way, representatives from across Australia could be kept informed of one another's activities. I attended this meeting, representing the Brisbane Diocese.

## ***In Memoriam***

In May 2021, we were very sad to lose Mrs Pat Hunt, our long-serving former Treasurer. Pat and her late husband, Derek, were long-time members of the Brisbane Auxiliary.

Earlier, Pat had donated her large stamp collection to ABM; she was happy to know that it was being sold at one of ABM Brisbane's stamp auctions.

The Auxiliary is privileged to serve God's mission through prayer and work.

*Mrs Lynette Keyes,  
President*

# Bush Church Aid Society

BCA, or more fully 'The Bush Church Aid Society of Australia', is a mission agency working in partnership with local churches to reach Australia for Christ. Our focus is on regional, rural and remote Australia and we have missionaries (or Field Staff as we call them) in nearly all the Anglican Dioceses across our country. Field Staff serve in a variety of capacities including parish priests, church planters, evangelists, school and community chaplains, RI/SRE coordinators, children, youth and family workers and Indigenous ministry workers. Some are parish-based and some minister for the benefit of all churches in their Diocese or region.

The Queensland and Northern NSW region covers the geographic area equivalent to the Anglican Diocese of North Queensland, Rockhampton (Central Queensland), Brisbane (Southern Queensland), Armidale and Grafton. This report outlines the significant events and ministry of that region of the Society for the 2021 Calendar Year.

## *Regional Office*

One of the significant changes in 2021 was my appointment as the Regional Officer. I commenced on 1 February having resigned (after 12.5 years) as Rector of Surfers Paradise Anglican Church. It has been a joyful but steep learning curve.

A second significant change was the relocation of the Regional Office from Upper Mt Gravatt to Sunnybank. We are thankful to God that the BCA property in Upper Mt Gravatt was able to be tenanted before the year's end, and are doubly thankful for the generosity and fellowship we now share with staff and parishioners of Sunnybank Anglican. It was an answer to prayer that we are now able to share office space with them.

Having Craig Buchanan continue as our Office Manager throughout both significant changes has meant that they have run very smoothly. I am thankful for Craig's wisdom, support, correction, and reminders as well as his partnership in the Gospel.

The Regional Officer and the Regional Office exist, primarily, to bring together two groups of people – field staff and supporters. Let me share something about these two groups.

## *Field Staff*

Field staff in the QLD/NNSW Region are in eight locations:

**Cloncurry Anglican** – the BCA supported position of Priest-in-Charge of St Andrew's Anglican Church remained vacant throughout 2021. We thank God for Rev'd Nick Hearnshaw and Rev'd Simon Hattrell who have provided locum ministry at various times throughout the year. We are excited that God has called Rev'd Simon and Mrs Angela Owen and their two daughters to fill the role from Palm Sunday 2022.

**Longreach Anglican** – The Rev'd Captain Graeme and The Rev'd Susan Liersch moved to Gippsland in late 2020 so the full-time leadership role for the communities of

Longreach, Barcardine and Winton has been vacant throughout 2021. BCA continues to liaise with the local Bishop and these communities to seek the Lord's will for the best way forward.

**Moranbah Anglican** – The Rev'd Luke and Mrs Julia Collings and their three children completed their fourth year at St Francis Anglican Church. After the tragedy of a Rectory fire in 2020 they were able to regroup and refocus. The support of the town and its population was humbling and has provided many positive 'Jesus conversations'. The Collings family's term at Moranbah has been extended to December 2023.

**Keppel Anglican** – BCA provides part support for the Rev'd Phillip and Mrs Jessica van't Spyker and their four children based in Yeppoon. Phillip's BCA role is to provide leadership, guidance, support and resources to all parishes in the Diocese of Central Queensland in the area of children, youth and family ministry. This involves him working with congregations from Boyne Island in the east to Winton in the west.

**Lightning Ridge Community Church** – The Rev'd Kurt and Mrs Rebecca Langmead completed their second year leading the Anglican church in Lightning Ridge. Having had two 'COVID years' to commence their ministry in 'the Ridge' has brought many challenges but they were blessed with two arrivals in 2021. The first was Heather, employed to work specifically with children and youth in the Lightning Ridge community; and the second was Timothy, the fifth of their children (born in August).

**Barwon District Anglican** – the towns of Walgett and Collarenebri are the major population centres in this district and Rev'd George and Mrs Carmel Ferguson have been leading these worshipping communities for two years. Being aboriginal means that George and Carmel also have a significant role in providing Christian ministry to the large indigenous population in Northwest NSW.

**South Tamworth Anglican** – BCA supports an Indigenous ministry trainee as part of the ministry team of this parish. This trainee works primarily with the Indigenous community at Coledale. The position remained unfilled throughout 2021 but there are exciting prospects for 2022.

**Northern Beaches Anglican** – The Rev'd Simon and Mrs Alison Reeve and their three children completed three years as part of this fellowship which is centred on the town of Woolgoolga. They are part supported by BCA to fulfil a diocesan role in providing support, training and resources for children, youth and families ministry.

## ***Supporters & Support***

Whilst I do miss parish ministry, I am also encouraged each and every week as I have the privilege of meeting with different congregations of God's people. In the Anglican Church Southern Queensland we have 3,686 active supporters, and I am grateful for each and every one. I am also grateful to those clergy who have welcomed me into their church community to speak about the exciting work God is doing through BCA field staff and supporters, as well as preach God's Word and, at times, preside at Holy Communion or even conduct a baptism. To the churches of Dalby, Jimboomba, Caloundra, Beenleigh,

Maroochydore, Ekibin, South Brisbane, Coorparoo, Rochedale, Southport, Sunnybank, Surfers Paradise, Wishart, Carindale, Centenary Suburbs, Booval, Bardon, Algester, Lutwyche, Noosa, Inala and Warwick – thank you! I look forward to sharing stories of God at work in regional, rural and remote Australia with many other church communities in the Anglican Church Southern Queensland in 2022.

By God's grace and leading, BCA supporters enabled the Society to meet its budget for 2021. Also, by God's grace, we now have enough funds in investments to provide income to cover all administration costs. This means that every dollar donated by a BCA supporter, or a parish, goes directly to mission (ie Field Staff) or mission support (i.e. Regional Officers like me). I am aware that the Anglican Church Southern Queensland continues to work toward being in a similar position (through the management of investments). I can only speak of how free-ing and praiseworthy it is when God enables a Christian organisation to reach such a financial position.

### ***Final Comments***

*The future of God's church* – I have been heartened to have numerous discussions with university students about how they might best serve God if they were to do a university placement in 'the bush' or even begin their career in 'the bush'. To hear these young people speak about their future career and their future church in the same breath has been an unexpected blessing of my first 12 months. God is growing his church. God is bringing young people into relationship with himself. God is sending them across this country to tell others the good news. Be encouraged and joyful, as I am.

*The power of prayer* – BCA speaks of itself as a 'family' and that has been made abundantly clear over the last year, as Sandra and I have regularly received words of encouragement from across the country. More than that, though, we are acutely aware of the prayer backing that the BCA family provide. We have experienced the power of such prayer, often in the most unexpected ways. The prayerfulness of the BCA family has challenged me to look at my own prayer life and be confident and persistent in speaking to our gracious and merciful God about both the big things and the little things.

Before I conclude this, my first report to the Synod of the Diocese of Brisbane, I want to express my thanks to the Archbishop for continuing to license me as a Priest in this Diocese, to Bishop John for supporting me as I remain part of the Southern Region and for the Rev'd Canon Stewart Perry and the Gold Coast Deanery who welcome me warmly to each of their meetings.

*The Rev'd Michael Uptin*  
*Regional Officer – BCA QLD/NNSW*

# CMS Queensland with Northern NSW

We praise God for the support and prayers for CMS by many Anglican churches and supporters in 2021, especially during all the challenges that COVID and lockdowns brought for church ministry and missionary activity. The Church Missionary Society (CMS) is a fellowship of Christian people and churches committed to see 'A world that knows Jesus'. We work with churches to set apart long-term workers who cross cultures to share the gospel of our Lord Jesus Christ.

As we seek to see a world that knows Jesus, and conscious of our responsibility to peoples in our near-neighbour region, the mission of CMS is:

- to reach gospel-poor peoples for Christ,
- to equip Christian leaders for church and society, and
- to engage churches in cross-cultural mission.

In 2021, the prayers and generosity of many Anglican parishes and parishioners enabled the CMS Queensland with Northern NSW (CMS-QNSW) branch to support 16 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 cross-cultural mission.

CMS is funded solely by the giving of churches 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-QNSW Branch Missionaries for 2021***

CMS QNSW missionaries served in the following locations and ministries during 2021:

### **South Asia**

- Worker mentoring and supporting Christian leaders and doctors as they serve in South Asia.
- Principal of a primary school, providing children's education for parents working in the country.

### **Eurasia**

- Student in a foreign language loving people in Eurasia.

### **Japan & East Asia**

- University student worker ministering to students through Bible studies, prayer meetings, camps and social gatherings.
- Workers serving local church through Bible studies, music classes and outreach programs.
- Worker preparing to work with disabled children and their families.



### **Papua New Guinea**

- Couple working alongside students at the University of Papua New Guinea, teaching the Bible and discipling students. Developing reading and study tools, as well as writing courses on key issues of biblical understanding and application.

### **Italy**

- GBU staff worker in Italy, training and equipping Christian students, working alongside them to share the message of Jesus with other students.

### **Middle East**

- Worker continuing to study Arabic and deepening relationships and taking opportunities to love others and share the hope of Christ.

### **Uganda**

- Workers teaching alongside local tutors in a Bible college in the Diocese of North Kigezi.

## ***New Missionaries & Missionaries in Training***

- A new family trained at St Andrew's Hall in preparation for ministry in Central Asia, serving in community health and agricultural development.
- A new missionary approved as a Missionary in Training for student ministry in Japan.
- A new family approved as Missionaries in Training for ministry in South-East Asia.

## ***Short-Term Workers***

### **Solomon Islands**

- A worker commenced teaching at Bishop Patteson Theological College. Due to COVID restrictions he was unable to travel to the Solomons and the teaching was done entirely online from Australia.

## ***Conferences***

Due to COVID restrictions, an in-person Summer School did not take place in January 2021. Instead, online resources were provided for use by individuals and groups, and an in-person youth camp, Summer MELT was held, with 70 campers and 30 leaders attending. In February 2021, a Brisbane event, 'Missionary Grill Night', was held. In August 2021, the Mission Encounter conference again had to be cancelled due to COVID restrictions.

*The Rev'd Mark Fairhurst*

*Executive Director*

*CMS Queensland with Northern NSW*

# All Other Reports

## Anglican Cursillo Movement in the Diocese of Brisbane

Endorsed by our Diocese, 37 years ago in 1985, this lay movement has seen over 3,900 people from this Diocese attend the Cursillo short course over a three-day weekend. worldwide, this short course format with follow up Fourth Day involvement, is practiced in over 50 nations on five continents.

It is estimated there are more than two million men & women who have participated in Cursillo.

You are probably sitting next to a Cursillista right now.

### **Cursillo helps to build Disciples**

The whole purpose of Cursillo is to equip lay people to live out their faith in ministry in practical ways.

It is structured in such a way to give them support and encouragement on an ongoing basis.

Building of faith helps people grow in confidence to share our Lord's message. Confidence to take on ministries within and outside our parishes. Confidence to step up and take on tasks within parishes to help it grow. In many of our 132 Anglican Southern Queensland parishes, there are Cursillistas with the love of Christ serving in so many ways. Cursillo is all about sharing the joy and love for our Lord.

**Cursillo is an experience, different for each person. You must experience it to understand it.**

The statement above doesn't mean the Cursillo was the same for everyone, but for over 90% or more, there was a positive profound difference. In my own case it was the moment when experiencing the Lord on the third day of the three-day weekend changed my Christian life forever.

That is why, some 21 years later, I am just as passionate for Cursillo as that special day.

Cursillo Brisbane SQ is a positive movement. Even with COVID-19, Cursillo has shone over all adversity, using modern technology to spread the Lord's message of love & hope.

Do you know we were the first Diocese in Australia to have a group gathering (what is called Ultreya) over Zoom? Over 120 attended.

Cursillo is on the rise in this decade, please give it a go and experience the love, fellowship and joy that comes with being involved. Cursillo gives an inner joy to serve at a parish level.

Cursillo Hope for the Anglican Church:

<https://www.youtube.com/watch?v=3BVFe9VJgel&t=11s>

*Mr Alan Gray,  
Diocesan Lay Director*

### **ULTREYAS**

#### **Bribie Island**

28 May: St Peter's, 1:00 pm, BYO lunch from 12 noon *in person and available on FB afterward*

#### **Toowoomba West**

11 June: St Alban's, 1:00 pm, BYO lunch from 12 noon *and live-streamed ZOOM*

#### **Bayside**

2 July: All Saints' Redlands, 1:00 pm, BYO lunch from 12 noon *and live-streamed ZOOM*

#### **Maroochydore**

30 July: St Peter's, 1:00 pm, BYO lunch from 12 noon *and live-streamed ZOOM*

#### **Peninsula**

8 October: Risen Christ Deception Bay, 1:00 pm, BYO lunch from 12 noon *and live-streamed ZOOM*

#### **Diocesan**

19 November: St Matthew's Sherwood, 1:00 pm, BYO lunch from 12 noon *and live-streamed ZOOM*

### **WEEKENDS**

**Men's 81**

**25-28 August**

**Women's 81**

**8-11 September**

**WANTED:** Candidates from your Parish to make their Cursillo at M81 and W81 in 2022. Look around your congregations for worshippers who are looking to learn more about their faith, who are looking to have an encounter with Jesus and to experience God's love in Christian community.

# Anglican Men's Society

Dear Friends in Christ,

The year 2020 was a bad year and 2021 even worse.

For the first time in many years, we have seen a decline in membership in Queensland with the branch at St. Paul's, Ipswich, closing down. Five years ago, it was the largest branch.

Once again, we had to cancel our annual three-day May conference, and instead had a one-day AGM meeting in July. Our National Conference which should have taken place in Launceston, Tasmania in September was cancelled.

Our National Chairman the Rt Rev'd Jeremy Greaves has done his best to keep us all going and has been very helpful with organising Zoom meetings.

## ***Finance***

### **Bendigo Bank:**

Balance as per 31 December:

Trading Account	\$61,767.24
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### **ANFIN:**

Trust Account (for building purposed)	\$31,576.35
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Relief Account (financial help to branch members)	\$10,012.15
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### **Donations:**

\$3,000 went to CRI – Religious Instructions, and the following AMS branches all received \$5,000 each: Chermshire, Dalby, Deception Bay, Gayndah, Inala, North Lakes and Toowoomba. Minor donations \$700. Total for 2021 – donations of \$38,700.

### **Working Expenses:**

Milage	\$1,810.30
National Dues	\$1,700
Accountant	\$1,375
AGM (food and drinks etc.)	\$780
Directors Liability Insurance	\$300
PO Box (Chermshire)	\$157
Laptop for G.M. Rev Daniel Jayaraj	\$2,750
Secretary's expenses	\$800
A.M.S. Shirts	\$800
Minor expenses	\$61
TOTAL	\$10,533.30

<b>Total Expenses:</b>	<b>\$ 49,233.30</b>
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## ***2022-23 AMS Management Team***

**Chairman:** Mr Jim Smith, Toowoomba

**General Manager:** The Rev'd Daniel Jayaraj, Chermshire

**Director:** Mr Howard Kingston, Bundaberg

**Director:** Mr Trevor Andrew, Deception Bay

**Director:** Mr Stephen Clarke, Chermshire

**Director/Assistant to GM:** Mr Andy Brodersen

## ***Annual Conferences***

The 2022 conference will take place in Dalby May 20-22 under the management of the Rev'd David Browne.

The 2023 Conference will take place in May in Gayndah and we hope to have delegates from the Solomon Islands there.

The time and place for our National Conference is at the moment uncertain.

## ***New Branches***

We are looking forward to 2022 being a much better year. I am negotiating with several parishes to open new AMS branches. It is still our hope and wish to start a "Northside 100 Charity Bike Ride" within the next two years to bring in additional funds.

May God Bless you all.

*Mr Andy Brodersen*

*Acting General Manager*

# Anglican Mothers' Union Australia

Anglican Mothers' Union Australia (AMUA) Brisbane Diocese is a missionary agency of the Anglican Church of Australia and part of the Worldwide Mothers' Union begun in the United Kingdom in 1876. As a worldwide fellowship of Christians united in prayer, worship, and service it has grown to a movement with over four million members in 84 countries. The AMUA Brisbane Diocese established in 1906, works to promote the Vision, Aim and Purpose and Mission of AMUA and abide by the Constitution of The Council of AMUA.

**Vision:** Our vision is of a world where God's love is shown through loving respectful, and flourishing relationships.

**Aim and Purpose:** To demonstrate the Christian faith in action by the transformation of communities worldwide through the nurture of family in its many forms.

**Mission Statement:** Sharing Christ's love by encouraging, strengthening, and supporting marriage and family life.

The AMUA Brisbane Diocese is managed by its Executive Committee and Council and the Diocesan President chairs both meetings. The Executive Committee consists of Diocesan President, four Vice Presidents, ten Deanery Presidents, four Department Heads, Secretary, Treasurer and Chaplain who meet six times a year. The Diocesan Council consists of the Executive Committee and the President and Secretary of each Branch and meet four times a year.

## *Relationship with the Diocese & the Wider Church*

The AMUA in Brisbane Diocese has 48 branches and a total of 854 financial members. These branches work with the consent and support of their Parish Priest and within the framework of the Constitution of The Council of AMUA and the AMUA Brisbane Diocese Policies and Procedures. Each Branch's yearly program include activities which relate to the Aim and Purpose and Mission of AMUA and approved by the Parish Priest. Within these branches, members showing Christian Care for families are involved in projects and activities within the parish, the community, the Diocese as well as Nationally and Globally.

**Retiring collections:** Each year, AMUA facilitate retiring collections in the parishes on two occasions. The 2021 Mothering Sunday/Mother's Day Overseas Project for the Parenting Program in Papua New Guinea amounted to \$14,612.50. The annual collection in August for the Anglicare Southern Queensland Chaplaincy amounted to \$11,237.65 and will be presented to Canon Linda McWilliams on Lady Day.

**Donations for other diocesan outreach projects:** Through voluntary contributions from branches, donations were received for the Emergency Relief Fund \$3,316; Family

Holiday \$285; Fresh Start Baskets \$550; Anglicare Women's Shelter \$1,845; Kids at Risk \$1,390; Northern Outreach Fund \$5,259.51; Overseas Fund \$ 4,001.30.

**AMUA bursaries for Clinical Pastoral Education:** The three recipients for 2021 were- Dr Gemma Dashwood, Brad Turner and Ted Star, who at the February Council, gave a short sketch of their spiritual journey. The bursaries of \$1,200 each provide financial assistance to Gemma, Brad, and Ted to complete the compulsory clinical pastoral education component of their ministry.

**Diocesan Stoles and AMUA Kits:** At the Valedictory Service four final year students were presented with a Diocesan red and white stole by Vice President Diana Stonier and Lyn Reading. Five Deacons who were Ordained Priests on 4 December were presented with an AMUA Kit. It is hoped these gifts will promote an interest in the presence and work of AMUA in the Diocese.

**Lady Day:** Each year, in St John's Cathedral, the Annunciation to the Blessed Virgin Mary is celebrated by the Mothers' Union as a major festival. It was a great blessing this year to have 138 members attending with an impressive procession of banners. The Archbishop celebrated and preached, and we were delighted to have our patron Mrs Kaye de Jersey in attendance. The Rev'd Canon Linda McWilliams was presented with \$10,000 for the Anglicare Chaplaincy and the Archbishop admitted Frances Thompson to membership of AMUA. Lady Day was also celebrated at Childers in the Burnett Deanery and St Luke's Toowoomba in the Toowoomba Deanery.

## *Activities During the Financial Year*

**The Diocesan Executive Committee** meet six times a year. During 2021, three meetings were held at St Francis College and, due to the coronavirus restrictions, three meetings were held electronically, which enabled the business of AMUA to continue.

**The AMUA Diocesan Council** was held in St John's Cathedral on 16 February and 16 November. A Country Council was held at St Luke's Toowoomba on 18 May with guest speaker the Rt Rev'd Daniel Abot, and his wife Rachel, sharing the tragic story of South Sudan. The August Country Council in Gympie was cancelled for the second year due to the coronavirus.

**The Annual General Meeting** was held at St Andrew's Indooroopilly on 9 March and was well attended by members. The Chairperson was the Rt Rev'd John Roundhill, and the guest speaker was Tania Felstead from the Red Rose Foundation. The Red Rose Foundation works to end domestic violence related deaths and undertakes public education and awareness training. Their 'Red Bench Project' raises awareness and provides an opportunity for this important issue to remain visible.

**16 days of Activism against Gender Based Violence 25 Nov-10 Dec:** As a Christian movement, Mothers' Union Worldwide is joining with thousands of organisations to raise awareness of this dramatically escalating reality. This year, many branches throughout the Diocese have supported this campaign by gathering with other churches and organisations to pray and to raise awareness of this important issue in our society. This year, the campaign has focused on the fact that 1 in 3 women and girls are victims of

violence or abuse. A prayer service and pamphlet of daily prayers to be used during the 16 days was compiled and sent out to branches. Several branches have initiated a Red Bench in their church grounds or nearby park each carries a plaque – ‘CHANGE THE ENDING LETS STOP DOMESTIC VIOLENCE’.

**Branch activities:** As well as supporting the above diocesan events and making voluntary contributions to the diocesan projects, each branch organises a program which members follow, creating much fellowship, and a ministry of love, care and support within their parish and community.

**AMUA Theme for 2021: ‘Rebuilding Hope and Confidence’** This was very appropriate for the year we have experienced. Living with COVID restrictions means that things are not quite the same as they used to be, and we pray that during this year we have been able to ‘Rebuild Hope and Confidence’ in ourselves, and have been encouraged to use the gifts and abilities which are ours as we reach out in love and service as faithful members of AMUA.

**Financial position:** Anglican Mothers’ Union Australia (AMUA) Brisbane Diocesan Council recorded members’ subscriptions of \$29,125, and donations of \$45,065, as part of the revenues totalling \$76,744. However, our extensive activities and donations resulted in an overall surplus of \$17,318. AMUA as of 31 December 2021 has a total asset of \$223,843. All held in cash or cash equivalents with no liabilities.

**Anglican Mothers’ Union Australia Brisbane Diocese Publication Department:** AMUA has a small bookshop situated in a room at St Barnabas Sunnybank. The total gross profit from trading – \$6,346. with total expenses \$4,824. Leaving surplus \$1,522. Publication Department as of 31 December 2021 has total assets \$50,701. All held in cash or cash equivalents with no liabilities.

## ***Risk Management***

**Safe ministry to children:** There are some AMUA members who are involved in children’s ministry within their parish. These ministries include Mainly Music, Messy Church, Sunday School, Kids Club etc. Included in the AMUA Brisbane Diocese Policies and Procedures and AMUA Handbook, are the guidelines for ‘Safe Practices in our Churches’. AMUA members who have any contact and ministry with children have been instructed to comply.

## ***Future Direction***

**Planned Changes:** There is nothing to report in this area.

*Mrs Beverley Perry,  
AMUA Diocesan President*



# Angligreen

COVID-19 continued to limit the activities of Angligreen in 2021 as well as its transition to operations under the Angligreen Charter. Under the Charter, Angligreen nominates committee members to the Archbishop-in-Council. This led to a relatively new committee being appointed for a three-year term.

The Archbishop appointed the Rev'd Peter Moore as Chair for a further three years from 25 February 2021, and the other members were appointed for three years by Diocesan Council 29 April 2021. The committee elected the Secretary and the Treasurer thus the Angligreen Committee was formed with one vacancy:

- The Rev'd Peter Moore (Chair), Logan
- Mrs Jelita Hutchison (Secretary), Aspley – Albany Creek
- Mr Rob Farago (Treasurer), South Brisbane
- Mrs Alex Bramley, Bundaberg West
- Ms Angie Mooney, Cathedral Community
- Mrs Jeni Nix, Indooroopilly
- The Rev'd Graham Warren, Nundah (resigned)

Unfortunately for Angligreen, the Rev'd Deb Bird withdrew from the list when she was appointed as Priest-in-Charge of Maleny. During the year, the Rev'd Graham Warren resigned from the committee because of the workload in the parish of Nundah. There are currently two vacancies, and we are seeking people from rural areas of the Diocese to fill these positions.

The Angligreen Committee began its work even before the finalisation of its membership. Our charter sets out our objectives as:

*Objects. The objects of Angligreen, as a committee of the Anglican Church Southern Queensland (ACSQ), is to support ACSQ, its parishes and agencies:*

- a. In fulfilling the fourth mark of mission of the Diocese, "to strive to safeguard the integrity of creation and sustain and renew the life of the Earth".
- b. In responding to and complying with the Protection of the Environment Canon 2007.
- c. In its interaction and partnerships with other Diocesan, Anglican, Ecumenical, Interfaith and secular bodies working for their protection of the environment.

As Synod was later last year some of our work was included in the 2021 Report to Synod but it is repeated here for historical reasons.

Angligreen continues to work closely with:

- The Diocesan Social Responsibilities Committee (SRC),
- ACSQ Justice Unit,

- Anglican Communion Environmental Network (ACEN),
- Queensland Churches Environmental Network (QCEN) a Commission of Queensland Churches Together (QCT),
- The Australian Religious Response to Climate Change (ARRCC) (interfaith group) including the Qld ARRCC group and GreenFaith International (launched November 2020) of which ARRCC was an inaugural partner.

Ecumenical and inter-faith groups, along with secular bodies are working together for a just recovery from the effects of COVID-19. Faith communities in 14 countries around the world planned the biggest-ever multi-faith Day of Action on the climate crisis, called *Sacred People, Sacred Earth*, on 11 March 2021. This action called on national and international leaders for a compassionate, just response to COVID-19 and the climate emergency. It also called for faith groups and individuals to lead by example.

During 2021, the Diocese made some progress in fulfilling its undertakings in adopting the *General Synod Protection of the Environment Canon 2007*. There was mention in a draft diocesan report to General Synod, required by the Canon, of a proposed Diocesan Sustainability Committee to establish environmental synergies across the Diocese. This would include Anglicare Southern Queensland, Diocesan schools, parishes, and other related entities. Angligreen is hoping for representation on the Sustainability Committee, but little progress seemed to occur. Therefore, Angligreen helped in bringing a motion to the 2021 Synod to encourage the reduction of the environmental footprint in all aspects of our life together. Synod amended the motion and passed it in the following form:

“That this Synod:

1. Affirms that along with other marks of mission, our faith demands we safeguard the integrity of creation and sustain and renew the life of the earth; transform unjust structures of society, challenge violence of every kind and pursue peace and reconciliation.
2. Recognise and give thanks for individual members, Parishes, schools, commissions and agencies of the Diocese who are active and ambitious in reducing their environmental footprint.
3. Requests Diocesan Council to explore options to:
  - a) consider how a comprehensive and credible baseline assessment of greenhouse gas emissions associated with all ACSQ entities inclusive of Parishes, schools and other associated agencies might be undertaken;
  - b) devise a Sustainability Charter that embodies a realistic yet courageous 2030 greenhouse gas emissions reduction target (Scope 1 and Scope 2 emissions);
  - c) establish an emissions reduction roadmap to achieve the initial 2030 target and a pathway beyond this to achieving net-zero.
  - d) develop guidance, support and financing frameworks to assist Parishes, schools and other agencies toward the achievement of emissions reduction targets;

e) report on progress to each ordinary session of this Synod, and where appropriate, the General Synod.

4. Requests the Archbishop write to Archbishops and Bishops of other Australian Diocese notifying them of this resolution and inviting collaborative knowledge sharing toward advancing the goals of the Protection of the Environment Canon, 2007.”

At the second meeting of the proposed Angligreen Committee, it was decided that our operations and activities would be at three levels:

1. Advocacy – directed to government and wider society e.g. *Sacred People Sacred Earth*
2. Personal responses – Living the Change
3. Institutional response – Involvement across the Diocese, through Synod, the proposed Sustainability Committee, parishes and agencies to take action to reduce their institutional environmental footprint on the planet.

During the year, Angligreen, often in conjunction with SRC, Diocesan Justice Unit, the Cathedral and QARRCC, endorsed, promoted and encouraged participation in a range of activities drawing attention to the impact we all have on the environment and how we can reduce that impact. Facebook was mostly used to promote various actions and to share information articles and news, as COVID-19 continued to limit the resources available to produce monthly Angligreen Newsletters. The newsletter will recommence with regular editions in March 2022. Newsletter subscriptions are open to everyone, but Angligreen Membership is limited to members of the Anglican Church Southern Queensland.

We are still working to align our database with the new Charter and to clarify the list of members and the list of friends. The new subscription form for the newsletter seeks information in a way that will achieve this. Currently, our database lists 318 contacts and 281 subscribers.

Angligreen activities in 2021 included some physical gatherings, but mainly promotion of online events. Activities included:

- *Sacred People, Sacred Earth* 11 March 2021,
- *Earth Hour* 27 March 2021,
- participated with other faith groups in *School Climate Strike* 21 May 2021,
- encouraged members to write personal letters to Prime Minister Scott Morrison to be presented in bulk by ARRCC,
- participation in the online workshop *Reframing Climate & Creation Care Communications & Conversations for Christians* 18 June 2021,
- *Earth Overshoot Day* (article in *anglican focus*),
- assistance to Graeme Smyth of Coorparoo Parish in drafting a motion for Synod,
- *Season of Creation* 1 September–4 October – assisted QCEN in preparation of the launch at RC Cathedral,

- Angligrreen linked Warwick Parish to Mark Delaney (St Andrews South Brisbane) the co-author of *"Local Carbon and Loving It"* who visited the parish on 18 September and did his half-day seminar for members of the parish and wider community,
- participation in *GreenFaith International Faiths 4 Climate Justice (#Faiths4Climate) Year of Action – Action Weekend 17-18 October*:
  - Church action Sunday 17 Oct – encourage parishes to display banners calling for Climate Action.
  - Participation in *On Earth Festival* at St Francis College 16 Oct 2021 with a combined stall with QCEN and ARRCC and a presentation with QCEN and Rob Farago letting people experience riding in electric car.
  - Prayer vigil outside Trevor Evans MP's office 18 October presenting demands for Climate Action.
- promotion of rooftop solar for parishes: some discussion on how we can assist parishes,
- Parish audit: baseline data-energy, waste management, water use and tanks and more,
- provision of audit tools – such as Greenfleet and the Victorian tool to calculate emissions,
- promoting the use of compostable picnicware,
- collaborating with the Facebook online group *Australian Christian Environmental Group*,
- *Stop Adani* campaign to stop new steaming coal mines, to protect the environment,
- promoting *Living the Change* to encourage people to adopt changes in their own lives to reduce their impact on the planet, and
- promoting participation in *The Student Strike*, *ClimateElectionKickstart*, and other events.

Angligrreen does not have a budget allocation, relying on donations and individual supporters to cover expenses. We have a current bank balance of \$3,930.59. We are supported by SRC in covering the costs associated with our social media accounts, web hosting and the electronic distribution of our newsletter.

### **Angligrreen Plans for 2022**

1. Review of parish audit form to reflect the current situation.
2. Encourage parishes, schools and agencies to consider working towards Five Leaf Eco Awards.
3. Continue to concentrate on current campaigns:
  - a. COP-26 follow up
  - b. Working with others to highlight environmental issues in the lead up and during the Federal Election Campaign. Groups such as ACSQ Justice Unit, QCEN, Common Grace, ARRCC, CANA.

- c. Encourage members to meet their Federal Member and participate in candidates meetings in their electorate to raise environmental issues. Training is being provided through ARRCC.
  - d. Encourage members to consider environmental policies when casting their own vote in the election.
4. Recruit more parish Angligreen contacts, to provide better communication with parishes and to collect case studies to publish so others can be encouraged.

We expect 2022 to be a busy and exciting year. It is expected that environmental issues will play an important part in the recovery from COVID-19 and the next Federal Election (possibly in May 2022). The Diocese is continuing to develop its response to the obligations under the Environment Canon and opportunities are strengthening to work with other faith groups to coordinate programs, share resources and speak on environmental issues from a faith perspective.

COVID-19 has shown the importance of taking science seriously, and how following the science and resourcing research can lead to solutions. On the other hand, ignoring the science has serious consequences.

We are also encouraged by the motion passed by the 2021 Synod. We look forward to the diocesan response. Angligreen will continue to work with the Justice Unit, SRC, DC and the Diocesan Executive to continue to reduce our impact on the planet.

We pray we can all work together in fulfilling the fourth mark of mission of the Diocese, “to strive to safeguard the integrity of creation and sustain and renew the life of the Earth”.

*The Rev'd Peter Moore,  
Chair*

# Bush Ministry Fund

I'm thankful for the parishes, schools, and individuals who have partnered with rural communities in the western and northern regions of ACSQ through the Bush Ministry Fund in 2021. In visits, phone calls, fundraising, prayer, and many acts of generosity... God has made many things possible.

In 2021 the BMF helped resource and enable ministry in 10 parishes:

- \$23,500 – *Subsidised a full-time minister for Allora-Clifton Parish*
- \$23,500 – *Subsidised a full-time minister for Goonanamen Parish*
- \$5,000 – *Contributed to Warwick Parish for the curacy supervision at Allora-Clifton*
- \$13,000 – *Subsidised part-time stipended ministry for Drayton Parish*
- \$13,000 – *Paid for weekly worship resource: video/readings, and homily for MWAMA parishes*
- \$5,000 – *Subsidised itinerant visits by two clergy to the Parishes of Chinchilla, Leichhardt, and Quilpie.*

Please pray for all rural and remote communities in the West, particularly those who are supported in some way by the BMF. Pray particularly for God to call faithful and effective clergy to ministry in rural parishes for we are currently seeking ministers at St George (full-time); Goondiwindi (full-time); and the Leichardt-Chinchilla Anglican Mission Area (full-time).

If you, like me, are already supporting the BMF, please keep giving... in the knowledge that whatever we give is used by God to bless the lives of others. But, if you are not yet supporting and would like to find out more please call Helen Briffa at the Western Region Office on (07) 4639 1875, or email [hbriffa@anglicanchurchsq.org.au](mailto:hbriffa@anglicanchurchsq.org.au)

*The Rt Rev'd Cameron Venables*

# Diocesan Director of Discernment & Vocations

Discerning God's call to ministry is the task of the whole Church. In 2021, the Director of Ordinands and Vocations did important work in pursuing a more holistic model for the discernment and formation of candidates and ordinands. Several key trends emerged as the year unfolded and new enquirers made the courageous step of contacting the Vocations office.

## *Key Trends & Observations*

**Inspirational leadership inspires vocations:** When asked what prompted them to take the challenging step of formally enquiring about ordained ministry, a high proportion of candidates cited the "inspirational" leadership of a clergy member they know. Most times this was their parish priest, but the proliferation of online worship has meant that clergy from geographically distant parishes are inspiring people without even knowing it. This reinforces the idea that where clergy are enthusiastic and passionate about their own ministry and faith, and encourage others to explore their own ministry through their preaching and teaching, this sparks the vocation of others. My message to clergy is to let your love of ministry shine through and share the joy of what you do with others.

**Faith Formation is the number one commonality:** Candidates are asked about their faith journey while in Discernment. A common factor among every one of them, is that in their parish or faith community, every person is invited to grow in faith through learning and service. This may have a different expression in each parish, but where a faith community (and the individuals in it) is being formed through intentional learning and service, vocations are emerging. Mentoring by priests, and encouragement to explore faith deeply and in challenging ways, seems to be a common factor.

**Retired clergy have a surprising influence:** A surprising number of enquirers say they were "tapped on the shoulder" by a retired clergy person who saw qualities in them which pointed to ordained ministry. Relieved of the busy-ness of full-time ministry, mentoring and journeying with those who are exploring the faith deeply, could be a further important contribution retired clergy make to our church and its future leaders.

**The challenge of theological education creates excitement:** Another surprising observation during the Discernment reflection process in 2021, was the excitement among candidates who were undertaking their first year of theological education at St Francis College. Candidates are encouraged to enrol in a few subjects as soon as they enquire, to see if they have the capacity for theological education and a love of learning. Undertaken enthusiastically, and without the added pressure of Formation and Field Education (which Ordinands have), the enquirers and candidates seem to revel in the theological education St Francis College offers. Learning the analytical and critical skills inherent in theological study seems to set fire to imagination and wonder, and candidates speak of it with great joy and excitement – even when assignments are due!

## *Participation*

In 2021, we saw the following:

• Enquirers in Vocational Reflection 2021	14
• Candidates at Vocation Discernment Conference (VDC)	12
• Invitations to begin Formation for ordination	9
• Attendance at Seekers' Day (Sept)	15
• Candidates in Vocational Development Program	3
• Enquirers invited to Vocational Discernment 2022	9

The aim is still to have 12 people enter the Ordained Ministry Formation program each year. We are not there yet.

## *Strategic Initiatives*

The benefits of the 2020 strategies for development are being felt, particularly the refresh of Seekers' Day and Discernment Reflection Program.

Online Vocation Conversations leading to Seekers' Day have become a regular part of the calendar for Discernment, and are the first connection enquirers have with each other and the formal process. This means that when candidates enter Discernment, they are more familiar with each other and more likely to engage openly in the process. Many have already begun theological education, which is of great benefit as well.

Two new initiatives will strengthen the continuity of the enquiry-discernment-formation process:

- **New initiative: Director of Discernment and Formation**  
After much preparation and planning, a proposal was accepted by the Archbishop that the roles of Director of Discernment and Director of Formation be combined, to offer a seamless transition through enquiry, discernment and formation. These are challenging times for candidates and ordinands, so having a single person who has responsibility for their progress, knows them well, and can offer them timely and constructive feedback will lead to better outcomes educationally, and in the area of personal wellbeing. The area of Graduate Clergy Training now falls under the responsibility of a new position, Deputy Director of Formation, filled by the Rev'd Ray Clifton.
- **New initiative: Vocational Development Program**  
Where a person in Discernment is deemed 'not yet ready' to go to the VDC, but needs one or two years of intentional immersion in an Anglican faith community, they are invited to be part of an intentional Vocational Development Program in their own parish, or a different one, depending on their circumstance. This program seeks to give candidates experiences and time to reflect on these, so that when they return for consideration for VDC, they have grown in the ways that examiners have recommended and are ready to take the next step. This strategy seeks to 'hold space' and give candidates room to



grow under the guidance of a competent and complementary mentor. The first three participants are likely to go to the VDC this year.

## ***Other Discernment Activities***

### **Vocations Task Group**

The Vocations Task Group (VTG) continues to meet under the leadership of the Rt Rev'd John Roundhill. Current VTG Membership includes members involved in parish, school, youth and online ministry. Members are:

- the Rt Rev'd John Roundhill (Episcopal Representative/Chair),
- the Rev'd Canon Sarah Plowman (DDOV),
- the Rev'd Jamee-Lee Callard,
- the Rev'd Claye Middleton,
- the Rev'd Suzanne Grimmett,
- the Rev'd Dr Rodney Wolff,
- the Rev'd Max Lambourne,
- Ms Erica Skerman, and
- the Rev'd Richard Browning.

## ***Examining Chaplains***

The Diocese is well served by over a dozen experienced and well qualified Examining Chaplains. They come from all over our Diocese and represent lay and clerical experience. Their input is critical to the task of Discernment, and we will be working together to ensure that the guidelines and criteria found in 'God Calling' and the structure of reports and Vocational Discernment Conference strategies align.

In 2021, a number of Examining Chaplains have stepped down from the role. We give thanks for the committed service of the following clergy and laypeople:

- Ms Judith Johns
- The Rev'd Ken Spreadborough
- The Rev'd Canon Susan Crothers-Robertson

In 2022, we will be seeking new Examining Chaplains to fulfil this important ministry.

## ***Staffing***

I wish to record my heartfelt thanks to Mrs Lynette Lamb, who stepped down from the role of PA to the DDOV in 2021. In her service to the Diocese, she worked graciously and efficiently with the enquirers and candidates in what is often a stressful and emotional time for them, and I am grateful for her faithful service for over a decade.

Please keep the work of discernment and formation in your prayers, especially for the flourishing of our faith communities, where vocation is stirred and nurtured.

*The Rev'd Canon Sarah Plowman,  
Diocesan Director of Discernment and Formation*

# Diocesan Ecumenical Affairs Committee

It has been a great privilege to chair the Ecumenical Affairs Committee of the Diocese of Brisbane. I thank the Archbishop and Bishops for their support, and the members of the committee for their commitment to the cause of ecumenism in the Diocese.

The work of the Diocesan Ecumenical Affairs Committee (DEAC) is to encourage and promote ecumenical understanding and Anglican ecumenical activity in Southern Queensland. DEAC works closely with Queensland Churches Together (QCT) the Queensland affiliate of the National Council of Churches, and also seeks to further growth in relations between our Anglican Diocese and both the Roman Catholic Archdiocese of Brisbane and the Diocese of Toowoomba.

The committee did not meet face to face during 2021 because of COVID disruptions, however we did meet several times via Zoom.

## ***Membership***

In 2021, the committee comprised the following:

- Chairperson, the Rt Rev'd Doug Stevens
- The Rev'd Helen Paget,
- The Rev'd Bruce Boase,
- The Rev'd George Markotsis,
- The Rev'd Avriel Green,
- The Rev'd Daniel Jayaraj,
- The Rev'd Robert Paget
- Mr David Hale

In 2021, new members added to the committee – the Rev'd Avriel Green, the Rev'd Daniel Jayaraj, the Rev'd George Markotsis and the Rev'd Robert Paget.

## ***Activities/Events***

Throughout 2021, our chairperson met regularly via Zoom with the chairs of the Roman Catholic and Uniting Churches ecumenical committees to exchange information and organise some events which still happened on a gathered basis.

The annual shared Anglican and Roman Catholic clergy day was held at Holy Spirit Seminary Banyo. Brother Ian Cribb spoke on the subject of Ignation Spirituality.

The annual service for Anglican Roman Catholic Reconciliation was held in St Stephen's Cathedral Brisbane on 4 November.

The annual Joint Ecumenical Committees' Dinner was held at Mt Gravatt Bowls Club with Archdeacon Geoff Hoyte our speaker on the subject of the broad ecumenical cooperation known as Queensland Community Alliance.

During 2021, our committee sought to identify the extent to which ecumenical activity is happening at both the local level and regionally. At a regional level there is shared action in matters of First Nations reconciliation ministry, Christian education in schools, ecumenical activity in universities, the environment, refugee advocacy, community-improvement through Queensland Community Alliance and inter-faith activity through Queensland Faith Communities Council. Whilst not bearing responsibility for these ecumenical actions, our committee must promote and support, them where necessary.

### ***Queensland Churches Together***

This is the Queensland state body affiliated with the National Council of Churches. Members of our Diocesan committee are active within the QCT. QCT's brief is to foster broad ecumenical activity on behalf of its member churches, and to disseminate ecumenical programs from the National Council of Churches. Our committee member the Rev'd Helen Paget is a recent past president of QCT. The primary programs are promotion of the Week of Prayer for Christian Unity and the Christmas Bowl appeal.

### ***National Ecumenical Dialogues***

These important discussions between the Anglican Church and its dialogue-partners – the Lutheran Church, the Roman Catholic Church and the Uniting Church, have been happening for many years. These discussions are beginning to operate on the principle of 'receptive ecumenism', focusing on what we can receive from our ecumenical partners for our continued growth toward wholeness.

### ***The 'Ecumenical-Cycle'***

Although the call of God to pursue reconciliation remains an imperative, the manner in which it is done must change over time. We are seeking new ways of being faithful to this call and to maintain a focus upon action in addition to dialogue.

Many years ago, the respective Archbishops of Brisbane established an ecumenical Christian chaplaincy to Griffith University and QUT. This ministry wound up during 2021, having served a purpose, but no longer fulfilling the chaplaincy expectations of the universities. University expectations now are that chaplaincy will focus upon spirituality and student wellbeing generally, and not favour a particularly 'Christian' approach. It was decided by the heads of Churches that it was time to discontinue the chaplaincy and allow new models to emerge.

### ***The Year Ahead***

In 2022 our committee seeks to promote ecumenical education, particularly among those engaged in ordination formation.

*The Rt Rev'd Dr Doug Stevens,  
Chairperson*

# GFS – An Anglican Ministry

## **Mission**

The purpose or Mission Statement of GFS is to give glory to God, by bringing children, youth and their families into the full life and fellowship of the church and helping them know, love and serve our Lord Jesus Christ. GFS Brisbane's Vision Statement is 'To provide a vital ministry which will empower people to build a continuing relationship with Christ, to value themselves and one another, and to experience life within a faith community.

## ***GFS Executive Council Members***

The Chairman of GFS Brisbane is Mrs Lesley Briggs. She has held this position on three separate occasions, firstly from 1998-2003, then from 2006-2012, and thirdly from 2017 up to the present time. She represented GFS Australia as its senior delegate to GFS World Council in America in 2005, and held the position of GFS National Chairman from 2002-2005. Her education and professional background is in nursing and teaching. She worked in various hospitals in England and Australia before entering the Child Care sector where she was the Director of two different Centres. From there she went to work as the Home/School Liaison Officer at St. Peter Claver College, a Roman Catholic High School, where she worked for 10 years before retiring in December 2005.

Our new Constitution was adopted at the AGM in 2020 so the election of members to the GFS Executive (not GFS Diocesan Council) became different.

Other members besides the Chairman on the GFS Executive Council for 2001 were:

- Mrs Di Bell and Mrs Dianne Bocquee (Vice Chairmen)
- The Rev'd Canon Cheryl Selvage (Vice Chairman by Chairman's appointment)
- Mrs Roslyn Lumsden (Treasurer)
- Mrs Chris Rooney (Leader/Personal Development Officer)
- Mrs Lesley Gee (Minutes Secretary)
- Mrs Cheryl Russell (Grant's Coordinator)
- Mrs Jennifer Tutin, Mrs Marj Wellings, Mr Ian Russell (Elected Members to Executive Council)
- Mrs Margaret Humphries is our GFS Office Secretary but this is not an elected position but a paid position.

## ***Relationship with Diocese***

GFS Brisbane offers two types of grants to parishes and agencies within the Diocese each year. A grant of up to \$500 is available to parishes to provide ongoing ministry to children and youth, for them to be able to replenish materials such as pencils, colouring pencils, glue and craft materials. During 2021, nine \$500 grants were approved and one of \$400. The second grant we provide is our 'One Off' grant of up to \$1,500 for parishes

to hold a one off 'Special Event'. We approved nine grants in 2021 of varying amounts. Seven for \$1,500 (two asked for these to be extended, one was approved but the other denied), one grant for \$1,000 and one for \$350 these were all approved.

We continue to support the Ministry Education Commission by giving them \$2,000 for each of their Ichthus camps.

We give two bursaries each year to formation students at St Francis College. These students are recommended to us by the Principal and the Director of Formation. The two students who received these bursaries in 2021 were Lorraine Lynch and Lauren Martin. We support a Chaplain at the Children's Hospital by paying her wage for one day a week.

Each year we have a Diocesan Project that we support and, in 2021, this was the Zephyr Education Inc. that supplies school essentials to children from low-income families, many from domestic violence situations. Our financial support extends to our world GFS family where we support a World Project and the World Travel Fund. The GFS World Council should have been held in South Africa in 2020, but due to the Pandemic was held over to be held in 2021. The COVID-19 situation was no better by then so it is now uncertain when the next World Council will be held. Hopes are held that it may go ahead in 2023!

## **Activities**

GFS Brisbane meets on a bi-monthly basis and our meetings are held at St Francis College. We hold two Outreach events each year, and, as in 2020, both of these had to be cancelled due to COVID. It was a joy to be able to go ahead and hold our two events in 2021. The first was held in May when we visited The Army Museum of Southern Queensland. This was an interesting visit, and was open to all past and present members of GFS. Our second event in September begins with our GFS World Day of Prayer Service. In 2021, we held this at St Augustine's Church, Hamilton. Service awards are given out at this service, and a notable award was to Iris Dean for 80 years membership of GFS. After the service we went to the Hamilton Hotel for lunch. This is a great time of fellowship and catching up with old friends.

## **Finances**

As at 31 December 2021 our financial balances were:

• ANFIN Working Account (General Account)	<b>\$56,441.88</b>
• ANFIN Investment Account	<b>\$641,880.24</b>
• BOQ Account	<b>\$3,371,943.27</b>

A portion of the interest from the ANFIN investment account goes towards paying the wages of the Children's Hospital Chaplain.

A percentage of the interest from the BOQ investment account is transferred into the GFS working account and is used to fulfil our pledges in supporting grants, bursaries and projects. We always leave a percentage of the interest in the investment account to add to the principal and not deplete the account. We also employ an Office Administrator, so

need to ensure we have money to pay her wages. Interest rates have been at an all-time low so it is worrying that we may have to revisit our commitments and perhaps decrease our giving in 2022. A situation we will not be happy with but realistically we may have to consider doing.

## ***Risk Management***

All GFS leaders must undertake the Safe Ministry to Children and Vulnerable People training as set out by the diocese. They must also hold a Blue Card. A motion was passed at our December meeting that all GFS meetings and events will be for fully vaccinated people only. We are dealing with vulnerable people so we have a duty of care to provide a safe environment for them. We therefore have to have a COVID Warden to check the vaccination status of everyone who attends our meetings and events.

## ***Other Matters***

Our new Constitution was formally introduced to our members at our AGM in March 2021. We are now working on a Policies and Procedures document to work alongside our Constitution.

It was with joy that the Archbishop appointed the Rev'd Canon Cheryl Selvage to the position of GFS Brisbane Chaplain, and the Rev'd Kaye Pitman as Chaplain Emeritus. This means that as Cheryl works full time, Kaye can officiate at any event held during the week when Cheryl can't be there, such as our World Day of Prayer Service. We thank the Archbishop for making these appointments, and in doing so allowing us the flexibility of being able to have two wonderful people serving us in these capacities.

Our two Townsend groups for adult members are still in operation, although the Townsend Headquarters group is dwindling in numbers as the members age and can't get around as well as they used to, have moved into retirement homes or gone home to be with Our Lord. The Southside Townsend Group continues to meet on a bi-monthly basis at the homes of different members or occasionally at a club or restaurant for lunch. This group has gone from meeting in the evening for dinner to meeting at lunch time as they are also ageing, and many don't like night-time driving.

We are grateful to be in a financial position to be able to support so many parishes, organisations and ministries within our Diocese and the world GFS. We are so lucky to have members who still have a passion for GFS and are willing to give of their time to 'make it all happen'. We are only as strong an organisation as the people who are a part of it. We are blessed to have the wonderful group of people who are a part of GFS Brisbane, who are dedicated to keeping GFS Brisbane alive and well.

It gives me great pleasure to present to you GFS Brisbane's report for 2021.

***Mrs Lesley Briggs,***  
***GFS Chairman Brisbane***

# Mission to Seafarers Brisbane Inc

## **Our Mission**

To provide social and spiritual support for the emotional wellbeing of all seafarers.

## **Our Vision**

To be a relevant and proactive provider of services to meet today's seafarers' needs.

## **Our Values**

We operate with integrity and commit to being:

- Respectful,
- Resilient,
- Compassionate,
- Inclusive, and
- Faithful.

*Our Seafarers' Centre is a place of safety, comfort and a "Home away from Home" for all seafarers irrespective of race, gender, culture or faith*

## **Committee Members**

<b>President</b>	Capt Ross Nicholls
<b>Secretary</b>	Ms Lisa Davis
<b>Treasurer</b>	Mr Rick Domann
<b>Member</b>	Capt Marcus Bochenski
<b>Member</b>	Mrs Wendy Firmin
<b>Member</b>	Capt Kasper Kuiper
<b>Member</b>	Mr Tony Fry
<b>Member</b>	Mrs Marianne Ross

## **Honorary Chaplains**

- The Rev'd Ian McGilvray
- The Rev'd Stephen Briggs (PinC Anglican Parish of Grovely, RAN Chaplain)
- Chaplain Emeritus: The Rev'd William Pearson (RFD MNSC RANR Ret.) (deceased)

## **Honorary Life Members**

- Mrs Marcia Scholes OAM
- Mr Bruce Balnaves
- Capt David Ellis OAM and Mrs Marilyn Ellis
- Mr David Thomas

The Mission to Seafarers Brisbane Inc is an incorporated association and registered charity in Queensland and registered with the Commonwealth Charities and Not for Profit Commission.

The Mission to Seafarers is financially supported by proceeds from the Seafarers' Centre shops, income from investments, donations from parishes, companies and individuals along with community grants and projects supported by industry.

## ***2021 Annual General Meeting***

The Mission to Seafarers Brisbane Inc AGM was held at 2 Seafarers Street, Port of Brisbane on Saturday 12 March 2022 at 10am

## ***President's Report***

I am pleased to present the President's Report on The Mission to Seafarers Brisbane Inc. for 2021.

The ongoing influence of COVID-19, while making a notable impact, has ultimately left our Mission in a stronger and more resilient position going forward. We have adapted our services to survive financially and enhanced the way we keep connected. By establishing means of remaining better connected with seafarers, and retaining a profile within our port community, through relevant and related events, we are confident that on resumption of our traditional business, we will be prepared to meet our Vision of being a relevant and proactive provider of welfare services.

Our decisions in early 2020 to establish an online shop has proven extremely beneficial to the wellbeing of our seafarers and ultimately to our financial security. Streamlined operations, conscious cost controls and a strengthened connection with seafarers, our fellow seafarer centres across Australia and the broader community have kept us buoyant and active, albeit in a measured way.

Our relationships with local maritime industry and related organisations have continued to provide the necessary support to allow us to operate within the boundaries imposed for the management of the pandemic. The communication and collaborative working relationship, specifically with Maritime Safety Queensland and specific shipping agents, has been pivotal in the local management of seafarers issues and ultimately the broader seafarer welfare network across QLD's ports. This proactive approach by MSQ has not gone unnoticed both nationally and internationally and is to be applauded.

Beyond our local maritime industry our supporters from the Anglican community through to local community groups are behind the scenes tirelessly knitting, making gifts, gathering personal hygiene products and delivering these to our Seafarers' Centre all year round. These gifts of love and care in the form of 'care packs' have been distributed to many a ship and made the seafarer's life more bearable, providing that much needed human contact, albeit from the bottom of a ship's gangway. In addition to distributing these packs to ships, many deliveries have also been made to the seafarers who found



themselves 'locked down' ashore in strictly guarded quarantine accommodation awaiting to join their ship or fly home to their loved ones.

The year ahead for us will undoubtedly continue to provide us with challenges as we look to resume services. While we may be challenged, the satisfaction derived from assisting the seafarer in such a small way compensates our team enormously. Coupled with the recent introduction of a seafarer vaccination program and the reintroduction of shore leave for seafarers in QLD ports, the future is looking up and the aura around the centre is awash with positivity. This is such welcome news for the seafarers and all those that contribute to the success of our centre.

In conjunction with this reopening, we have worked with Stella Maris to establish a trial period of undertaking operations jointly at the Brisbane Seafarers' Centre from early January 2022. This trial has stemmed from the culmination of discussions and documenting a potential structure which will hopefully lead to the successful union of welfare services, ultimately benefiting the seafarer.

Committee will continue to prudently oversee the services, risks and associated finances of the Seafarers' Centre providing the necessary guidance and support to underpin our continued operation within the Port of Brisbane.

### ***Key Statistics for 2021***

The following statistics highlight the activity of the Seafarers centre for the past year.

No. of Ships calling Port of Brisbane	<b>2,350</b>	(2,390 in 2020)
No. of Seafarers visiting the centre	<b>43</b>	(960 in 2020)
No. of bus trips for Seafarers	<b>60</b>	(265 in 2020)
No. of Kilometres driven	<b>4,200</b>	(4,500 in 2020)
No. of Supervisors	<b>1</b>	(1 in 2020)
No. of Volunteers	<b>30</b>	(54 in 2020)
Minimum No. of Volunteer Hours	<b>1,300</b>	(1,300 in 2020)
No. of Ship Visits	<b>4</b>	(21 in 2020)
No. of Hospital Visits	<b>15</b>	(71 in 2020)
Value of Donations – Goods and "In Kind"	<b>\$52,000</b>	(>\$100,000 in 2020)

### ***Key Activities for 2021***

Each year, the Seafarers' Centre aims to host a variety of events and activities that enable us to thank our staff, key stakeholders and supporters while also hopefully engaging with other community organisations and potential volunteers who can assist us in our endeavors. We are continuously engaging with our community and industry stakeholders to pursue a range of projects that will ultimately benefit the services we can provide.

The key activities of 2021 were minimal given the restrictions impacting our industry and the port, but nonetheless it gave our staff, followers and supporters the opportunity to continue engaging with our Mission.

## *Kiribati Seafarers*

During mid-2021, we became aware of 39 Kiribati seafarers who had completed their necessary quarantine period and were now residing in a local hotel awaiting a return flight home. The opportunity to engage with these Kiribati nationals was exciting given we had not had seafarers visit the Seafarers' Centre since mid-2020. Within weeks, these seafarers became familiar with the centre and Heather, Rev'd Ian and our small band of dedicated and compassionate volunteers, who were only too eager to show them around our city and beyond. Weekly trips to our Seafarers' Centre, local attractions, well known beaches and even up to Toowoomba and Mount Tamborine gave us the opportunity to showcase our home while an occasional service in our Chapel enabled to engage with them spiritually. A highlight was being able to participate with these stranded seafarers on Kiribati National Day.

As the weeks turned into months due to their government's closed border policy, the strain on these humble islanders was only too evident. Our Mission, in partnership with Human Rights at Sea ([www.hras.org.uk](http://www.hras.org.uk)), spearheaded by an intrepid and 'newly minted' local Journalist – Abby Williams – undertook a coordinated effort to lobby the relevant departments locally, nationally and internationally in attempt to get these seafarers home.

Ultimately, they were provided with opportunities to work within Australia under temporary visa's while awaiting the opening of their borders. It was a sad day for us to watch our friends from Kiribati leave Brisbane and our warm embrace. They have eventually ended up back upon their home shore with their family and friends. Their time in Brisbane will always be fondly remembered and cherished.

## *Online Shop*

Our online seafarers' shop was established early after the closure of the Seafarers' Centre due to the pandemic. The concept has turned out to be a financial lifeline for our centre and more importantly, it has allowed us to extend our connections with seafarers beyond the wharf while providing a small amount of 'retail therapy' and a much-needed boost to the seafarers' physical and emotional wellbeing.

By the end of 2021, there had been a total of 305 orders through the online shop with sales exceeding \$47,000. The orders have generally focused on connectivity with Phone and Internet cards topping the order list. Not unexpectedly, given that even to this day, around only 25% of the world's seafarers have access to internet onboard their ships. Not far behind these phone cards purchases were comfort foods and personal hygiene products. The occasional order for 'Macca's', Krispy Kreme donuts or KFC along with other orders for some specific electronic products, games and clothing highlighted the need for that missing retail therapy, and sense of normality and comfort that comes with the isolation onboard ship without access to shore leave.

The online store concept has proven its viability during the pandemic, and hopefully established a more permanent connection for those seafarers who aren't able to access shore leave while in port. It is intended to carry the concept forward and access to the service will become more readily available and promoted as we invest in a more efficient

e-commerce system. The new system will cater for products that satisfy the seafarers human needs, as crew sizes and ship turnaround times continue to be reduced.

### *International Day of the Seafarer*

The International Day of the Seafarer (the last Sunday in June) is an annual day recognising the seafarers' role and their significant contribution to the efficiency of the global logistics industry. For 2021, it was decided that the local maritime industry should be brought together to recognise this day and to refresh the connections with the local seafarer welfare providers.

A traditional seafarer's lunch was provided and our local maritime industry, along with supporters and volunteers, joined at the Seafarers Centre. The day was especially relevant this year given the stranding of the Kiribati seafarers in Brisbane. This humble group of Pacific Islanders contributed enormously to the success of the day, which was totally coincidental, by entertaining our guests with some traditional Kiribati songs.

The significance of this day is vital for our industry to recognise that support is required by the welfare providers to meet the needs of today's seafarers.

### *Sea Sunday*

Sea Sunday, the second Sunday in July, is an international day for the Mission to Seafarers to recognise its seafarers. This day, in conjunction with the International Day of the Seafarer, allows us to widely recognise the Seafarer and promote the efforts of the Mission to Seafarers as a faith-based service.

Given the restrictions surrounding social gatherings, our Sea Sunday event was smaller than desired, however no less important for the spiritual wellbeing of seafarers, volunteers and our supporters. To recognise that joint effort between welfare providers, our Sea Sunday service was delivered by our two wonderful and active Chaplains – Rev'd Ian McGilvray and Rev'd Stephen Briggs – and the Stella Maris Chaplain Revd. Frank O'Dea.

We are blessed to have some active Chaplains who are engaged at the Mission and provide a strong link to the welfare and pastoral care required by seafarers and to their parish communities.

### *Marcia Scholes OAM*

Marcia Scholes joined Mission to Seafarers Brisbane on St Patrick's Day 17 March in 1946, and has remained involved with our Mission ever since. Her early life with the Mission involved making the centre a 'home away from home' for the many seafarers who visited. With Friday night dances, afternoon teas and home cooked meals over the weekends being the regular contributions of the volunteers at that time.

This culmination of dedicated involvement with several Anglican Parishes, community groups and the Mission to Seafarers has seen this compassionate and generous lady awarded an OAM. We are enormously proud of Marcia and are blessed that she continues to engage with us whenever the opportunities present.

## ***Our People & Succession***

Our people – supervisors, volunteers and management committee – continue to underpin the services we provide, for which we are truly thankful for their unselfishness. Sadly, and not unexpectedly, the limitations on our operations and the potential for transmission of COVID-19 has seen many of our volunteers reduce their availability or stop volunteering altogether. A decision that is totally understandable given these circumstances and the potential impact on their personal health given their demographic.

The demand for our services has increased again in the past year and our improved connectivity and visibility through the online store has kept our communications channels alive. While they may have been restricted to their ships, seafarers still have a greater need for pastoral care, welfare support and a need to live as normal a life as possible, while managing the circumstances of their enhanced isolation. Our remaining team of volunteers are responding on demand and are looking forward to the day we can return to interacting face to face with our seafarers.

The impact of the past year on our ability to provide adequate succession for the future is concerning, but we are not the only charitable organisation to feel the effects of this. In the year ahead, we will continue to broaden our engagement within the community and seek to slowly rebuild our capability again both at volunteer and committee level. This will not only strengthen our team to provide the service but to import new skills and experiences needed to facilitate our strategic plan and guide us to achieving our future centre objectives.

The hope is that the synergies for a stronger, collaborative and efficient working arrangement can be delivered by operating the centre in conjunction with Stella Maris which will ultimately assist in strengthening the longevity of both organisations.

The Mission continues to maintain its community profile by:

- engaging with Volunteering Redlands and Volunteering Queensland,
- maintaining an interactive social media presence through Facebook Page (now with over 900 followers),
- distributing a quarterly e-Newsletter (“Brisbane Mission Matters”) emailed to volunteers, supporters and other interested persons and associations,
- attending fora and presentation opportunities within the Port, parishes, service clubs and interested groups,
- holding engaging events at the Seafarers’ Centre, and
- seeking to develop meaningful MOU’s with key organisations.

## ***Financial Matters***

Our financial health is of paramount importance in being able to continue to operate in Brisbane. In the past year, we have received income predominantly from the sales of our online shop, our investment income and also from a range of financial donations. These income sources however are subject to variation and not fully able to sustain our services

indefinitely which requires us to constantly seek strategies and opportunities to provide us with alternative income streams.

Our financial results for 2021 will show Mission to Seafarers Brisbane has delivered an operating profit for the year, which has been substantially due to a one-off estate donation. While this surplus is pleasing and reassuring that we can continue with our work, we must be mindful that without the appropriate sustainable income streams, this surplus will be significantly eroded with a potential for an operating loss.

Continued prudence in managing our expenditure for the year ahead, along with assessing opportunities to improve our sources of income, will allow us to maintain and hopefully extend our operations and services to meet the demands of the modern seafarer.

### ***Conclusion***

At the Mission to Seafarers Brisbane, our staff, volunteers, supporters and key stakeholders contribute from their hearts to support our services, catering for the wellbeing of seafarers visiting our Port. Each year we are reminded that our services continue to be of relevance and the challenges faced by seafarers over the previous two years, and undoubtedly into the foreseeable future, reinforces the ongoing need for these welfare services worldwide.

We are blessed that our Port continues to innovate, collaborate and facilitate trade which only seeks to underpin our role in providing a range of support services to the seafarers manning these ships. While this year has also challenged the Port, given the impacts on trade, we will continue to monitor trends in the global shipping industry and adapt to provide the best local welfare and pastoral care services possible.

In closing, we pray that our valuable and vital ministry to seafarers visiting the Port of Brisbane will continue with the kind and heartfelt levels of support that we are currently blessed with.

***Capt Ross Nicholls,***  
***President***

# St John's College, within The University of Queensland

**Warden: Ms Rose Alwyn BA (Adel), MBA (Adel), GAICD**

## **Our Purpose**

For over 100 years, St John's has been a university residential community founded on the rich cultural and intellectual heritage of the Anglican faith. Grounded in a constant appeal to intellectual rigour, the freedom to question, and rediscovery and appreciation of the wisdom of past generations, the College equips each new generation of Johnian learners to contribute to an evolving culture of diversity, openness, authenticity and inclusiveness leading by example in our community.

## **Our Vision**

To develop self-aware, passionate, courageous and confident people who are prepared for leadership in their chosen profession and to serve a global community.

## **Our Values**

St John's values are inspired by our Anglican heritage, which are the essential building blocks for our community living:

- *Respect* – We promote self-respect and respect for others, creating an environment where people feel safe, included and supported.
- *Excellence* – Our members are encouraged to be ambitious, to lead and to serve, to learn how to think not what to think, and pursue excellence in all endeavours with passion and enthusiasm.
- *Resilience* – We instil in our members the wisdom to grow from their challenges, to take responsibility, learn from mistakes, and the courage to adapt and overcome adversity.
- *Integrity* – We promote integrity and expect the highest ethical standards in all members of our community
- *Inclusion* – We provide a supportive, inclusive, collegiate community where life-long connections are forged.

## **2021**

2021 was approached with renewed hope and a belief that the worst of the pandemic was behind us. While that was largely true for Queensland, unfortunately other states and countries still faced big challenges. Many of us had relatives and friends in other parts of the world and in other states of our own country, who were deeply affected by lockdowns and restrictions.

The outbreak of the Delta variant of the COVID-19 virus on the eve of Open Day in the second semester required an emergency management response, and we were able to pivot quickly and recalibrate our COVID management plan.

The College experienced high levels of demand in terms of student places and remained full for the year. The College continues to have more women enrolled than men (53% female, 47% male) and most students are drawn from Queensland. Eighty two per cent of students at were enrolled at The UQ, 15% at QUT and 3% at Griffith Conservatorium of Music.

The Student Club Executive was led by Ms Katherine Plume as the fifth woman President in 31 years of co-residency. The year built on some positive changes due to collaboration and collective efforts on the part of both staff and students. The appointment of the new Vice Warden, Dr Areti Metuamate has been welcomed by students. He he has quickly become known for his passion for educating young people and his firm, yet fair approach with students.

The student club experienced resounding success in the Inter Collegiate Council (ICC) Competition winning the cultural cup for the second consecutive year and winning the Women's Shield ahead of Duchesne and Women's Colleges. The Trophy for the men's sport was won by King's College, with St John's men placed third, narrowly behind Emmanuel. In community service, students keenly took part in several practical service and awareness initiatives, including a winter sleep out on the Chapel lawn at which Rev'd Ann Solari addressed our community and students from neighbouring college Duchesne.

Two weeks into the first semester, the College hosted its inaugural International Women's Day breakfast with guest speaker Professor Deborah Terry AO, Vice Chancellor of The University of Queensland, and 120 guests attending the event with the Theme 'Choose to Challenge'.

Another highlight during the year included former Australian of the Year and co-developer of the human papillomavirus vaccine, Professor Ian Frazer AC FRS, as the keynote speaker at the Academic and Professional Dinner who offered sage advice to students and delivered his address with humour and vision. Other guests included the Vice Chancellor, Artistic Director of the Queensland Ballet and Honorary Fellow Li Cunxin AO. The dinner was also attended by 70 academics and professionals who had agreed to spend time mentoring students and helping them in their career journeys. We feel both fortunate and honoured to welcome such illustrious guests to the College and are also continually impressed by the generosity of the St John's community, both alumni and friends, who so willingly commit to the College and our students.

Other key services and events took place during the year, including the Matriculation Service led by the Rev'd Suzanne Grimmitt and the Rev'd Ann Edwards. Our Valedictory Service and Carols by Candlelight services were led by the Chaplain Rev'd Fang Ling Qusted, with Bishop John Roundhill the guest of honour. We are also grateful for the leadership of the College Choir under the Directorship of Mr Andrej Kouznetsov and organist Mr Phillip Gearing. The Anzac Day Commemoration service guest of honour was Major General Adam Findlay AM whose address focused on leadership.

Student wellbeing continues to be the highest priority at the College. Following the Council Strategy session held in July, and extensive consultation with students, staff, Wellbeing Queensland, the Vice Warden, Dr Areti Metuamate has developed our own

Wellbeing Program. The College has also appointed a new Dean of Student Wellbeing, Ms Alice Draffin.

Consistent with our Strategic Plan, the College began work with Wiradjuri woman and QUT academic Dr Jessa Rogers on our Indigenous Engagement Strategy in the second half of the year. A cultural audit and preparation of our own Acknowledgement of Country, as a collaborative project with students and Council members, has been completed which will inform the new Indigenous Advisory group.

The Academic and Careers programs at St John's has had a busy period of consolidation and growth throughout 2021. Dr Gayle Allan continues to lead this program, supported by Mr Joaquin Kosegarten Villareal as the Dean of Studies and Dr Kelly Phelan leading the career and professional advice workshops.

St John's offers a comprehensive tutorial program with 162 subjects offered by 52 tutors. A range of initiatives were implemented throughout the second semester including GAMSAT tutoring, the Poetry competition, the revival of the Essay Prize and the academic awards dinner with guest speaker Professor Margaret Sheil AO, Vice Chancellor and President of the Queensland University of Technology. After its success during the first semester of the year, the new initiative of Reading Week was repeated in Week 4 of Semester 2. Reading Week has become a highly anticipated "circuit breaker" by the students, and the College is pleased with the positive way this innovation has been received and embraced. It is now firmly established in the rhythm of college life. We look forward to building on the success and excitement surrounding our programs and working hard to ensure St John's takes its rightful place amongst Australian colleges as a place of education and excellence.

In terms of financial performance against the budget for 2021, the College generated a surplus of \$1.25million for the second half of the year, 1 July 2021 to 31 December 2021 against budgeted surplus of \$847k. The favourable variance of \$403k results from the favourable financial performance of the College's investments over the period.

St John's acknowledges the work of the St John's College Foundation Board, led by Mr Peter Sullivan, and is grateful to the generosity of Foundation members whose gifts provide scholarships to students. The College and residents appreciate the support of the Foundation in the provision of awards through the careful management of invested funds.

The St John's College Council welcomed two new members in 2021, Ms Laura Whitton and Dr Sasaka Bandaranayake. The Council members are listed below:

- The Most Rev'd Dr Phillip Aspinall, Archbishop of Brisbane
- Mr John Peden QC (Chair)
- Dr Sasaka Bandaranayake
- Mr Hamish Bonifant
- Dr Alan Campbell
- Ms Kate Charters
- Professor George D Mellick
- Mr Robert Jones (UQ Senate appointee)



- Mr Cameron Mana
- Mr Swain Roberts
- The Rt Rev'd J Roundhill
- Ms Laura Whitton

The Council held its annual strategic planning day on 31 July 2021, facilitated by independent consultant, Ms Helen Darch. Professor Deborah Terry AO presented a session on the future of universities and the future of residential accommodation within and alongside the universities.

The Strategic Plan has been updated and will see the development of a new master plan, the development of a wellness and spirituality program and modernising our codes and policies. Student cultural renewal remains a priority and the College commenced the process for its review in December 2021.

An institution like St John's depends on everyone being prepared to assist each other in small and large tasks. Whilst many members of staff are relatively new, the College is grateful to all for working with the College's interests at heart and for the pride they have shown in our achievements in this short period of time. The College acknowledges the work of all Council members and others who serve in a voluntary capacity on the Foundation and Buildings and Grounds committee.

*Ms Rose Alwyn*  
*Warden*

# Surfers Paradise Anglican Crisis Care Inc.

Surfers Paradise Anglican Crisis Care Inc. (SPACC) is an incorporated entity under the Associations Incorporations Act 1981. It has operated for the past 40 years from St John's Anglican Church, 36 Hamilton Avenue Surfers Paradise.

SPACC is committed to helping the poor, the disadvantaged and the homeless. We offer those in greatest need "a hand up" to empower them to help themselves out of homelessness and/or crisis.

Our Management Committee (Board) now comprises the following members:

<b>President</b>	Mrs Diann Eadeh
<b>Treasurer</b>	Mr Chris Bevans
<b>Secretary</b>	Mrs Fiona Browne
<b>Committee Member</b>	The Rev'd Don Parker – Rector of the Anglican Parish of Southport
<b>Committee Member</b>	Mr Raj Anand
<b>Committee Member</b>	Mr Mario Fairlie
<b>Committee Member</b>	Ms Sonya Blackburn
<b>Committee Member</b>	Mrs Lynnette Barker

Diann Eadeh worked for Director of the Queensland Radium Institute and assisted with the original formation of the Cancer Fund of Queensland, 1969-71. Diann has worked in travel for Qantas, Air New Zealand, and World Travel Headquarters, all in Brisbane, 1971-1985 and has been a volunteer with SPACC from 2014

Diann has travelled extensively and, apart from Queensland, has lived in California, Washington State, and England.

Diann and her husband have owned and operated a group of 14 food outlets in California, as well as owning and operating several other businesses in Queensland, 1985-2006.

Diann spent approximately 12 years counselling/support for cancer patients on the Gold Coast, through the Queensland Cancer Fund, 2000-2012, and has been involved in fundraising for the Endeavour Foundation on the Gold Coast, 2010-2012.

Chris Bevans is a Private Banker with NAB where he supports high net worth families with complex banking and investment needs. Having recently completed a Bachelor of Business with a major in accounting and with over 15 years of banking and finance experience, Chris brings with him a strong knowledge in financial matters, corporate governance, risk and compliance and general business acumen.

Fiona Browne is a solicitor admitted since 1997. As Fiona works in family law, she uses her maiden name Browne but is married to Dean Evans, also a family law solicitor.

Fiona was born and raised on the Gold Coast. She was educated at St Kevin's, Star of the Sea (until it was closing) and (then) Lourdes Hill schools and attended Bond University.

Fiona lives locally with her husband Dean Evans and their two teenage sons.

Since 2002, Fiona has been employed at Evans Brandon Family Lawyers, Bundall. The firm handles family and relationships law matters. Fiona and the firm are recognised leaders in family and relationships law.

Working in family law, Fiona is exposed to matters in which there are risk factors, family stressors and handles cases requiring ongoing empathy and understanding. Compassion and kindness are key when dealing with people at often the worst moment of their lives.

Fiona was a volunteer fundraiser for St John's recently and was thrilled when the group's fundraising efforts saw circa \$240,000 raised at what the group and Fiona are planning to be an annual event. Fiona's previous effort in fundraising was as one of three volunteers for the charity, Drought Angels.

The practical assistance Fiona has seen and come to understand that St John's provides to so many families, is the driving force for Fiona's willingness to join the Board. Fiona brings legal knowledge, practical implementation of legal concepts and a demonstrated commitment to fundraising to the table of a Board.

Under SPACC's constitution (rule 18) the Rector of the Anglican Parish of Surfers Paradise is automatically a member of SPACC and exempt from paying for membership.

We have close, longstanding relationships with Anglican schools, in particular All Saints Anglican School, The Southport School, St Hilda's School, Coomera Anglican College, and Somerset College. The students from the Anglican Schools learn important life lessons while volunteering at SPACC, including the mutual benefit of community service, interaction, learning to respect and understand homelessness. Through firsthand experience, students also learn the relevant and important role the Anglican Church, through SPACC, has in helping the marginalised and disadvantaged.

SPACC's presence in and work from St John's Anglican Church promotes the Anglican Church. It has 40 years of visibility in this role.

SPACC seeks to embody the philosophies of love, tolerance, inclusion and charity in the work we do each day.

We welcome the involvement of Anglican Parishes at SPACC. Many of our volunteers are parishioners at Anglican Churches. Representatives from SPACC are regular speakers at Anglican Church services and the Rector of the Anglican Parish of Southport (Don Parker) is a SPACC board member. SPACC was founded by parishioners of the Anglican Parish of Surfers Paradise, and we maintain a strong relationship with that parish.

Last financial year SPACC's activities included the following:

- Assisted over 5,500 families and individuals in crisis
- Served over 33,000 meals
- Provided over 200 Christmas hampers to families in crisis
- Provided over 3,000 lunches to kids that attended Surfers Paradise Primary school with no lunch
- Community Welfare Nurse
- Justice of the Peace
- Centrelink access
- Job Provider Network
- COVID-19 vaccination clinic

SPACC's revenue for the 2020 financial year was \$943,794 primarily from fund raising/donations and government grants. SPACC does not receive any funding/revenue from the Diocese. We rely on government grants, and donations from Anglican Churches, schools, and the community. For every dollar we receive, 70 cents goes directly to those in crisis, which is significantly more than other Not for Profit organisations.

Due to the COVID-19 pandemic we have continued our service delivery method from a sit-down meal in our dining room to take-away meals and from face-to-face interviews to telephone interviews. We did not cease service delivery for one day which is a credit to staff and volunteers.

Due to COVID-19 we have had to limit the number of volunteers that can actively participate in service delivery. However, as restrictions relax, we are welcoming our volunteers back as per the regulations, eight volunteer board members, one full time staff member, three part time paid staff members, and one casual paid staff member.

As predicted, we have seen a large increase in the numbers of people requiring emergency assistance, and these numbers continue to grow. Lack of affordable housing, family breakdown and increasing mental health challenges have continued to add to the pressure of feeding, clothing, and caring for the families and children who present to us daily seeking our aid.

SPACC has been fortunate to receive on going corporate sponsorship from the James Frizelle Charitable Foundation, Children First Learning Centres and then also Salescorp 360 Marketing Solutions, and sponsors who wish to remain anonymous. SPACC also receives support from Rotary Clubs, Lions Clubs, The Sovereign Order of St John's, The City of Gold Coast, Ecstra Foundation, Oz Harvest, Queensland Community Fund, ANZ Bank, and the State and Federal Governments. Our Emergency Relief funding and our Community Nurse is funded by the Federal Government.

In October 2021 we celebrated 40 years of service with a fundraiser which raised over \$240,000.00 which was a significant boost to our ability to continue our services.

We are excited to enter into a partnership with St Peter's Anglican Church in Southport who have purchased two two-bedroom units for SPACC to use as emergency accommodation.

SPACC will offer emergency accommodation for a set period. Once the tenant is financially and emotionally back on their feet, and has met the goals set in our Case Management Plan, we will assist them to move into sustainable long term accommodation while continuing to case manage the client when necessary.

We want to end poverty and homelessness on the Gold Coast but understand there are several factors that go into the equation. This project is designed in the short term to keep families together, children in school/university and to ensure they have stable housing and stable income.

Over the past 40 years, SPACC has provided over 683,000 meals to people in crisis. From 2009, SPACC has assisted over 32,500 people in crisis and over 14,000 children in need of emergency relief. We are proud of our achievements in assisting those in need in our community and acknowledge our Founder Joan Hancock for the legacy that she has created.

It is important to acknowledge that without the assistance of our volunteer work force and the dedication shown by staff, we would not be able to continue with our mission. It is a credit to them all that they continue to provide as much assistance as they can to alleviate the hardship experienced by our clients in a kind and caring manner.

*Mrs Dianne Kozik,  
General Manager*

# Service Personnel Anglican Help Society

On behalf of the Committee, it is with great pleasure that I present the Annual Report for the Service Personnel Anglican Help Society (SPAHS) for 2021. This is the society's 106th year of operation.

This report not only satisfies our obligation to report on SPAHS' performance as an incorporated association, but also as an Anglican Church Body. This report will detail our progress in meeting the objectives of the SPAHS Strategic Plan and inform you of the range of activities we have undertaken in the 2021 calendar year.

The 2021 year was again particularly challenging for us all with the COVID-19 closures and border restrictions throughout the year, but our great team of current and former staff worked tirelessly to keep St George's operating and we managed to end the year in a healthy financial position.

We continued development of our governance improvements but have not yet had the chance to hold a general meeting to vote on our new constitution. This will now occur as part of our Annual General Meeting in March 2022.

## *Society Governance*

The Service Personnel Anglican Help Society was founded in 1915 and was originally known as the Soldiers Church of England Help Society.

<b>Chair</b>	Ms Jennifer Walker
<b>Secretary</b>	Mr Norm Yorston
<b>Treasurer</b>	Col David O'Hagan (Ret'd)
<b>Committee</b>	The Rev'd Jim Cosgrove The Rev'd Denis Galloway Mr Hal Morris Ms Alicia Irving Lt Col David Phillips, OAM (Ret'd)
<b>General Manager</b>	Mr Norm Yorston

## *Our History*

On the 7 June 1915, the Rev'd Canon David John Garland established a fund known as the Soldiers Church of England Help Society to raise money for the work of the church in camps to provide social and recreational entertainment for soldiers of all denominations, to assist the work of the chaplains at the front lines and to help returning soldiers to resume a normal life after their return from The Great War. The soldiers and sailors rest home was established at Rainbow Bay in Queensland. The current building, incorporating 'St George's Defence Holiday Suites' opened in December 2016. The building also now houses 20 privately owned units that enabled us to fund the redevelopment. Our suites

are located on the three lower floors and are self-contained, however there are significant indoor and outdoor community areas where the spirit of the old St George's holiday house has been replicated.

The new holiday house provides us with the opportunity to offer our facility to organisations and individuals who run programs to assist wounded, injured and ill veterans and their families and to also provide funds to military chaplaincy in keeping with our mission.

## **Our Objects**

The objects of the Society are:

1. To provide recreation accommodation and support for:
  - a) members and former members of the Australian Defence Force and their dependants.
  - b) members and former members of other Defence Forces and their dependants at the absolute discretion of the Board.
2. To support Australian Defence Force Anglican chaplains in their ministry.
3. In carrying out the objects (set out in 1), if considered desirable from time to time and at the discretion of the Society, to provide accommodation for persons or groups from related or kindred organisations and associations.
4. To aid in the establishment and support of associations, institutions, funds, trusts and conveniences calculated to benefit persons or groups mentioned in 1 above or otherwise to further the objects of the Society.
5. To make available facilities, apparatus, equipment and other resources to any person, trust, corporation, firm, society, institution, government instrumentality or local government authority or other body for the purpose of carrying out any object of the Society.
6. To donate moneys and give financial support to any organisation (whether incorporated or not incorporated) in the furtherance of any charitable object or purpose carried on by that organisation.

## **Our Values**

- **Faith:** *Faith, Service, Care, Generosity, Professionalism*
- **Performance:** We provide efficient and effective services and pursue continuous improvement to remain relevant.
- **People:**
  - We develop, support and respond to the needs of former or serving ADF, recognising diversity and culture.
  - We ensure our Volunteers, Board and employees are proficient, skilled, qualified, well trained and behave with integrity.
- **Professionalism:** We provide quality services with integrity and accountability for outcomes.

We adhere to the principles that underpin our organisation and have been in place for over 100 years.

## **Activities & Outcomes**

### **Objective 1**

#### ***Optimise the performance of St Georges Defence Holiday Suites to achieve targets set by SPAHS***

In keeping with Canon Garland's original purpose of the venue, the St George's Defence Holiday Suites are available for affordable respite holidays for anyone who has served, or is serving, as a member of the (ADF) Permanent Forces or as a member of the Reserves.

The breakdown of guests who stay at St George's is Approximately 30% currently serving and 70% ex-serving. We do give preference during school holidays to currently serving personnel.

Our room rates are considerably less than the market rate to make holidays affordable for many veterans who have little income. This equates to around \$589,000 in monetary terms that we provided in making our holiday venue affordable for veterans and their families.

We also seek to generate a surplus to invest in our direct support to military chaplaincy and other worthy causes assisting veterans in need. Thankfully the uptake of vaccines by our guests meant we were able to maintain a high occupancy rate to achieve this.

The current year surplus of \$698,849 compared with the 2020 year of \$558,575 was a welcome upturn for us given that the emergence of COVID-19 created so much uncertainty. Importantly this was achieved after the good works payments of \$218,498 and a fringe benefits tax payment relating to prior periods of \$89,743. We are also grateful that the bounce back in the value of our investments has significantly helped the bottom line.

A breakdown of the components of our income is summarised as:

- St George's Holiday Suites made an operating surplus of \$168,401
- We also received Government subsidies of \$45,000
- In our investment portfolio, a realised gain of \$793,688 was recorded in the profit and loss, and an unrealised capital gain of \$891,498 was credited to the financial asset revaluation reserve.

### **Objective 2**

#### ***As SPAHS, provide support to serving and ex serving ADF utilising funds generated from investments and operating profit***

In keeping with our support program policy the available funds for 'Good Works' are calculated as

- 30% of SPAHS operating surplus from St Georges House Accommodation, plus



- 30% of SPAHS return of investment after adjustment for CPI, provided the return is positive

For 2021, our main form of support was to provide financial grants or accommodation to groups that run programs assisting veterans and their families. This year we supported a number of organisations and the value of this assistance was \$33,527. The programs supported were:

- The Rev'd Rob Sutherland's Warrior Welcome Home \$5,260
- Deacon Gary Stone's Veterans Care Association Inc. \$17,927
- Donna Regget's Operation PTSD Support Inc. \$10,340

We have also provided emergency accommodation to veterans in dire need as referred to us by organisations such as Open Arms and RSL Qld. The value of this accommodation was \$1,220.

### **Objective 3**

#### ***As SPAHS, continue to support ADF Anglican Chaplains in their Ministry***

During 2021, we continued the support given to the Anglican Defence Chaplaincy through Defence Force Anglican Chaplains Incorporated (DFACI). In 2020, the ADF Anglican Archbishop identified programs amounting to \$125,000 and then a further \$58,750 making a total of \$183,750 provided in support of DFACI for 2021. The breakdown of the use of these funds by DFACI is in a separate report provided by the ADF Anglican Bishop Grant Dibden.

### **Objective 4**

#### ***Continue to strengthen the financial reporting and governance of SPAHS***

During 2021, the Committee continued the governance and management improvements we embarked upon in 2020. We have developed a draft new Constitution for SPAHS as a Company Limited by Guarantee, recommended by our corporate lawyer as the best structure for the size of the entity.

We twice circulated the Constitution among members for comment and refined the document, particularly the expression of our objects, in accordance with the feedback we received. We hope to put the vote on adopting the new constitution to our members at the upcoming AGM.

Meanwhile, we have also bedded down a management structure that more adequately addresses the complexity of SPAHS as a high value, multi-faceted organisation that extends beyond running a holiday house. We have:

- Converted the Executive Officer role to a General Manager position requiring appropriate business qualifications. This position also deals with our body corporate responsibilities to the private unit owners in the Garland as well as being the point of contact for our funds management provider. Norm Yorston is holds this position.

The General Manager is now also the appointed Secretary to the management committee;

- Created a Front of House Manager position to deal with the day-to-day management of St George's Holiday House. Kim Moore has been appointed to this role, and Sarah Markland her assistant.
- Created a live-in caretaker role to deal with the overall building issues and general maintenance functions. We appointed Fraser McDonald who is a veteran and has experience in the security industry as well.

## **Objective 5**

### ***Strengthen the effectiveness of the Management Committee***

The Management Committee has again given its time to strategic planning activities over and above the regular schedule of committee meetings. We have been steadily developing our policy position on several fronts, including investment strategy and good works support to ensure environment, social and corporate governance of the highest standards. We have briefed our investment advisers to ensure ethical investment occurs. The committee are to be commended for their dedication to SPAHS and the generous contribution of their time and skills. We are gradually working towards bringing new people to the committee who bring their high-level governance and management expertise to the committee.

## ***Thanks***

Many thanks to Archbishop Phillip Aspinall and the Diocesan Council for the support we have been given in the journey of governance improvements we have been on.

*Ms Jenny Walker*

*Chair*

# Social Responsibilities Committee

## *Our Members*

The SRC membership for 2022 is below. Any member would welcome a conversation:

- The Very Rev'd Dr Peter Catt, Chair & Dean of St John's Cathedral
- The Rev'd Rodney Wolff, Priest in Charge, Parish of Fortitude Valley
- Ms Eve James, Library Manager, Roscoe Library, St Francis Theological College
- The Ven Bronwyn Pagram, Parish Priest, Goodna Anglican
- The Rev'd Peter Moore, Chair of Angligreen
- Dr Ruth Kerr, Anglican Parishioner and member of the Diocesan Council (to 26 September 2021); Finance and Diocesan Services Commission; Audit Committee; and Records and Archives Committee.

## *Our Shared Mission*

As the COVID-19 pandemic continued in 2021 we were told to live with the 'new normal'. Yet there was nothing new about the inequality, polarisation and uncertainty experienced by many people, particularly the marginalised in this country and around the globe.

One of the biggest challenges over the past 12 months was finding ways to inspire people to look beyond the new normal, to how we can build back better, together. The task required of us is to tell a different story to the one that sees the Earth, and people, as simply resources to be utilised. This story is the one told by Jesus Christ, the Son of God, whose very essence is Love. This is a most important task because,

*"We do not save what we do not love. The future of religion, spirituality and the earth is in recovering our sense of the sacred."*

***The Rev'd Dr Matthew Fox***

The role of the Social Responsibilities Committee (SRC), is to provide advice and support to church leadership, and importantly, to work with and enable the Church in our collective efforts towards two marks of our ACSQ mission in particular (those highlighted):

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

At a time where the voice of reason and compassion is hard to detect, and the Church has all but lost its moral standing in the world, it is more important than ever for followers

of Jesus to speak up for social and environmental justices. And because we can only do justice *together*, when this work is done well it can also be an avenue of community building. Engaging in the public conversation with Christ-like prophetic imagination, and mobilising others to do the same, take time, effort, training and resourcing.

There was a reduction in funding for the SRC in the Diocesan Budget. The Justice Enabler position was re-instated along with the SRC's associated budget in the Budget Refresh in November.

## ***SRC Priorities in 2021***

1. Gathering People for Climate Justice
  - i. 'Hope For Creation': We hosted this gathering in January at St Andrew's South Brisbane. 70 Christians from across South East Queensland came together to explore ways to care for Creation together.
  - ii. Climate Conversations: Reframing Climate and Creation care communication online workshop series were held throughout the year with ACSQ clergy and staff, the National Council of Churches in Australia (NCCA), Australian & New Zealand Religious Press Association, and Anglican leaders and communications professionals nationally. The online resource used in the workshops was published on St John's Cathedral website. We thank Michelle McDonald from *anglican focus* and PMC for her expertise and assistance.
  - iii. Earth Overshoot Day: resourcing parishes with liturgy, information and communication guides to speak up against overconsumption and advocate for sustainability in the church and wider community in July. We thank Gillian King who continued volunteering with us for this project and more after her role as St Climate Advocate, St John's Cathedral, finished up at the end of 2020.
  - iv. Season of Creation: we provided links to liturgical and other resources, and encouraged all parts of the Church to celebrate 'A Home for All? Renewing the Oikos of God' from 1 September – 4 October. The Rev'd Peter Moore and Justice Enabler, Peter Branjerdporn conducted a Living The Change Workshop at the Nundah Parish to encourage sustainability in every day living as part of these celebrations.
  - v. On Earth Festival: an ACSQ-first opportunity for more than 400 diverse people from across our Diocese to gather and celebrate, connect, explore, discuss, and inspire one another for actions for justice. It was simply a joy to see so many young people engaged through music and the arts, with the workshops and in conversation around sustainability, refugee justice, wholistic spiritual practices and diversity and inclusion. This event could not have been such a success without the wonderful hospitality shown by Bishop Jonathan Holland and the amazing St Francis College staff, as well as members of Community of The Way, and the 2021 Formation cohort. The vibrant festival program featured a wide variety of contributions from across ACSQ including a string quartet from St Margaret's Anglican Girls School, a First Nations Art workshop by

Anglicare's Cultural Worker, an African dance troop from the Yeronga parish, a refugee art exhibition co-ordinated by the Milton parish, a folk rock worship concert by the Bardonia parish band, a PeACE Kombi Van conversation zone from the Manly parish, a workshop on faith and sustainability by Angligrreen in collaboration with the Queensland Christian Environmental Network, and sustainable gardening workshops run by Baroona Farm. The proceeds from ticket sales were donated to the Anglican Board of Mission (ABM) whose local representatives also participated in the festival. Money raised from the Peace Burgers stall, run by members of the Dorothy Day's House of Hospitality, was donated to the Queensland Afghan Community Association to assist recently arrived refugees. The SRC received overwhelmingly positive feedback for On Earth and plans to co-host this uplifting festival again in October 2022.

- vi. Collaboration with Angligrreen, ABM, Common Grace, Tearfund, on local and national Christian environmental campaigns
- vii. Collaboration with organisations in the Climate Action Network Australia and the Queensland Conservation Council to promote environmental protection campaigns in ACSQ.
- viii. Faiths For Climate – liaising with the Australian Religious Response to Climate Change in Queensland and nationally to publicise places of worship advocating for bold climate action by 2030 starting now.

## 2. Justice for Refugees and People Seeking Asylum

- i. Supported, organised and promoted faith vigils for refugees at Kangaroo Point Alternative Place of Detention in conjunction with Love Makes A Way, an ecumenical Christian movement seeking justice for people seeking asylum, throughout the first half of the year, followed by a Welcoming Service for recently released refugees at St John's Cathedral.
- ii. We continued our involvement with the Brisbane Refugee and Asylum Seeker Support (BRASS) Network through the Justice Enabler, Peter Branjerdporn, who assists parishes to connect with refugee organisations, resource parishes and schools with the latest information and national advocacy campaigns, regularly provide information and promote refugee events to BRASS monthly newsletter (850 subscribers), via social media (3,600 Facebook subscribers), as well as organise, promote and co-chair the monthly BRASS meetings on the last Friday of the month at Justice Place, Woolloongabba.

## 3. Others

- i. The Very Rev'd Dr Peter Catt, Chair of SRC, participated in forums and radio interviews discussing a variety of topics including Voluntary Assisted Dying, Religious Discrimination, and Environmental Sustainability.
- ii. Through our collaboration with the Public Affairs Commission, Anglican Church of Australia, the SRC made a submission to the Federal

- Government's Senate Standing Committee on Legal and Constitutional Affairs on the Religious Discrimination Bill 2021 and associated bills.
- iii. We endorsed and promoted The 150th anniversary of the Coming of The Light celebrations which was sadly interrupted by COVID-19 restrictions. The Rev'd Dr Rodney Wolff assisted in the planned program at Holy Trinity Anglican Church, Fortitude Valley and Dean Peter Catt assisted in the celebrations which were held at St John's Cathedral.
  - iv. We supported ACSQ Reconciliation Action Plan (RAP) Working Group Co-ordinator, Auntie Sandra King OAM, to organise and promote the launch of the ACSQ Innovate RAP for 2021-2023, held at St John's Cathedral.
  - v. At Synod, The Very Rev'd Dr Peter Catt moved; with the Rev'd Dr Rodney Wolff seconding: "That this Synod:
    1. notes the ongoing humanitarian crisis in Afghanistan associated with the withdrawal of Australian and other armed forces in April/May 2021, and the collapse of elected government in August 2021,
    2. calls on the Australian Government:
      - a. to make expanded and generous accommodation for refugees and asylum seekers, waiving statutory eligibility conditions on compassionate grounds to the greatest extent possible; and
      - b. to call on its allies to continue to expand their accommodations for refugee and asylum seekers.
    3. Requests that the General Manager communicates to the Prime Minister the requests contained in this motion."

### ***Gratitude for The Rev'd Raymond Clifton***

We would like to express a word of appreciation for The Rev'd Raymond Clifton who served on the SRC for many years. As well as his commitment to justice, Ray brought to the committee his insight and expertise in pastoral care. We will miss him and wish him all of God's blessings on his journey.

Or you can reach us through the small Justice Unit within the Diocese that supports our work: [contact@doingjustice.org.au](mailto:contact@doingjustice.org.au)

### ***Other Ongoing Projects***

The SRC also continues to engage in other issues of relevance and concern to the Church through our email list, social media, *anglican focus* articles and other channels. Topics include our response to the historic Statement from the Heart, Australia's treatment of people seeking asylum, Modern Slavery, gambling and its social impacts, navigating complexity through collaborative maturity and dialogue.

The SRC is also a member of the Queensland Community Alliance, in which it participates alongside the Logan, Mt Gravatt and Stafford parishes. The QCA is comprised of dozens of organisations spanning civil society including churches and other faith groups, unions, community organisations and ethnic associations organising for shared issues and the common good.

## ***Doing Justice Together***

Going forward, we are reminded once again that the work of justice cannot be left to any one part of the church alone. More than ever we focus on enabling all parts to do justice together. *How is God calling you to care or speak up for the poor, and the Earth today?* We are always opened to potential collaboration on any social or climate justice projects, and appreciate any feedback or suggestions you may have.

*The Very Rev'd Dr Peter Catt,  
Chair*

# Finance & Diocesan Services Commission

## Report for the year ending 31 December 2021

The purpose of the Finance & Diocesan Services Commission (“the Commission”), as set out in the Diocesan Governance Canon, is to support the mission of the Church by providing strategic direction and policy development to, and monitoring of, administrative systems across the Diocese, managing and controlling all real property of the Corporation and ensuring the proper management of all financial, banking, investment and treasury services across the Diocese.

Commission meetings commence with worship and prayer as members seek God’s blessing on their deliberations and seek to discern God’s will for the Anglican Church in Southern Queensland. This follows an Acknowledgement of Country, paying respects to the traditional owners of the land.

This report to Synod is for the operation of the Finance & Diocesan Services Commission for the calendar year 2021.

In building the Budget for 2022 a fundamentally different approach was used as compared to previous years. A framework was developed that could be enduring and provide an agreed basis for justifying individual decisions. A key element of that framework was determining the baseline cost to deliver the compliance, governance, and basic operational requirements of the Diocese. The overall budget was then determined based on the baseline cost plus budget required for Key Focus Areas to deliver key initiatives linked to organisational Vision.

In 2021, Synod endorsed the budget allocations for the Key Focus Areas (“KFAs”) that form part of the Diocesan Vision. The Finance & Diocesan Services Commission has endorsed the FDSC Strategic Goals 2021 to 2024 that will inform our work towards the achievement of the objectives described by the KFAs. The Finance & Diocesan Services Commission has primary responsibility for:

- KFA 2.3 Leadership
- KFA 5.1 Stewardship and Sustainability of Resources
- KFA 5.2 Information Management
- KFA 5.3 KFA Reporting Framework

The key highlights for 2021 achieved include:

- Supporting parishes as part of the COVID-19 response, and in particular work, health and safety advice.



- Continuing to assist and work with parishes and the property portfolio to maintain, enhance and change worship, missional and community engagement settings
- Our investments funds generated another year of positive performance at a lower level of volatility, with the Going for Growth fund returning 6.7%, the See Estate 7.4% and ANFIN long-term funds returning 7.8%%
- Implementation of the Leadership Framework.
- Implementation of Leadership Lunchbox Sessions for Clergy and Laity.

Further details of these are included in the body of the Report.

## Membership

### President

The Most Rev'd Dr Phillip Aspinall AC – *BSc, Grad Dip RE, BD (Hons), PhD, MBA*

The following table summarises the membership of the Finance and Diocesan Services Commission:

Member	FDSC
Mr Bruce Wilson AM – <i>BE (Hons1), MEngSc, FIEAust, GAICD</i>	Chair
Dr Ruth Kerr OAM – <i>PhD, BLeg Studies, BA, GradDipLibSec</i>	Member
Ms Sandra Long (ED FDSC) – <i>BCom, CA, GAICD</i>	Member
Emeritus Professor Christine Ryan – <i>BCom, DipEd, MFinMgt, PhD, FCPA, CA</i>	Member
The Rev'd Canon Gary Smith – <i>BCom, BTh, AAUQ, FCPA, CA</i>	Member
Mr Greg Windsor – <i>MIEAust, MAICD, FAIP</i>	Member
Ms Kerry Brinkley – <i>Fellow – AICD, Harvard University Alumni</i>	Member
Mr John Kotzur – <i>BCOM, FCA</i>	Member
The Rt Rev'd John Roundhill – <i>BTh Oxon (Oxford), MA Cantab (Cambridge) in Natural Sciences</i>	Member
The Rev'd Canon Stewart Perry – <i>BCom, CPA, BTh</i>	Member

The Commission has established three sub-committees:

- Diocesan Investment Advisory Standing Committee
- Credit Control Committee
- Records and Archives Committee

All members of the Commission and the sub-committees give their time and skills willingly and voluntarily. Their hard work and the contribution they make to the ongoing mission of the Church is acknowledged and much appreciated.

## ***Major Achievements & Challenges***

### *Property*

During 2021, Diocesan Council adopted a vision statement and identified values and focus areas to help us achieve it. The key focus area (KFA) of “Stewardship and Sustainability of Resources” is particularly relevant to the Property Group, especially in relation to new revenue sources through developments and leases. One of the actions under this KFA is to develop a decision-making framework for evaluating and approving development opportunities to achieve an effective balance between mission and revenue. This work commenced during 2021.

The Property Group continues to have a role in assisting and working with parishes to maintain, enhance and change worship, missional and community engagement settings (i.e., churches and halls). This is an important element in contributing to the KFAs of “Flourishing Parishes and Faith Communities”, and “Engagement with Each Other and the Wider Community”.

Listed below are property and building related activities that contributed to the Diocesan vision and the Key Focus Areas above.

### *Early Learning Centre Development*

Development of early learning centres (ELC) with the intention to operate these facilities through the Anglican Schools Commission (ASC) has been pursued for the past few years. The aim for these centres continues to be the achievement of missional outcomes as well as generating a new source of income for the Diocese.

During 2021, construction commenced on the planned centre in Salisbury, and development approval was obtained for the Ekibin centre. For the Ekibin Centre, the plan includes a new early learning centre as well as new parish ministry and function facilities. Other possibilities for early learning centres are being investigated within the Diocesan property portfolio.

### *Another Income Producing Initiative*

Anglican Church Southern Queensland carried out an expressions of interest campaign to enhance the future financial outcome from Halse Lodge in Noosa. A preferred proponent was selected after detailed assessments of a large number of proposals in 2021, and negotiations are continuing with the preferred proponent.

## *Diocesan Building and Property Initiatives*

The Diocesan Property Group and parishes continued to work on building and development projects to enhance and protect the Church's assets. Some of the initiatives in 2021 included the following:

- Completion of the new parish centre and church improvements at St Peter's, Maroochydore.
- Completion of church refurbishment and improvements at St David's, Chelmer-Graceville.
- Various maintenance works and improvements in locations such as St Luke's - Toowoomba, St Paul's – Ipswich, St Andrew's – South Brisbane, St Alban's – Toowoomba West, St Matthew's – Drayton, Church of the Holy Nativity, Cooroy, and Church of the Good Shepherd, Pomona.
- Management of various leases and licences in relation to church hall/commercial space in the parishes of Hervey Bay, Inala, Bramble Bay, Burleigh Heads, Southport, Bulimba, Coorooka, Charleville.
- The FDSC Property Group has been closely working with the Ministry Education Commission on maintenance and improvements of the buildings at the St Francis College site. This included the building works carried out to improve the Old Bishopsbourne Chapel partly funded by the Community Sustainability Grant, and the roof and ceiling repair at the College's Roscoe Library.
- Purchase of a new rectory for the Parish of Kingaroy.
- Property settlements in 2021 included the following:
  - Kingaroy Parish rectory at 33 Tessmans Road, Kingaroy
  - St Mark's church, Goodburrum (Bundaberg Parish) at 1280 Moore Park Road, Goodburrum
  - St John the Devine church, Surat (Roma Parish) at 27 Cordelia Street, Surat
  - St Mary's church, Harristown (Drayton Parish) at 39-41 Buckland Street, Harristown
  - Pittsworth Parish rectory at 18 Murray Street, Pittsworth
  - Diocesan residential properties at 8 Mascot Street, Upper Mt Gravatt and 8 McIlwraith Avenue, Balmoral
  - Old Friary site at 139 Brookfield Road, Brookfield
  - Cunnamulla Parish Rectory at 23 Emma Street, Cunnamulla
  - Vacant land at 395 Maudsland Road, Maudsland (Gold Coast North Parish)
  - Vacant land off Railway Road, Mungallala (Mitchell Parish)
  - Land and former rectory at 153 Cunningham Street, Dalby (Dalby Parish)

Property disposals continue to be driven by strategic considerations and sound stewardship of resources. Drivers for property disposals generally fell into the following categories:

- (i) Sale of a church with very low attendance in a parish with multiple centres,
- (ii) Sale of vacant land for which there are no future missional requirements,
- (iii) Sale of an inappropriate rectory to fund the acquisition of a new rectory, and

- (iv) Sale of a high maintenance and low return investment asset.

## ***Organisational Development***

During 2021 the Organisational Development Unit continued to integrate the functions of Organisational Development, Human Resources and Work Health and Safety. This enables a more focused approach to supporting parishes in a more efficient and strategic manner. The benefit of this has become evident as the COVID-19 health emergency has progressed in 2021. Managing the issues associated with the pandemic required a response across areas of safe practice and workforce support to parishes and Diocesan Operations.

In late 2021, the ACSQ COVID-19 Vaccination Requirement Policy was introduced to Diocesan Operations staff and parishes as an additional risk mitigation control measure to protect workers and the wider Diocesan community, from the adverse effects of COVID-19. To support the implementation of the Policy, the Diocese conducted training on how to use the Exemption Committee Decision Making Framework. This training covered areas of how to identify and evaluate risks, and how to determine appropriate and proportional control measures and corrective actions. A training session has been recorded and is available to Clergy and Churchwardens.

The Work Health and Safety Advisor has continued to work closely with the parishes to build and sustain a positive safety culture. The support provides Safety Management Training (covering a three-year period) and Site Support Visits which measure Parish compliance with the Safety Management System.

Our safety training program has been designed to address the highest risks for parishes, which are the annual turnover of leadership in parishes i.e. re-election of Parish Council members annually, and movement of clergy and locums. A successful introduction to the delivery of safety training sessions was delivered virtually in late 2021, replacing previous face-to-face delivery modes.

Support visits (safety system audit) are designed to gauge the degree of implementation of the safety management system into individual parishes. Support visits to date are at 95% completed across the entire Diocese. By Region, Northern Region (100% of 49 parishes): Southern Region (92% of 49 parishes): Western Region (92% of 36 parishes). Of the parishes that have completed support visits, compliance overall is sitting at 90% compliance to the safety management system.

The Organisational Development Unit has completed the first series of Leadership Capability Lunchbox Sessions which have been open to all Clergy and Laity across ACSQ. The lunchbox sessions have been designed around the Leadership Framework Domains. Twelve sessions have been conducted since May 2021 with Clergy and Laity registered for those sessions. The 2021/22 ACSQ-QUT Leadership Program has commenced with the first 'Knowledge Café' to be held on 2 February 2022. This is a follow-on from the successful 2020 program.

The recruitment market in Queensland has been tight throughout 2021 and has required extensive support from the Human Resources function working with hiring managers and developing attraction and advertising strategies to source the best candidates. Identifying Clergy who may feel called to parish vacancies across the Diocese continues to be challenging. During 2021 we secured enhanced Visa arrangements for two Clergy on existing Visas, and we are supporting two further Clergy with Visa applications so that they can come into Australia and work within the Diocese.

## **Parishes Regulation Canon**

The Commission approved and recommended changes to the following Regulations:

### *1. Regulation VI Travelling Facilities – Parishes Regulation Canon*

Approved that the fixed cost and operating cost components under Regulation VI increase by 4.9% to be as follows:

<b>Car-Size</b>	<b>Fixed-Cost</b>	<b>Operating-Cost</b>
Small-Size	\$5,323	19.93-cents/km
Medium-Size	\$6,942	21.08-cents/km
Large-Size	\$8,099	23.29-cents/km

### *2. Regulation VII Remuneration for Occasional Duty – Parishes Regulation Canon*

Approved for business reimbursement and occasional duties under Regulation VII as the ATO rate per kilometre.

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

Approved an increase of 2.0% for the Minimum Rate of Stipend (MRS) to be applied from 1 January 2022. As a consequence, the stipend for parish priests and associate priests will be \$69,771 and the stipend for assistant clergy and stipendiary lay ministers will be \$62,019.

## **Remuneration Increase**

The Commission recommended to Diocesan Council a 2.0% increase for non-award staff as at 1 January 2022.

## **Zone Allowances**

The Commission approved a 4.9% increase to zone allowances for 2021 as follows to be paid out of the Bush Ministry Fund:

<b>Zone</b>	<b>2021-Allowance</b>
Zone-1	\$354.85
Zone-2	\$859.35
Zone-3	N/A

## ***Digital Innovation***

As we moved into our second year of living with COVID-19, we have continued to reap the benefits of the foundational work completed by the Digital Innovation team in 2019, in which we established the new ICT platform for Diocesan Operations using Microsoft 365.

In 2020, all clergy, parishes and treasurers were provided with logins and offered training. However, being the first year of COVID, with all the ensuing disruption, understandably not everyone had the time to examine the features and benefits on offer. While the challenges of COVID continued throughout 2021, many parishes found the capacity to take a closer look at the benefits that they could derive from the Diocesan ICT platform.

Our Parish Liaison Officer has worked with numerous parishes throughout the year to assess their ICT needs and support them in leveraging the functionality of Microsoft 365. Further support to parishes has been provided by continuing to develop the resources available on The ARC (intranet), running Parish Training Days and conducting on-line support sessions in the use of Office 365 and Microsoft Teams.

The Records and Archives Centre provides essential support to various areas of the Diocese through the rich collection of records held. 2021 saw the commencement of the digitisation plan to progressively convert the Archives Centre's physical records into digital form enhancing preservation and improving accessibility. The Diocesan Archivist has continued the implementation of the Information Management framework through the development of additional Retention and Disposal Schedules and conducting Information Management workshops with Diocesan Operations staff.

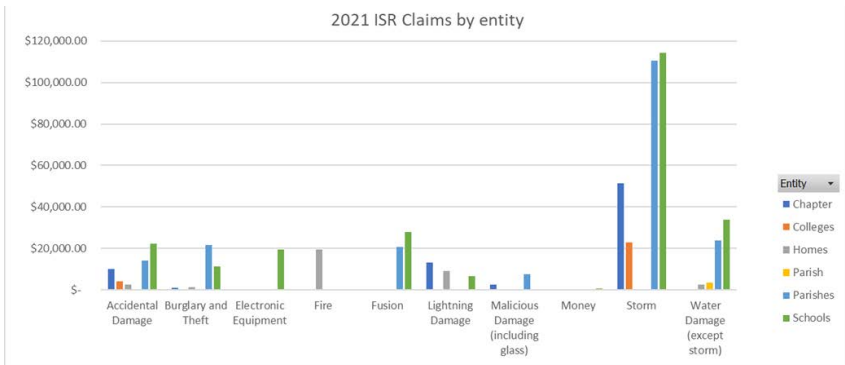
With the disruption of COVID over the past two years came a corresponding increase in cyber-criminal activity. A key technology focus for the team in 2021 and continuing into the future is strengthening our cyber security defences.

## ***Insurance***

### ***Claims:***

The total value of claims paid from the Diocesan Insurance Fund (DIF) for the 2020-2021 period of insurance was \$1.65m, however this was offset by approximately \$1.0m which was received as income in reimbursement of these claims from our insurance partners. This compares to our net provision of \$601k for claims for this period.

Of the \$1.65m claims expenses, approximately \$1.60m is in relation to ISR (Property) claims and the graph below breaks these down by claim type and entity, with parishes and schools continuing the trend from previous years by again being major contributors to claims costs.



### *Sickness & Accident/Maternity Leave Schemes:*

Sickness and Accident benefits of \$30k were paid, a decrease over the prior year, and an amount lower than the contributions received for the year. The surplus in the Reserve Account now stands at \$420k at year end.

In the Maternity Leave Scheme, no claim was recorded for the year and accordingly, there was a small increase in the reserves with the year-end balance standing at \$77k.

### *Diocesan Insurance Fund (DIF):*

The surplus in the Reserve Account for the DIF now stands at \$1.8m at year end (31/12/2021).

### *Insurance Market:*

The economic impacts of COVID-19 continued to be felt through the insurance renewal market with insurers restricting cover for claims relating to infectious diseases. In addition, insurers continued to apply rate increases across the globe, with Australia being impacted more than most, particularly on property and liability lines of insurance. The expiry of the Diocese's Long-Term Agreement with our insurers meant we faced premiums adjustments in line with the market, after three years of just nominal premium increases.

### *Property Insurance:*

In relation to property, a significant valuation exercise was undertaken in 2020 for all Diocesan owned land and building assets. The greater hands-on approach used in the valuation process resulted in the replacement values of Parish buildings shifting significantly and these values have been relied on for the 2021-22 period of insurance.

The combined effect of increasing premiums and replacement values meant higher than usual overall increases for parishes, exacerbating affordability issues.

In an attempt to alleviate the increasing costs of insurance, the Insurance team will be working with the Property team and parishes to review the future use of their buildings in the event of a total or significant loss. This review will allow parishes to reconsider the insurance basis of settlement and may result in lower premiums in future years for some of them. This work will commence as a pilot exercise in the Western Region before moving on to the other Regions.

### ***ANFIN/Treasury & Investment Management***

Anglican Financial Services (ANFIN) is a trading name of ACSQ and is overseen by the Finance & Diocesan Services Commission. The focus of ANFIN and the broader Treasury & Investment function is ensuring that:

- ACSQ continues to meet its financial liabilities.
- Strategic and missional priorities can be funded.
- Investment into Diocesan business activities is financially sustainable.
- Financial risks are managed appropriately.

ANFIN is compliant with Banking Exemption No 1 issued by Australian Prudential Regulatory Authority (APRA) on 14 December 2017.



ANFIN maintains compliance with the *Anti-Money Laundering and Counter-Terrorism Financing Act 2006*.

### *ANFIN 2021 Financial Performance Summary*

- Lower interest and investment income contributed to a significant decline in ANFIN's net income.
- The operational surplus prior to dividend distribution of \$3.6m declined from the prior year's result of \$5.2m and was below the original 'Synod' budget forecast surplus of \$4.4m.
- Interest income was \$3.5m.
- A distribution of \$3.3m was made to the Diocese (2020: \$5.0m).
- There was an increase of 4.9% in deposits at year end to \$324m, driven by lower than budgeted project expenditure and increased school deposits.
- The value of loans on our book declined from \$118m to \$102m

The return on assets in ANFIN was impacted by the reduction in interest rates on term deposits offered by Australian banks – itself a consequence of lower credit growth in our economy and the RBA's \$200bn Term Funding Facility providing an alternative cheap source of funding for banks, who can use the Facility to borrow for three years at a rate fixed to the prevailing RBA Cash rate. Many banks maintained a policy of not accepting new deposits during the year, as well as significantly reducing the margin above money market rates.

The lower than budgeted interest income was offset by reduced interest expenses on deposits, which was \$1.6m lower than budget. As the RBA maintained its cheaper funding to banks and forward guidance for suppressed rates – despite inflation expectations creeping higher – short-term money market yields bounced around their historically low levels. This put significant pressure on the interest rates ANFIN was able to offer our own Diocesan entities, as well as the interest income ANFIN was able to access on its own surplus cash.

ANFIN delivered a lower than budgeted distribution to the Diocese in 2021, the result of lower growth in our lending activities as well as the reduced income from our investments. While our fund managers met their performance objectives in total delivering a return of 7.8%, some of this performance was retained in those funds as unrealised capital gains; as such there was a lower distribution of income than we had budgeted. We had budgeted for a surplus of \$4.4m from ANFIN in 2021; this reduced by \$784k against the budgeted amount as a result of lower interest earnings and investment distributions from our fund managers. The distribution to the Diocese of \$3.3m was below the 2020 distribution payment of \$5.0m.

### *Client Investments & Lending*

Funds on deposit with ANFIN at year end increased by \$15m to \$324m. This increase was the result of lower than budgeted project expenditure, and higher cash balances supported by solid operational results across our business entities.

In respect of its short-term liquidity management, ANFIN maintains a conservative investment policy, by matching the shorter dated liabilities with investments into regulated Authorised Deposit-taking Institutions. This enables ANFIN to meet the liabilities of our Diocesan depositors as they draw on their expenses through the year, with minimal risk. For our longer-term liabilities, for which there is no immediate lending demand, ANFIN has diversified its approach by investing in longer-dated investment strategies which provide a better match to our risk profile and provide for the opportunity to generate a greater longer-term return.

There was no loan growth over 2021, as schools deferred major projects or funded out of cash reserves. This negatively impacted our interest income. The majority of the \$101m in ANFIN's loan book continues to rest with Diocesan-owned schools, whose ongoing financial performance is monitored by both the Anglican Schools Commission and FDSC, to ensure that each school's financial profile is aligned to the financial sustainability guidelines set down by the ASC.

### *Treasury*

As trading and liquidity conditions normalised over 2021, ANFIN was able to reduce its external bank facilities from \$48m to \$30m. ANFIN continued to maintain a conservative investment approach, maintain the majority of its cash holdings in term deposits with Australian financial institutions. Given the low money market yields on offer, this significantly reduced ANFIN's interest income earnings relative to other years.

While Anglicare and some schools deferred major building projects in 2021, we still expect to see a significant pipeline of capital investment in coming years. Diocesan owned schools are still expected to re-invest the bulk of their combined surpluses over the next 5-years into building projects. Anglicare will also seek to progress its substantial retirement village development and aged care refurbishment plans as conditions improve. Outside of ANFIN's balance sheet, the majority of the Diocese's liabilities (excluding abuse claim provisions) are to entities of the Corporation of the Synod. As such, the Diocese has a reasonable degree of control over the timing of payment of these liabilities. With regard to abuse claim provisions, the Diocese currently has sufficient unrestricted cash levels and other assets to back these liabilities.

### *Going for Growth & See Estate Funds*

The Going for Growth and See Estate funds are invested in complementary strategies operated by two investment managers – the ipac (AMP) Income Generator Fund and Schroders Real Return Fund. The investment objective of the Going for Growth and See Estate Funds is to achieve a longer-term return on capital of inflation plus 3.5%, while providing a sustainable and predictable level of income to allow for an ongoing distribution to the Diocese and its mission initiatives.

Our investment managers continued to generate solid levels of income for the fund in 2021, and their strong diversification and risk focus helped buffer the portfolio from the market volatility, while providing for some capital growth. The Fund produced a total return of 6.7% (income return of 3.3% plus capital gain of 3.4%) in 2021.

The Diocesan Investment Committee will continue its review of the Fund in conjunction with asset consultant JANA, and the opportunity to add additional investment strategies as appropriate to improve the prospect of exceeding the investment objective.

As of 31 December 2021, the Going for Growth Fund had a balance of \$22.8m reflecting the impact of a net increase of \$2.3m in 2021.

The total investment income earned during 2021 was \$573k.

The following deposits were made to the Fund during 2021:

Distributions from property sales	\$2,215,202
Bequests	\$11,582
<b>Total Deposits</b>	<b>\$2,226,784</b>

Included in the distribution of \$2.2m from property sales were the delayed distribution of \$1.3m arising from the development in 2019 of 395 Milton Rd Auchenflower, and \$838k from the financial settlement of the Brookfield site in June 2021.

The following distributions were made from the Fund:

Distributions to Mission Alive Fund	\$500,000
Support for Springfield parish Rectory Loan interest (2016–2019)	\$9,859
Operating expenses	\$8,805
<b>Total Distributions</b>	<b>\$518,664</b>

Some of the key missional initiatives in Parish Services and Ministry Education that were funded in part by the Going for Growth Fund included:

<b>Description</b>	<b>Commission</b>	<b>Net Cost</b>
RE & Children's Ministry	MEC	\$118,733
Faith Formation	MEC	\$178,403
Community of the Way	MEC	\$54,032
Hospital Chaplaincy	PMC	\$366,776
Parish grants	PMC	\$194,625
Murri indigenous ministry support	PMC	\$22,800
<b>Total</b>		<b>\$935,369</b>

As the Diocese progressively reaps greater financial benefits from some of its strategic property assets, it is anticipated that, in the long run, the corpus of the Going for Growth endowment will grow, providing a greater level of ongoing income, and allowing the Diocese to increase the funds available for mission or strategic initiatives.

At the 31 December 2021, the See Estate Fund had a balance of \$11,500,000.

## ***Finance***

During 2021 the transition of the finance systems (accounting and payroll) to cloud-based systems separate from the Anglicare ICT Systems was embedded.

The FDSC has noted to Diocesan Council the challenge to the Diocese's structural budget position, and we continue to work to rationalise expenses as well as find new sources of revenue. However, the coming years will require a renewed focus on the part of Diocesan Council and all of our Commissions on prioritising expenditure decisions in alignment with our strategic corporate and mission objectives, including the Key Focus Areas that form part of the Diocesan Vision.

Some of the key areas of work the FDSC will be engaged in over coming months and into next year include:

- Ensuring the sustainability of the Diocesan operating budget, including working with other commissions to review the Diocese's operating model and embedding reporting in relation to the Key Focus Area framework.
- Assessing the feasibility of capital investment across the Diocese.
- Exploring investment in new opportunities aligned to the Diocese's mission, such as Early Learning Centres co-located on parish sites.
- Growing the value of our non-core mission assets in real terms.
- Ensuring we have a viable amount of unrestricted assets to meet our long-term liabilities.

The 2022 Diocesan Budget would have normally been completed for Synod in May 2021 for approval by Diocesan Council prior to its presentation at Synod in late June 2021. However, due to the deferral of Synod to September 2021, a draft 2021 Diocesan Budget was prepared for Diocesan Council in July 2021 which was approved by Synod in September 2021. The Diocesan Council approved a refresh to this 2022 Diocesan Budget in December 2021.

The 31 December 2020 year-end audit for the Diocese was completed in March 2021 with an unqualified audit opinion provided by Ernst & Young.

*Mr Bruce Wilson,  
Chair,  
Finance & Diocesan Services Commission*





The Corporation of the Synod of the Diocese of Brisbane  
Trading as

Anglican Church Southern Queensland | ABN: 32 025 287 736

# Annual Financial Statements

For the year ended 31 December 2021

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# DIOCESAN COUNCIL REPORT

The Diocesan Council of The Corporation of the Synod of the Diocese of Brisbane (the Corporation) hereby presents the Financial Statements of the Corporation for the year ended 31 December 2021. The Financial Statements were authorised for issue by Diocesan Council on 31 March 2022.

## ABOUT THE CORPORATION

The Corporation of the Synod of the Diocese of Brisbane operates as the “Anglican Church Southern Queensland” (“ACSQ”). The Diocese of Brisbane covers an area of 542,000 km<sup>2</sup> and people who identify as members of the Anglican Church of Australia form about 25% of the area’s population of approximately 4 million. However, currently approximately 1% attend church services regularly.

The principal activities of the Corporation 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 early learning centres, and to provide community, aged care and welfare services through the operation of Anglicare Southern Queensland (Anglicare SQ).

### Our Mission

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

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

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

### Our Vision

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

### Our Values

We aim to be:

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

### Our Key Focus Areas

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

### Ambit of reporting

ACSQ is not a reporting entity and as such prepares special purpose financial statements which are not required to comply fully with all Australian Accounting Standards and Australian Accounting Interpretations. The extent to which the Financial Statements do not comply with all Australian Accounting



Standards with respect to measurement, recognition and disclosure is summarised in *Note A2 Basis of preparation*.

The Financial Statements do not include the financial results of all the activities carried on by the Corporation. Further details are provided in *Note A4 Principles of aggregation*, but in summary:

#### FINANCIAL OPERATIONS INCLUDED:

- Anglican Financial Services (ANFIN)
- Anglican Schools Office
- Claims Settlement
- Finance and Diocesan Services
- Ministry Education
- Parish & Other Ministries Services
- The Episcopate and Leadership Team
- General Manager's Office
- The Going for Growth Fund
- The Mission Alive Fund
- Trusts and other funds (including The Diocesan Insurance Fund, General Trust and Special Trust Funds).

#### BUSINESS STREAMS REPORTED SEPARATELY:

- Parishes, except for real property assets that have been included in the Financial Statements
- Individual Schools owned or controlled by ACSQ
- The Community Services Commission (CSC) trading as Anglicare Southern Queensland (Anglicare SQ)

## SIGNIFICANT CHANGES

With the recommendations in the Australian Charities and Not-for-Profits Commission (ACNC) publication "Lessons on reporting to the ACNC" and the principles outlined in the revised definition of 'material' in AASB 2018-7, a significant change was implemented in the presentation of the Financial Statements in 2020 with a streamlining of disclosures accompanied by a grouping of the notes in a more meaningful congruence and in order of significance. This presentation has been maintained in the current year.

## CHANGES IN STATE OF AFFAIRS

There has been no significant change in the state of affairs of ACSQ.

## REVIEW OF THE YEAR

The year ended 31 December 2021 was a challenging one both operationally and financially for ACSQ, largely driven by the continuing COVID-19 pandemic with its various strains emerging over time and the consequential restrictions imposed on the interaction of people across all aspects of their daily lives.

The strategies implemented in 2020 largely positioned us to be able to respond with greater flexibility to the challenges of 2021. However, it continued to be an unsettling and testing time for many parishes in relation to their income and expenditure. Sources of income were constrained by the uncertainty of conditions and the constantly changing governmental restrictions imposed, whilst there was less relief provided with the phasing out of JobKeeper and the introduction of more targeted government support for which many parishes did not qualify. The positive that has emerged is the ongoing demand for an online community both as an additional avenue to engage with people and to provide ministry services unconstrained by geographical limits, and that encourages identification with the Anglican Church.

The following table sets out the operating results for the year for each of the primary business segments of ACSQ (see further *Note C1 Segment Reporting*).





Segment report  
For the year ended 31 December 2021

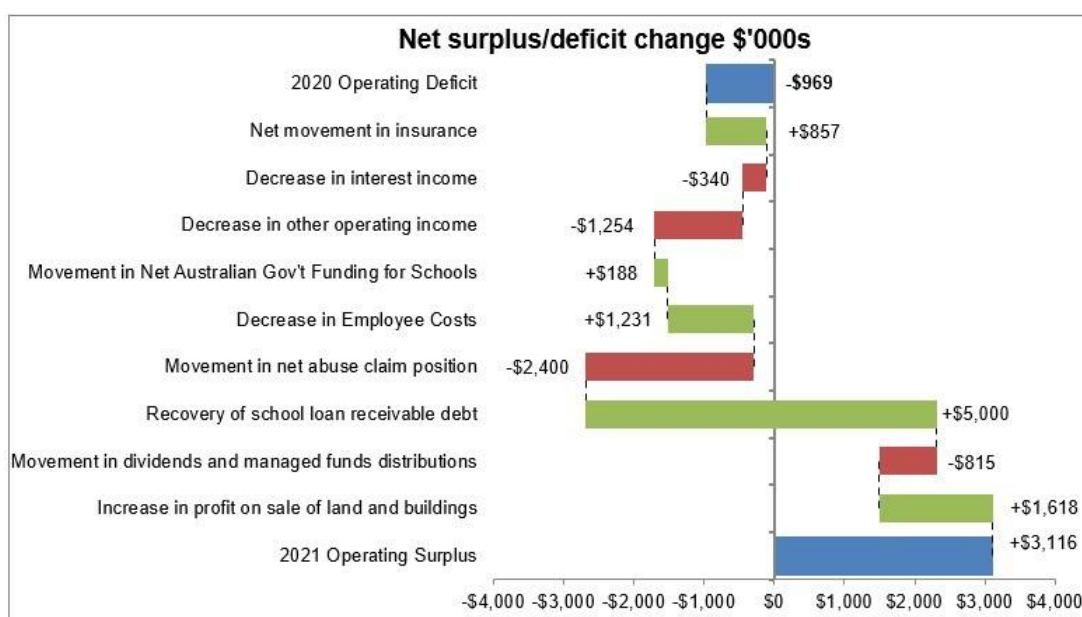
	ANFN	ASC	Claim Settlements	Total other segments	FDSC	MEC	PMC	Episcopate & Leadership	General Manager's Office	Corporate Overhead	Going For Growth	Mission Alive Fund	Trusts and Other funds	Eliminations	TOTAL
<b>Investment income</b>															
Dividends and managed funds distributions	1,637,607	-	-	5,380,258	-	-	-	416,196	-	-	641,168	4,061,211	261,683	(3,555,168)	3,462,697
Interest income from loans and advances	2,718,460	-	-	14,784	-	-	-	-	-	-	-	14,784	-	(76,029)	2,857,215
Interest income from deposits with other financial institutions	708,051	2,712	-	248,379	-	1,188	99	(177)	-	-	3,263	192,516	51,490	(70,806)	886,336
<b>Operating income</b>															
<i>Business operations Income</i>															
Australian Government Funding for Schools	-	103,275,049	-	-	-	-	-	-	-	-	-	-	-	-	103,275,049
Reimbursement of claims	-	-	6,280,554	1,138,347	-	66,248	-	-	-	-	-	-	1,072,099	(62,267)	7,356,634
Insurance premiums received	-	-	-	6,385,476	-	-	-	-	-	-	-	-	6,385,476	-	6,385,476
School levies	-	2,949,330	-	-	-	-	-	-	-	-	-	-	-	-	2,949,330
Service fees	-	-	-	529,280	-	-	-	-	-	-	-	-	-	-	529,280
Other	1,461	134,426	-	8,631,576	446,109	671,183	151,124	235,347	74,307	66,478	2,215,405	-	4,771,623	(6,682,970)	2,084,493
<i>Donations, Fundraising and contributions</i>															
Anglican Belonging income	-	41,325	-	2,306,946	-	-	-	-	-	-	-	2,306,946	-	-	2,348,271
Diocese/ Parish contributions	-	-	-	1,352,555	-	-	-	-	-	-	-	1,352,555	-	-	1,352,555
Donations	-	-	-	678,407	1,739	7,300	13,600	-	-	-	1,581	500,000	154,187	(621,371)	157,036
Other gains from investment sales	-	-	-	433,083	-	-	-	-	-	-	-	433,083	-	-	433,083
Other income	19,425	-	-	7,124,976	-	-	-	-	-	2,838	10,000	5,000,000	2,112,138	-	7,144,401
<b>TOTAL INCOME</b>	<b>5,085,004</b>	<b>106,402,842</b>	<b>6,280,554</b>	<b>34,224,067</b>	<b>834,348</b>	<b>745,919</b>	<b>164,823</b>	<b>651,366</b>	<b>217,087</b>	<b>69,316</b>	<b>2,871,417</b>	<b>13,861,095</b>	<b>14,808,696</b>	<b>(11,455,111)</b>	<b>140,537,356</b>
<b>EXPENSES</b>															
<b>Investment expense</b>															
Interest expense	627,361	-	-	228,098	44,038	-	-	-	-	-	9,859	99,184	75,017	(134,491)	720,968
<b>Operating expense</b>															
Distribution of Australian Government Funding to Schools	-	103,086,940	-	-	-	-	-	-	-	-	-	-	-	-	103,086,940
Employee expenses	442,671	1,745,815	-	9,563,384	2,837,334	1,191,929	1,267,545	1,295,779	1,824,366	206,280	8,796	-	931,355	(24,999)	11,726,871
Claims Expense	-	-	7,859,736	1,680,613	-	-	-	-	-	-	-	-	1,680,613	(62,267)	9,478,082
Service delivery expenses	75,361	1,072,216	576	7,071,453	290,572	217,180	105,056	427,069	536,053	256,870	-	106,710	5,131,943	(475,307)	7,744,299
Grant and income distribution	-	-	-	8,994,060	-	542	227,697	100	71,728	-	500,000	31,620	8,162,373	(7,217,284)	1,776,776
Asset management expenses	253,364	91,528	-	1,406,866	78,878	423,871	28,305	180,870	43,995	314,697	-	-	336,250	(2,528)	1,749,230
Depreciation	-	264	-	572,894	535,748	2,852	4,061	485	29,691	-	-	-	57	-	573,158
Office operations expenses	17,564	233,086	17	286,677	46,663	48,229	58,811	59,895	54,387	10,129	9	-	8,554	(238,235)	299,109
Other (non-operating) expenses	-	-	-	265,566	2,628	-	-	-	-	-	-	-	262,938	-	265,566
Income distribution	3,300,000	-	-	-	-	-	-	-	-	-	-	-	-	(3,300,000)	-
<b>TOTAL EXPENSES</b>	<b>4,716,321</b>	<b>106,229,849</b>	<b>7,860,329</b>	<b>30,069,611</b>	<b>3,835,861</b>	<b>1,884,603</b>	<b>1,687,414</b>	<b>1,967,774</b>	<b>2,531,014</b>	<b>817,667</b>	<b>518,664</b>	<b>237,514</b>	<b>16,589,100</b>	<b>(11,455,111)</b>	<b>137,420,999</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>368,683</b>	<b>172,993</b>	<b>(1,579,775)</b>	<b>4,154,456</b>	<b>(3,001,513)</b>	<b>(1,138,684)</b>	<b>(1,522,591)</b>	<b>(1,316,408)</b>	<b>(2,313,927)</b>	<b>(748,351)</b>	<b>2,352,753</b>	<b>13,623,581</b>	<b>(1,780,404)</b>	<b>-</b>	<b>3,116,357</b>

The following table summarises the financial results of ACSQ in relation to the reported activities in 2021:

	2021 \$'000	2020 \$'000
<b>Normalised operational result</b>		
Income	123,179	120,773
Expenditure	127,810	124,374
	(4,631)	(3,601)
<b>One-off or key non-operational income</b>		
Reimbursement of claims	7,357	13,659
Recovery of school loan receivable debt	5,000	-
Dividend Income	2,886	3,810
Profit on sale of land and building assets	2,115	497
	17,358	17,966
<b>One-off or key non-operational expenditure</b>		
Claims expense	9,478	13,380
Impairment of assets (non-cash)	133	1,954
	9,611	15,334
<b>Surplus/(Deficit) for the Year</b>	<b>3,116</b>	<b>(969)</b>
Other comprehensive income	66,722	171,789
<b>Total Comprehensive surplus</b>	<b>69,838</b>	<b>170,820</b>

Whilst the surplus of \$3.1 million in 2021 is a significant positive improvement from the \$969k deficit incurred in 2020, the above results demonstrate that this surplus has arisen largely out of the impact of one-off transactions, and our normalised operational result continues to be a significant deficit position. Diocesan Council has requested management to address the continuing deficit position as an integral part of planning and budgeting going forward. One-off transactions cannot be relied upon to occur. Our Diocese has many assets, but sale of these assets should not be used to prop up a deficit.

The waterfall chart below demonstrates the significant movements from the \$969k deficit incurred in 2020 to the surplus of \$3.1 million in 2021.



The key items underlying the movement in financial results between 2020 and 2021 are:

- In 2021 ACSQ received \$5.0 million from a school to repay a loan receivable that had been written off in a prior year;
- There was a \$2.4 million increase in abuse claim exposure. This arose primarily out of the fact that in 2020 the abuse claim position was distorted by the recognition in that year of the greater receivables to be paid by the Schools after the ACSQ Diocesan Council resolution that all claims are to be funded from the relevant business segment where a claim arose.
- During 2021 ACSQ disposed of a number of properties that were surplus to operational requirements, and which generated a \$2.1 million profit on sale, an increase of \$1.6 million from the profit levels achieved in 2020.
- In comparison to 2020, employee costs were \$1.2 million lower in 2021. There are a number of factors contributing to this position. In 2020 a significant number of shared services staff were transferred to Anglicare. In 2021 there were a number of employee positions that have remained vacant mainly due to a challenging employment market. As a result of budget reviews there have also been a number of redundancies made at the end of 2020 and again in 2021.
- Dividend and managed fund income in 2021 was significantly lower by \$815k than the levels received in 2020, largely driven by one managed fund distribution being \$700k less than anticipated based on prior year performance. However, there has still been positive capital appreciation of the investment asset in question in the year.

ACSQ's policy is to make revaluations with sufficient regularity to ensure the carrying amount of land and buildings does not differ materially from that which would be determined using fair value at the end of the reporting period. During 2020 APV Valuers and Asset Management completed a comprehensive valuation of Diocesan property and building assets (excluding Anglicare and individual schools).

Management has conducted a desktop review of fair value for 31 December 2021 and has taken into consideration the acquisition and disposal of land and building assets, as well as material modifications to existing assets that have impacted on the condition of asset components during the year. The previous fair value amounts of land and building assets has then been indexed based on specific cost and market indices relevant to the year ended 31 December 2021 as provided by APV Valuers and Asset Management. After consideration of the volatility of the property and construction markets due to ongoing uncertainties arising primarily from the COVID-19 pandemic, and the consequential restrictions on the supply of goods and movement of people, management has applied a risk based adjustment to the indexed amounts in determining the fair value of land and building assets. As this is a desktop activity, in theory, the accuracy of the resultant fair value is lower compared to a comprehensive valuation. Refer to *Note B5 Property, Plant and Equipment* for further information. As a result, there has been an increase in the fair value of those land and building assets of \$61.1 million (8.2%) which has been recognised in Other Comprehensive Income. This process of an annual review of fair value of land and building assets is likely to result in revaluation movements (both up and down) every year.

## GOING CONCERN

Due to the effect of the aggregation of the ANFIN assets and liabilities, the Financial Statements show an imbalance between current assets and current liabilities. However, due to the financial risk management measures in place including holding sufficient funds in cash and cash equivalents to meet ACSQ's day to day operational requirements and considerable non-current assets, the Diocesan Council has assurance that ACSQ will be able to meet its financial obligations as and when they fall due.

## SUBSEQUENT EVENTS

There have been no material events post 31 December 2021 which would require adjustment of the Financial Statements as presented. However, on 24 February 2022 a major rain event occurred in south-eastern Queensland, particularly from Hervey Bay to the Gold Coast, which lasted 3-4 days and saw record levels of rain across many areas resulting in wide-spread flooding and associated property and land damage. At the time of reporting there was insufficient information available to determine the extent and impact of any damage to Diocesan land and building assets.



# STATEMENT OF COMPREHENSIVE INCOME

For the year ended 31 December 2021

	Note	2021 \$	2020 \$
<b>Revenue</b>			
<i>Investment income</i>			
Dividends and managed funds distributions		3,462,697	4,277,378
Interest income from loans and advances		2,657,215	3,365,324
Interest income from deposits with other financial institutions		888,336	1,581,839
<i>Operating income</i>			
Australian Government Funding for Schools		103,275,049	98,482,593
Reimbursement of claims		7,356,634	13,658,743
Insurance premiums received		6,385,476	4,924,711
Donations, fundraising, levies and contributions		3,857,862	3,513,588
School levies		2,949,330	3,085,197
Other operating income		2,084,493	2,844,889
Service fees		42,780	607,837
Other income	E1	7,577,484	2,397,020
<b>Total Revenue</b>		<b>140,537,356</b>	<b>138,739,119</b>
<b>Expenses</b>			
<i>Investment expenses</i>			
Interest expense from client investments		720,968	1,783,141
<i>Operating expenses</i>			
Distribution of Australian Government Funding to Schools		103,086,940	98,482,593
Employee expenses	C2(i)	11,726,871	12,957,380
Claims expense		9,478,082	13,380,107
Service delivery		7,744,299	6,922,838
Grant and income distribution		1,776,776	970,976
Asset management		1,749,230	1,557,922
Depreciation	B5(i) B5(v)	573,158	717,267
Office operations		299,109	384,558
Other expenses	E2	265,566	2,551,818
<b>Total Expenses</b>		<b>137,420,999</b>	<b>139,708,600</b>
<b>Surplus/(Deficit) for the Year</b>		<b>3,116,357</b>	<b>(969,481)</b>
<b>Other Comprehensive Income</b>			
<b>Items that will not be reclassified subsequently to profit or loss:</b>			
Revaluation of Land and Buildings		61,071,499	166,282,467
Reversal of revaluation on assets disposed and transferred to held for sale		(109,718)	(199,275)
Gain on recognition/derecognition of Parish Property		2,830,794	9,891,196
Trust Funds drawn down during the year		(2,583,937)	(3,720,873)
		<b>61,208,638</b>	<b>172,253,515</b>
<b>Items that may be reclassified subsequently to profit or loss:</b>			
Net fair value gain/(loss) on Financial Assets during the year		6,016,505	(464,925)
Reclassification adjustments relating to Financial Assets disposed of during the year		(503,162)	616
		<b>5,513,343</b>	<b>(464,309)</b>
<b>Total Other Comprehensive Income</b>		<b>66,721,981</b>	<b>171,789,206</b>
<b>Total Comprehensive Surplus for the Year</b>		<b>69,838,338</b>	<b>170,819,725</b>

Please see *Note C1 Segment Reporting* for further details of revenue and expense items.

*The accompanying Notes form part of these Financial Statements.*





# STATEMENT OF FINANCIAL POSITION

As at 31 December 2021

	Note	2021 \$	2020 \$
<b>ASSETS</b>			
<b>Current assets</b>			
Cash and cash equivalents	B6	166,028,103	134,040,090
Loan receivables	B1(iii)	16,125,848	16,038,196
Other loan receivables	B4(iii)	161,520	-
Claims receivable	B3(ii)	16,467,186	12,771,853
Other current assets	E3	10,259,957	10,034,139
Assets held for sale	B5(iii)	9,000	4,015,673
<b>Total current assets</b>		<b>209,051,614</b>	<b>176,899,951</b>
<b>Non-current assets</b>			
Investments	B1(v)	63,319,834	60,251,754
Other investments	B4(iv)	43,206,644	40,429,971
Loan receivables	B1(iii)	82,006,654	98,232,304
Other loan receivables	B4(iii)	524,957	807,617
Property, plant and equipment	B5(i)	805,296,093	746,689,712
Right-of-use lease assets	B5(v)	841,594	1,347,351
<b>Total non-current assets</b>		<b>995,195,776</b>	<b>947,758,709</b>
<b>TOTAL ASSETS</b>		<b>1,204,247,390</b>	<b>1,124,658,660</b>
<b>LIABILITIES</b>			
<b>Current liabilities</b>			
Interest bearing liabilities	B1(ii)	282,730,967	276,822,255
Other Interest bearing liabilities	B4(ii)	1,664,332	1,380,528
Claims provision	B3(ii)	21,513,945	18,764,873
Trade and other payables	C3	13,692,315	9,971,112
Lease liabilities	B5(v)	470,878	537,356
Employee entitlements	C2(ii)	1,285,336	1,318,179
Provisions	E4	226,186	198,894
<b>Total current liabilities</b>		<b>321,583,959</b>	<b>308,993,197</b>
<b>Non-current liabilities</b>			
Other Interest bearing liabilities	B4(ii)	28,968,023	30,164,017
Lease liabilities	B5(v)	390,537	865,281
Employee entitlements	C2(ii)	259,023	184,633
<b>Total non-current liabilities</b>		<b>29,617,583</b>	<b>31,213,931</b>
<b>TOTAL LIABILITIES</b>		<b>351,201,542</b>	<b>340,207,128</b>
<b>NET ASSETS</b>		<b>853,045,848</b>	<b>784,451,532</b>
<b>ACCUMULATED FUNDS</b>			
Retained earnings		(3,741,300)	(7,020,988)
Asset revaluation reserve		592,190,457	531,333,434
Insurance reserves	C4(i)	2,816,116	2,186,902
Other reserves	C4(ii)	261,780,575	257,952,184
<b>TOTAL ACCUMULATED FUNDS</b>		<b>853,045,848</b>	<b>784,451,532</b>

The accompanying Notes form part of these Financial Statements.



# STATEMENT OF CHANGES IN EQUITY

For the year ended 31 December 2021

	Retained Earnings - Diocese	Retained Earnings - ANFIN	Retained Earnings - Total	Parish Property Reserve	Other Reserves and Special Accounts	Reserves and Special Accounts	Insurance Reserves	Asset Revaluation Reserve - Equities	Asset Revaluation Reserve - Property	Asset Revaluation Reserve - Total	TOTAL RESERVES
	Note C4(i)	Note C4(ii)	Note C4(iii)	Note C4(iii)	Note C4(iii)	Note C4(iii)	Note C4(i)	Note C4(i)	Note C4(i)	Note C4(i)	Note C4(i)
<b>Opening Balance (1/1/20)</b>	(8,431,965)	2,080,023	(6,351,942)	197,624,995	53,189,753	250,814,748	2,461,837	2,449,694	364,257,468	366,707,162	613,631,805
Profit/(loss) for the year	(921,427)	252,381	(669,046)	-	(25,500)	(25,500)	(274,935)	-	-	(992,611)	(969,481)
Transfer from Asset Revaluation Reserve	-	-	-	(689,268)	992,611	992,611	-	(992,611)	-	-	-
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	-	689,268	-	-	-	-	-	-
<b>Other Comprehensive Income</b>											
Revaluation of Land and Building	-	-	-	-	-	-	-	-	166,282,467	166,282,467	166,282,467
Reversal of revaluation on assets disposed and transferred to held for sale	-	-	-	-	-	-	-	-	(199,275)	(199,275)	(199,275)
Gain on recognition/derecognition of Parish Property	-	-	-	9,891,196	-	9,891,196	-	-	-	-	9,891,196
Trust Funds drawn down during the year	-	-	-	-	(3,720,871)	(3,720,871)	-	-	-	-	(3,720,871)
Net fair value gain on financial assets during the year	-	-	-	-	-	-	-	(464,925)	-	(464,925)	(464,925)
Reclassification adjustments relating to financial assets disposed of in the year	-	-	-	-	-	-	-	616	-	616	616
<b>Closing Balance (31/12/20)</b>	<b>(9,353,392)</b>	<b>2,332,404</b>	<b>(7,020,988)</b>	<b>206,826,923</b>	<b>51,125,261</b>	<b>257,952,184</b>	<b>2,186,902</b>	<b>1,985,385</b>	<b>529,348,049</b>	<b>531,333,434</b>	<b>784,451,532</b>
<b>Opening Balance (1/1/21)</b>	<b>(9,353,392)</b>	<b>2,332,404</b>	<b>(7,020,988)</b>	<b>206,826,923</b>	<b>51,125,261</b>	<b>257,952,184</b>	<b>2,186,902</b>	<b>1,985,385</b>	<b>529,348,049</b>	<b>531,333,434</b>	<b>784,451,532</b>
Profit/(loss) for the year	3,081,789	368,683	3,450,472	-	(963,329)	(963,329)	629,214	-	-	-	3,116,357
Accounting policy change - Saas Implementation costs **	(170,784)	-	(170,784)	-	5,939,766	5,939,766	-	-	(7,013,004)	(7,013,004)	(170,784)
Transfer from Asset Revaluation Reserve	-	-	-	(1,048,115)	1,048,115	-	-	-	-	-	(1,073,238)
Transfer to Trust Funds from Disposal of Parish Property	-	-	-	-	-	-	-	-	-	-	-
<b>Other Comprehensive Income</b>											
Revaluation of Land and Building	-	-	-	(1,394,903)	-	(1,394,903)	-	-	62,466,402	62,466,402	61,071,499
Reversal of revaluation on assets disposed and transferred to held for sale	-	-	-	-	-	-	-	-	(109,718)	(109,718)	(109,718)
Gain on recognition/derecognition of Parish Property	-	-	-	2,830,794	-	2,830,794	-	-	-	-	2,830,794
Trust Funds drawn down during the year	-	-	-	-	(2,583,937)	(2,583,937)	-	-	-	-	(2,583,937)
Net fair value gain on financial assets during the year	-	-	-	-	-	-	-	6,016,505	-	6,016,505	6,016,505
Reclassification adjustments relating to financial assets disposed of in the year	-	-	-	-	-	-	-	(503,162)	-	(503,162)	(503,162)
<b>Closing Balance (31/12/21)</b>	<b>(6,442,387)</b>	<b>2,701,087</b>	<b>(3,741,300)</b>	<b>207,214,699</b>	<b>54,565,876</b>	<b>261,780,575</b>	<b>2,816,116</b>	<b>7,498,728</b>	<b>584,691,729</b>	<b>592,190,457</b>	<b>853,045,848</b>

\*\* - Recognising the write-off of previously capitalised implementation costs in relation to software as a service, in accordance with IFRIC Agenda Decision - Configuration or Customisation Costs in Cloud Computing Arrangements - see further Note E5(vi)

The accompanying Notes form part of these Financial Statements

# STATEMENT OF CASH FLOWS

For the year ended 31 December 2021

		2021	2020
	Note	\$	\$
<b>Cash flows from operating activities</b>			
Cash receipts from operations		129,465,638	121,339,463
Interest received		3,528,449	5,165,462
Dividends and franking credits received		3,523,567	4,685,979
Cash paid to suppliers and employees		(133,418,225)	(131,038,525)
Interest paid		(730,932)	(1,789,020)
Interest bearing liabilities deposited with the Corporation		12,187,454	54,036,083
Interest bearing liabilities repaid by the Corporation		(6,260,697)	(14,905,788)
Loans and advances granted by the Corporation		(9,886,364)	(11,029,257)
Loans and advances repayments received by the Corporation		26,145,502	19,401,523
<b>Net cash provided by operating activities</b>	<i>B6(ii)</i>	<b>24,554,392</b>	<b>45,865,920</b>
<b>Cash flows from investing activities</b>			
Proceeds from sale of property, plant and equipment		10,059,846	2,514,353
Proceeds from disposals of investments		4,225,161	657,087
Purchase of investments		(4,052,278)	(1,070,954)
Purchase of property, plant and equipment		(2,799,108)	(1,431,455)
<b>Net cash flows provided by investing activities</b>		<b>7,433,621</b>	<b>669,031</b>
<b>Net increase in cash and cash equivalents</b>		<b>31,988,013</b>	<b>46,534,951</b>
<b>Cash and cash equivalents at beginning of period</b>		<b>134,040,090</b>	<b>87,505,139</b>
<b>Cash and cash equivalents at end of period</b>	<i>B6(i)</i>	<b>166,028,103</b>	<b>134,040,090</b>

*The accompanying Notes form part of these Financial Statements*



# NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

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## A OVERVIEW

### A1 GENERAL

The Corporation of the Synod of the Diocese of Brisbane, a not-for-profit entity operating as the “Anglican Church Southern Queensland” (“ACSQ”), has prepared special purpose financial statements as, in the opinion of the Diocesan Council, ACSQ is not a reporting entity and it is unlikely there are users of these Financial Statements who are not in a position to require the preparation of reports tailored to their information needs. Accordingly, these Financial Statements have been prepared to satisfy the Diocesan Council’s reporting requirements under the *Australian Charities and Not-for-profits Commission Act 2012*.

ACSQ’s registered office and principal place of business is at 373 Ann Street, Brisbane QLD 4000.

### A2 BASIS OF PREPARATION

The Financial Statements do not comply with all the recognition and measurement requirements in Australian Accounting Standards as detailed below:

Australian Accounting Standards not applied	Significant accounting policy applied
AASB 3 Business Combinations AASB 10 Consolidated Financial Statements AASB 127 Separate Financial Statements	The Financial Statements are presented as an aggregation of the main business streams however do not include all business streams of the Corporation (refer <i>Note A4 Principles of aggregation</i> below).
AASB 116 Property Plant and Equipment	Buildings are not depreciated based on the length of useful lives, or the nature of the assets and are carried at fair value (refer <i>Note B5 Property, Plant &amp; Equipment</i> ).
AASB 9 Financial Instruments	The provision for abuse claims has not been adjusted for the time value of money as timing of settlement cannot be determined reliably.  Unrealised gains and losses arising from movements in the fair value of investments are recognised through Other Comprehensive Income. Realised gains and losses on disposal of investments are recognised through operating surplus/deficit.  Hedge instruments are disclosed in <i>Note C6 Financial risk management</i> , however, are not included on the face of the Financial Statements.

In addition to the above, ACSQ does not comply with the following accounting standards with respect to disclosures only:

- AASB 8 Segment Reporting
- AASB 12 Disclosure of Interests in Other Entities
- AASB 13 Fair Value Measurement
- AASB124 Related Party Disclosures

These Financial Statements have been prepared in accordance with the basis of accounting specified by all Australian Accounting Standards and Australian Accounting Interpretations except for those noted above.



The Financial Statements are prepared on the historical cost basis offset by any impairments, except for certain non-current assets that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on fair values of the consideration given in exchange. All amounts are presented in Australian Dollars (AUD) and rounded to the nearest dollar.

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.

The preparation of the Financial Statements requires management to make judgments, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses (see further *Note A3 Critical accounting estimates and judgments*).

The Notes to the Financial Statements include specific accounting policies which have been adopted in the preparation of this report. They are consistent with the previous period unless otherwise stated.

### A3 CRITICAL ACCOUNTING ESTIMATES AND JUDGMENTS

Estimates and judgments incorporated into the Financial Statements are based on historical knowledge 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. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within ACSQ.

Areas of estimation in the Financial Statements are:

- Fair value of assets and liabilities – inputs into the valuation methodology (see *Notes B5 Property, Plant and Equipment* and *E5 Other accounting policies*)
- Impairment of non-fair valued assets – inputs into the recoverable amount (see *Note B1 ANFIN*)
- Abuse claim provisions and related receivable – the net costs of known uninsured claims and the net costs of potential additional payments for previously settled claims (see *Note B3 Abuse claims management*)
- Property, plant and equipment – useful lives (see *Note B5 Property, plant and equipment*)
- Employee benefits – inputs into the calculation of the present value of long service leave entitlements (see *Note C2 Employee expenses and entitlements*)

### A4 PRINCIPLES OF AGGREGATION

ACSQ, as the ultimate responsible entity, has produced the Financial Statements which incorporate for clarity the assets and liabilities and the results of the business streams that are not reported elsewhere. Individual financial statements are prepared separately for each of the excluded business streams and are available directly from the relevant Parish, School and Child Care Centre. Financial statements for Anglicare SQ for the latest financial year ended 30 June 2021 are available on the Anglicare website.

Business transactions and balances between the included business streams are eliminated in the Financial Statements.

FINANCIAL OPERATIONS INCLUDED:	BUSINESS STREAMS REPORTED SEPARATELY:
<ul style="list-style-type: none"> <li>• Anglican Financial Services (ANFIN)</li> <li>• Anglican Schools Office</li> <li>• Claims Settlement</li> <li>• Finance and Diocesan Services</li> <li>• Ministry Education</li> <li>• Parish &amp; Other Ministries Services;</li> <li>• The Episcopate and Leadership Team;</li> <li>• General Managers Office;</li> <li>• The Going for Growth Fund;</li> <li>• The Mission Alive Fund;</li> <li>• Trusts and other funds (including the Diocesan Insurance Fund, General Trust and Special Trust funds)</li> </ul>	<ul style="list-style-type: none"> <li>• Parishes, except for real property assets that have been included in the Financial Statements</li> <li>• Individual Schools owned or controlled by the Corporation</li> <li>• The Community Services Commission (CSC) trading as Anglicare Southern Queensland (Anglicare SQ)</li> </ul>

## A5 GOING CONCERN AND LIQUIDITY MANAGEMENT

Due to the effect of the aggregation of the ANFIN assets and liabilities into ACSQ, the Financial Statements show an imbalance between the current assets and current liabilities.

ACSQ maintains sufficient funds in cash and cash equivalents to meet its day to day operational requirements with an unrestricted year end cash balance of \$162.3m (2020: \$130.8m).

The singular legal relationship between ACSQ and its business entities allows for a higher degree of information flow and controls. This supports the management of assets to meet the short-term liabilities to internal depositors in ANFIN, as well as allowing for more systematic planning for longer-term investments and for meeting longer-term liabilities. Further it should be noted that, where necessary, the liquidity of the internal depositors could be drawn upon to support any shortfall.

ACSQ has unrestricted access to \$30.0m (2020: \$48.0m) in lines of credit, which were unused at year-end.

These measures, along with the considerable level of non-current assets held and the expected inflow of cash from operations, give Diocesan Council the assurance that ACSQ will be able to meet its financial obligations as and when they fall due.

The Financial Statements are prepared on a going concern basis, which contemplates the continuity of normal business activities and the realisation of assets and the settlement of liabilities in the ordinary course of business.



## B KEY NUMBERS

### B1 ANFIN

ANFIN is a Religious Charitable Development Fund which provides treasury, investment, funding and transactional solutions for ACSQ as well as other approved affiliated Anglican entities.

(i) ANFIN operational result

	2021	2020
	\$	\$
<b>Investment income</b>		
Interest income from loans and advances	2,718,460	3,439,230
Dividends and managed funds distributions	1,637,607	2,696,634
Interest income from deposits with other financial institutions	708,051	1,521,322
	<b>5,064,118</b>	<b>7,657,186</b>
<b>Investment expense</b>		
Interest expense from client investments	627,361	1,578,812
	<b>4,436,757</b>	<b>6,078,374</b>
<b>Gross margin</b>		
<b>Other income</b>		
Other minor operating income	1,461	1,315
Other income	19,425	37,985
	<b>20,886</b>	<b>39,300</b>
<b>Other expenses</b>		
Employee expenses	442,671	432,282
Asset management	253,364	306,828
Service delivery	75,361	96,691
Office operations	17,564	29,492
	<b>788,960</b>	<b>865,293</b>
<b>Surplus for the year</b>	<b>3,668,683</b>	<b>5,252,381</b>
ANFIN dividend paid to ACSQ	(3,300,000)	(5,000,000)
<b>Net surplus for the year</b>	<b>368,683</b>	<b>252,381</b>

The above position is as disclosed in *Note C1 Segment reporting* and is prior to the elimination of inter-entity transactions. The dividend paid by ANFIN to ACSQ has been eliminated on aggregation.

Interest income is received from Parishes, Schools and other related entities on loans advanced by ANFIN.

Interest expense is paid to Parishes, Schools, Anglicare SQ and other related entities on deposits held by ANFIN.

See *Note E5 Other Accounting Policies* for details in relation to the accounting policies for income and expenses.

(ii) Interest bearing liabilities

The interest bearing liabilities represent funds on deposit with ANFIN from the business segments of ACSQ.

	2021	2020
	\$	\$
<b>Current (Unsecured - at amortised cost)</b>		
<i>Funds at call</i>		
Anglicare	87,978,052	89,533,198
Schools	73,458,142	65,228,407
Parishes and other Anglican entities	21,598,012	20,767,573
	<b>183,034,206</b>	<b>175,529,178</b>
<i>Term Investments</i>		
Anglicare	74,568,161	74,289,407
Schools	12,740,554	14,736,349
Parishes and other Anglican entities	12,388,046	12,267,321
	<b>99,696,761</b>	<b>101,293,077</b>
<b>Total Interest bearing liabilities</b>	<b>282,730,967</b>	<b>276,822,255</b>

Note that financial liabilities arising in relation to right-of-use assets are excluded from the above interest bearing liabilities and are instead disclosed separately in *Note B5 Property, Plant and Equipment*. Further details are provided in *Notes C6 Financial Risk Management* and *E5 Other Accounting Policies* in relation to respectively the maturity of the liabilities and accounting policies relevant to them.

**Financing arrangements**

Unrestricted access was available to ACSQ at the end of the reporting period to the following lines of credit:

	2021	2020
	\$	\$
Equity lending facility	30,000,000	30,000,000
Business loan facility	-	18,000,000
Used at balance date	-	-
Unused at balance date	<b>30,000,000</b>	<b>48,000,000</b>

The Equity lending facility is secured by Investments in managed funds of \$21,348,973 (2020: \$21,222,725) – see *Note B1(v) ANFIN Investments*. The business loan facilities were taken out in 2020 as part of ACSQ's response to the challenges arising from the COVID pandemic and were secured by \$64.0m in term deposits held at Westpac. However, this facility was not utilised and has been closed in 2021.



(iii) Financial assets - Loans receivable

The loans receivable held by ANFIN represent loans and overdrafts made available to the business segments of ACSQ.

	\$	\$	\$
	Current	Non-current	Total
<b>ANFIN loan receivables 2021</b>			
Anglicare	-	-	-
Schools	15,384,972	76,794,596	92,179,568
Parishes and other Anglican entities	681,942	5,616,572	6,298,514
Overdrafts	58,934	-	58,934
	<b>16,125,848</b>	<b>82,411,168</b>	<b>98,537,016</b>
Allowance for impaired loans	-	(404,514)	(404,514)
	<b>16,125,848</b>	<b>82,006,654</b>	<b>98,132,502</b>
	-	-	-
<b>ANFIN loan receivables 2020</b>			
Anglicare	-	-	-
Schools	15,265,016	91,767,904	107,032,920
Parishes and other Anglican entities	678,372	6,888,339	7,566,711
Overdrafts	94,808	-	94,808
	<b>16,038,196</b>	<b>98,656,243</b>	<b>114,694,439</b>
Allowance for impaired loans	-	(423,939)	(423,939)
	<b>16,038,196</b>	<b>98,232,304</b>	<b>114,270,500</b>

Substantial client investments cover many of these loans with ACSQ from the same or related entities. A substantial proportion of these investments are held in the name of, and under the direct control of ACSQ. Further, substantial loan receivables are held with excluded business streams of ACSQ such as Schools (refer *Note A4 Principles of aggregation*).

Loans totalling \$98,073,567 (2020: \$114,175,692) remain outstanding from Diocesan agencies and parties related to ACSQ. Of these loans, \$5,916,755 (2020: \$7,500,643) has been advanced to parishes for properties which are held as assets in the Financial Statements. One of the major objectives of ANFIN is to provide loan finance to such Anglican Church entities.

As at balance date, loans approved but not yet funded amounted to \$26,339,191 (2020: \$22,518,634).

Further details are provided in *Note E5 Other accounting policies* in relation to the general accounting policies relevant to loan receivables, however the approach taken with respect to determining the appropriate allowance for impaired loans is discussed in the next section.

(iv) Allowance for impaired loans

In 2021 there were nil loan impairments (2020: nil).

ACSQ assesses impairment at each reporting date by evaluating conditions specific to loan receivables. ACSQ recognises an allowance for Expected Credit Losses ("ECLs") for all Debt instruments not held at fair value through the Statement of Comprehensive Income. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cashflows that ACSQ expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms. An allowance for ECLs is made when there is objective evidence that the collection risk has changed since initial recognition and that ACSQ may not be able to collect the debts and they are considered to be impaired.

The singular legal relationship between ACSQ and the business entities to which it provides loans allows for a high degree of information and controls collectability.



(v) Financial assets – Investments

	2021	2020
	\$	\$
Investments in managed funds	63,319,834	60,251,754
	<u>63,319,834</u>	<u>60,251,754</u>

Of the balance invested in managed funds, \$21,789,555 (2020: \$21,222,725) is held as security for a \$30m (2020: \$30m) line of credit (see *Note B1(ii)* above).

During the year, the market value of the investment portfolio increased by \$3,068,081 (2020: decreased by \$581,179) and this unrealised gain/(loss) has been recognised in Other Comprehensive Income and the Statement of Changes in Equity (Asset Revaluation Reserve).

Investments are financial assets that are measured at fair value, and to provide an indication about the reliability of the inputs used in determining fair value, ACSQ has categorised below the Investments into the three levels prescribed under the accounting standards (see further *Note E5 Other accounting policies*).

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
<b>Financial assets</b>				
<b>At 31 December 2021</b>				
Financial assets at fair value at FVOCI				
Investments in managed funds	63,319,834	-	-	63,319,834
	<u>63,319,834</u>	-	-	<u>63,319,834</u>
<b>At 31 December 2020</b>				
Financial assets at fair value at FVOCI				
Investments in managed funds	60,251,754	-	-	60,251,754
	<u>60,251,754</u>	-	-	<u>60,251,754</u>

The Level 1 inputs used in determining fair value of the Investments is the quoted buy price of the unit in the managed fund, and for the externally managed share portfolio is the bid price listed on the Australian Stock Exchange as at 31 December 2021.

The fair value of investments as at 31 December 2021 reflects the conditions known as at that date and do not factor in the continuing effect of COVID-19 on those valuations. The investment markets continue to be expected to be more volatile for at least the near term.



## B2 ANGLICAN SCHOOLS COMMISSION

The Anglican Schools Commission ("ASC") provides strategic direction and policy development to, and monitoring of, Anglican schools owned by ACSQ.

	2021	2020
	\$	\$
<b>Operating income</b>		
Australian Government Funding for Schools	103,275,049	98,482,593
School Levies	2,949,330	3,085,197
Anglican Belonging	41,325	40,950
Interest income from deposits	2,712	11,262
Other operating income	134,426	14,726
Other income	-	24,000
	<b>106,402,842</b>	<b>101,658,728</b>
<b>Operating expenses</b>		
Distribution of Government funding for schools	103,086,940	98,482,593
Employee expenses	1,745,815	1,838,859
Service delivery	1,072,216	825,164
Office operations	233,086	286,335
Asset management	91,528	171,798
Depreciation	264	265
Grant and income distribution	-	710
	<b>106,229,849</b>	<b>101,605,724</b>
<b>Operating surplus for the year</b>	<b>172,993</b>	<b>53,004</b>

ACSQ receives funding from the Federal Government for the Anglican School Queensland System which is then distributed to Schools in accordance with the Federal Government's funding model. The Anglican Schools Commission also govern a number of Education and Care Services within ACSQ.

Levies are received from Schools in order to cover the operational costs of running the Anglican School Commission.



### B3 ABUSE CLAIMS MANAGEMENT

The Claims Settlement business stream forms part of the General Manager's Office. It has responsibility for the management of any alleged abuse claims arising in relation to any of the operations of ACSQ.

(i) Abuse claims net operating result

	2021	2020
	\$	\$
<b>Abuse claims income</b>		
Reimbursement of uninsured claims costs	5,280,554	13,489,130
Grant income - recovery of claim legal costs from Brookfield net proceeds	1,000,000	-
	<b>6,280,554</b>	<b>13,489,130</b>
<b>Abuse claims expenses</b>		
Claims expense	11,555,069	18,231,965
Movement in reimbursement of claims that have been provided for	(3,695,333)	(5,544,942)
Service delivery expenses	576	6,004
Office operations	17	-
Grant and income distribution	-	100,000
	<b>7,860,329</b>	<b>12,793,027</b>
<b>Net abuse claims management operating result</b>	<b>(1,579,775)</b>	<b>696,103</b>

In 2021 Claims Settlement received \$1.0 million in grant income from ACSQ out of the net proceeds arising from the sale of the Brookfield centre. This grant was intended to partially offset the legal costs incurred in managing the Abuse claim liabilities and has been eliminated on aggregation.

(ii) Abuse claims provision

	2021	2020
	\$	\$
Abuse claims reimbursement receivable	16,467,186	12,771,853
Provision for known uninsured Abuse claims	21,513,945	18,764,873
<b>Net Abuse claims provision</b>	<b>(5,046,759)</b>	<b>(5,993,020)</b>

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.

ACSQ considers the reimbursement of the abuse claims provision from Schools as 'virtually certain' due to the Diocesan Council resolving the way in which the claims payments would be funded, and the Schools having the capacity to fund the reimbursement.

For the financial year end, ACSQ has recognised an increase in the receivable for reimbursement for School abuse claims totalling \$3,695,333 (2020: an increase of \$5,544,942) which has been recognised in the Statement of Comprehensive Income.

The provision includes key estimates in relation to the assumptions about likely outcomes and estimates of average claim amounts for uninsured claims and additional redress on previously settled claims. Included in the above Provision for known uninsured Abuse claims is ACSQ's best estimate of the net costs of known uninsured abuse claims yet to be settled, together with the net costs of potential additional payments required on previously settled claims as a result of recommendation from the Royal Commission.



Provisions are measured as management's best estimate of the net expenditure required to settle the present obligation at the reporting date.

Provisions for legal claims are recognised when ACSQ assesses it is probable that the claim will result in a future payment to the claimant and the amount can be reliably estimated.

(iii) **Contingent abuse claims and costs**

ACSQ 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. ACSQ has made its best estimate of the net costs of known uninsured abuse claims yet to be settled together with the net costs of potential additional payments required on previously settled claims as a result of recommendation from the Royal Commission (refer above). However, it is not possible at the date of this report for ACSQ to reliably estimate the effect of any costs of unknown claims which might emerge in the future. Accordingly, no liabilities or expenses have been recorded in relation to unknown potential future claims.

## B4 OTHER BUSINESS OPERATIONS REVENUE AND EXPENSES

Other business operations revenues and expenses include the operating result prior to eliminations for the remaining business streams reported on in these Financial Statements, excluding the ANFIN, ASC and Claims Settlement operating results disclosed in *Notes B1 to B3* above.

(i) **Other financing income and expense**

	<b>2021</b>	<b>2020</b>
	<b>\$</b>	<b>\$</b>
<b>Investment income</b>		
ANFIN dividend income	3,300,000	5,000,000
Other external dividend income and managed fund distributions	2,080,258	1,639,370
Interest income from deposits with other financial institutions	248,379	187,192
Interest income from loans and advances	14,784	-
	<b>5,643,421</b>	<b>6,826,562</b>
<b>Investment expense</b>		
Interest expense	228,098	389,148
	<b>5,415,323</b>	<b>6,437,414</b>

The ANFIN dividend income received by ACSQ has been eliminated on aggregation (see *Note A4 Principles of Aggregation*). For commentary in relation to accounting policies relevant to investment income and expense, please refer to *Note E5 Other accounting policies*.

(ii) Other interest-bearing liabilities

These are funds held by ACSQ on behalf of related parties outside of ANFIN's operations.

	2021	2020
	\$	\$
<b>Current (Unsecured - at amortised cost)</b>		
<i>Funds at call</i>		
ASC Portable Long Service Leave	1,252,495	1,133,703
Unspent salary sacrifice funds	293,790	146,822
Canterbury Fellowship trust	18,047	100,003
	<u>1,564,332</u>	<u>1,380,528</u>
<i>Term investments</i>		
Canterbury Fellowship trust	100,000	-
<b>Non-Current (Unsecured - at amortised cost)</b>		
Funds held on behalf of Anglicare	28,968,023	30,164,017
<b>Total Other interest bearing liabilities</b>	<u>30,632,355</u>	<u>31,544,545</u>

(iii) Other loans receivable

The loans receivable held by ACSQ outside of ANFIN's operations represent long term loans provided to two schools. One of the long term loan receivables of \$5.0 million had been fully provided for in prior years, however this amount was recovered in full in the current year. The timeframe for the repayment of the remainder of the loans is currently under discussion, and consequently the loans remain classified as non-current.

	\$	\$	\$
	Current	Non-current	Total
<b>Other loan receivables 2021</b>			
Schools	161,520	524,957	686,477
Allowance for impaired loans	-	-	-
	<u>161,520</u>	<u>524,957</u>	<u>686,477</u>
<b>Other loan receivables 2020</b>			
Schools	-	5,807,617	5,807,617
Allowance for impaired loans	-	(5,000,000)	(5,000,000)
	<u>-</u>	<u>807,617</u>	<u>807,617</u>

(iv) Other Investments

Other investments represent funds that are managed by ACSQ outside of ANFIN's operations.

	2021	2020
	\$	\$
Investments in managed funds	28,983,255	27,865,823
Externally managed share portfolio	14,223,389	12,564,148
	<u>43,206,644</u>	<u>40,429,971</u>

The investments in managed funds include the Going for Growth Fund and the See Fund.

During the year, the market value of the investment portfolio increased by \$2,948,424 (2020: increased by \$116,254) and this unrealised gain/(loss) has been recognised in Other Comprehensive Income and the Statement of Changes in Equity (Asset Revaluation Reserve). During the year sales of shares within our externally managed share portfolio generated net realised gains of \$433,083 (2020: \$68,548) (see further *Note E1 Other income*).



Investments are financial assets that are measured at fair value, and to provide an indication about the reliability of the inputs used in determining fair value, ACSQ has categorised below the Investments into the three levels prescribed under the accounting standards (see further *Note E5 Other accounting policies*).

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
<b>Financial assets</b>				
<b>At 31 December 2021</b>				
Financial assets at fair value at FVOCI				
Investments in managed funds	28,983,255	-	-	28,983,255
Externally managed share portfolio	14,223,389	-	-	14,223,389
	<b>43,206,644</b>	<b>-</b>	<b>-</b>	<b>43,206,644</b>
<b>At 31 December 2020</b>				
Financial assets at fair value at FVOCI				
Investments in managed funds	27,865,823	-	-	27,865,823
Externally managed share portfolio	12,564,148	-	-	12,564,148
	<b>40,429,971</b>	<b>-</b>	<b>-</b>	<b>40,429,971</b>

The Level 1 inputs used in determining fair value of the Investments is the quoted buy price of the unit in the managed fund, and for the externally managed share portfolio is the bid price listed on the Australian Stock Exchange as at 31 December 2021.

The fair value of investments as at 31 December 2021 reflects the conditions known as at that date and do not factor in the continuing effect of COVID-19 on those valuations. The investment markets are expected to continue to be more volatile for at least the near term.

(v) Other business operating income

	2021	2020
	\$	\$
Insurance premiums received	6,385,476	5,033,406
Insurance claims reimbursement	1,138,347	182,292
Service fees	529,280	1,094,337
	<b>8,053,103</b>	<b>6,310,036</b>
<b>Other operations income</b>		
Sundry income	6,841,966	1,525,254
Rental income	1,089,288	956,483
Education and conference income	369,987	348,493
Expenses recovered	299,735	399,478
Grants received	30,600	118,000
	<b>8,631,576</b>	<b>3,347,708</b>
<b>Total</b>	<b>16,684,679</b>	<b>9,657,744</b>

Insurance claim reimbursements are in relation to recoveries made from our insurers under ACSQ's insurance policies. ACSQ receives insurance premiums contributions and self-insurance levies from Parishes, Schools, Anglicare SQ and other related entities as a recovery of the insurance premium costs incurred.

Parishes and Anglicare SQ are charged Service fees for administrative services provided by ACSQ.

Included within Sundry income of \$6.8 million in 2021 is grant and distribution income predominantly received by the Going for Growth Fund, and various other trusts and reserves. Note however that there is an equal amount recognised as grant and income distribution expenses included in other business operating expenses (see further *Note B4(vii)* below) to completely offset this income. Both the grant income and income distribution expenses are eliminated on aggregation (see *Note A4 Principles of Aggregation*). In 2021 the distribution income included \$3.8 million arising from the net sale proceeds from the Brookfield centre disposal.

(vi) Donations, fundraising, contributions

	2021	2020
	\$	\$
Anglican Belonging Fee income	2,306,946	2,304,696
Diocese/Parish contributions	1,352,555	1,699,522
Donations	678,407	835,514
	<b>4,337,908</b>	<b>4,839,732</b>

The Anglican Belonging fee income received by ACSQ is predominantly from Anglicare SQ with the balance from the separately incorporated schools .

(vii) Accounting policy – Revenue and other income

Revenue and other income is recognised when control of the asset is transferred to the customer at an amount that reflects the consideration to which ACSQ expects to be entitled in exchange for the goods or services. Amounts disclosed are measured at the fair value of the consideration received or receivable and are net of goods and services tax (“GST”) levied and amounts collected on behalf of third parties.

Fee revenue is recognised when the service is provided.

Rendering of services is recognised in proportion to the stage of completion of the transaction at the end of the annual reporting period. The stage of completion is assessed by reference to the stage of work performed.

Rental income is accounted for on a straight-line basis over the term of the rental agreement. Contingent rents are recognised as revenue in the period in which they are earned.

Donations, fund raisings and bequests are recognised upon receipt.

(viii) Business operating expenses

	2021	2020
	\$	\$
Employee expenses	9,563,384	10,686,239
Grant and income distribution	8,994,060	2,487,832
<b>Service delivery expenses</b>		
Insurance	5,133,477	4,385,242
Professional services and consultants	1,082,013	1,361,231
Training, conference and education	373,554	288,974
Anglican Church Australia statutory assessment fee	166,610	166,600
Professional development	104,674	104,273
Audit and accounting fees	101,579	98,136
Hospitality and Synod	61,794	51,700
Anglican Church Australia special assessment fee	46,660	40,740
Bank Charges	1,092	1,012
	<b>7,071,453</b>	<b>6,497,908</b>





	2021	2020
	\$	\$
<b>Office operations</b>		
Photocopying, printing, postage and stationery	79,821	81,705
Travelling	64,510	70,367
Telephone, fax and internet	58,017	80,715
Sundry expenses	51,781	317,187
Removals and relocation	26,246	16,192
Advertising and marketing	6,302	7,933
	<b>286,677</b>	<b>574,099</b>

Income distributions relates to funds drawn from specific Parish property and other trust reserves. For the current year the auditor of ACSQ is Ernst & Young (2020: Ernst & Young) and audit fees in 2021 were \$100,000 (2020: \$97,850).

	2021	2020
	\$	\$
<b>Asset management</b>		
Occupancy expenses	593,921	405,539
Repairs and maintenance	440,706	321,102
Computing, software and licenses	171,630	144,846
Motor vehicle expenses	130,411	128,644
Minor equipment purchases and hire	70,198	82,085
	<b>1,406,866</b>	<b>1,082,216</b>

(ix) Accounting policy – business operating expenses

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

## B5 PROPERTY, PLANT AND EQUIPMENT

(i) Property, plant and equipment (excluding Right-of-use assets in Note B5(v))

	Land	Buildings	Work in Progress	Other PPE	TOTAL
	at valuation	at valuation	at cost	at cost	
<b>Balance at 1 January 2020</b>	335,634,349	237,717,844	1,821,249	2,288,542	577,461,984
Additions	60,000	10,301,597	2,251,077	428,343	13,041,017
Completed projects capitalised/expensed	-	1,624,945	(1,694,945)	-	(70,000)
Impairment write-down	(1,556,279)	(278,256)	(119,663)	-	(1,954,198)
Transferred to Assets held for sale (Note B5(ii))	(934,504)	(351,500)	-	-	(1,286,004)
Disposals/adjustments	-	(335,415)	(1,337,984)	(2,009,510)	(3,682,809)
Revaluation adjustments - Assets transferred to Held for sale and disposed	-	-	-	-	-
Revaluation of Land and buildings	46,898,915	116,614,217	-	-	163,513,132
<b>Balance at 31 December 2020</b>	<b>380,102,481</b>	<b>365,293,432</b>	<b>919,834</b>	<b>707,375</b>	<b>747,023,122</b>
Accounting policy change - SaaS Implementation costs	-	-	-	(242,257)	(242,257)
Additions	55,614	981,816	2,509,513	-	3,546,943
Completed projects capitalised/expensed	-	2,289,359	(2,289,359)	-	-
Impairment write-down	(75,000)	-	(56,787)	-	(133,787)
Transferred to Assets held for sale (Note B5(ii))	(3,024,167)	(1,806,899)	-	-	(4,831,066)
Disposals/Adjustments	-	(356,581)	(364,430)	(196,466)	(917,477)
Revaluation adjustments - Assets transferred to Held for sale and disposed	(160,768)	51,051	-	-	(109,717)
Revaluation of Land and buildings	45,092,432	15,979,067	-	-	61,071,499
<b>Balance at 31 December 2021</b>	<b>421,990,592</b>	<b>382,431,245</b>	<b>716,771</b>	<b>268,652</b>	<b>805,407,260</b>
<b>ACCUMULATED DEPRECIATION</b>					
Balance at 1 January 2020	-	-	-	(2,061,112)	(2,061,112)
Impairment write down	-	-	-	-	-
Disposals	-	-	-	1,890,193	1,890,193
Depreciation expense	-	-	-	(162,491)	(162,491)
<b>Balance at 31 December 2020</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(333,410)</b>	<b>(333,410)</b>
Impairment write down	-	-	-	-	-
Accounting policy change - SaaS Implementation costs	-	-	-	71,473	71,473
Disposals	-	-	-	187,013	187,013
Depreciation expense	-	-	-	(36,243)	(36,243)
<b>Balance at 31 December 2021</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(111,167)</b>	<b>(111,167)</b>
<b>WRITTEN DOWN VALUE</b>					
Carrying value at 31 December 2020	380,102,481	365,293,432	919,834	373,965	746,689,712
Carrying value at 31 December 2021	421,990,592	382,431,245	716,771	157,485	805,296,093

"Other PPE" includes Furniture and fittings, Office equipment, Motor Vehicles and Computer software and equipment

(ii) Accounting policy – Property, plant and equipment

**Recognition**

Land and buildings are valued at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (see further *Note E5 Other accounting policies*). The highest and best use of the land and buildings are considered in determining the valuation.

The determination of fair value is one of the key accounting estimates made by ACSQ. ACSQ's policy is to make revaluations with sufficient regularity to ensure the carrying amount of land and buildings does not differ materially from that which would be determined using fair value at the end of the reporting period. Independent valuations are periodically obtained in the application of this policy. Valuations for land and buildings held at fair value were comprehensively valued by APV Valuers and Asset Management at 30 June 2020. Management has conducted a desktop review of fair value for 31 December 2021.

In conducting the desktop review, management has taken into consideration the acquisition and disposal of land and building assets, as well as material modifications to existing assets that have impacted on the condition of asset components. The previous fair value amounts of land and building assets have then been indexed based on specific cost indices (based on appropriate construction cost indices) and market indices (based on property market movements observed in the geographic location of the assets) relevant to the year ended 31 December 2021 as provided by APV Valuers and Asset Management. In their report on indices APV noted that the property market within southern Queensland has seen a boom period in the twelve months to 31 December 2021, and on average the increases have been greater in the metropolitan areas rather than small regional towns. After consideration of the volatility of the property and construction markets due to ongoing uncertainties arising primarily from the COVID-19 pandemic, and the consequential restrictions on the supply of goods and movement of people, management has applied a risk based adjustment to the indexed amounts in determining the fair value of land and building assets. As a result of the desktop review there has been an increase in the fair value of land and building assets of \$61.1 million (8.2%).

To provide an indication about the reliability of the inputs used in determining fair value, ACSQ has categorised below land and buildings into the three levels prescribed under the accounting standards (see further *Note E5 Other accounting policies*).

	Level 1	Level 2	Level 3	Total
	\$	\$	\$	\$
<b>At 31 December 2021</b>				
Land	-	421,990,592	-	421,990,592
Buildings and other structures	-	28,087,910	354,343,335	382,431,245
	-	<b>450,078,502</b>	<b>354,343,335</b>	<b>804,421,837</b>
<b>At 31 December 2020</b>				
Land	-	380,102,481	-	380,102,481
Buildings and other structures	-	23,494,300	341,799,132	365,293,432
	-	<b>403,596,781</b>	<b>341,799,132</b>	<b>745,395,913</b>

The fair value of land and buildings is determined based on unobservable inputs that would be classified as either Level 2 or Level 3 in the fair value hierarchy. In the comprehensive valuation undertaken at 30 June 2020 the valuer used various methodologies to value land (including direct comparison market approach or hypothetical development approach) and buildings (direct comparison approach, income approach or cost replacement approach). Buildings were further split into components if there were multiple components that would have varying useful lives or condition leading to different valuations.

Increases in the carrying amounts arising on revaluation of land and buildings are credited to the Asset revaluation reserve in equity. Any revaluation decrements are initially taken to the Asset revaluation reserve to the extent of any previous revaluation surplus of the same asset.

All other items of property, plant and equipment are initially recorded at cost at the date of acquisition, being the fair value of the consideration provided plus incidental costs directly attributable to the acquisition.

Donated assets are recorded at their fair value and credited to the Statement of Comprehensive Income.

Property sales are recorded as a profit or loss against book value followed by writing back any revaluation to Asset revaluation reserve.



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 ACSQ in future years, otherwise the costs are recognised in the Statement of Comprehensive Income as an expense when incurred.

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.

#### 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.

#### Impairment of tangible assets

At each reporting date, carrying values of tangible assets are reviewed to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the fair value or rateable land value as determined by ACSQ, 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.

#### Derecognition

An item of property, plant and equipment is derecognised when it is old or otherwise disposed of, or when its use is expected to bring no future economic benefits. Any gain or loss on derecognising an item of property, plant and equipment (being the difference between the proceeds of disposal and the carrying amount of Property, plant and equipment) is included in the income statement in the year of disposal.

#### (iii) Assets Held for Sale

	2021	2020
	\$	\$
<b>Land held for sale</b>		
Opening balance	1,006,482	1,226,292
Transferred from Property, plant and equipment (Note B5(i))	3,024,167	934,504
Disposals	(4,021,649)	(1,154,314)
	<u>9,000</u>	<u>1,006,482</u>
<b>Buildings and Improvements Held for Sale</b>		
Opening balance	3,009,191	3,520,256
Transferred from Property, plant and equipment (Note B5(i))	1,806,899	351,500
Disposals	(4,816,090)	(862,565)
	<u>-</u>	<u>3,009,191</u>
<b>Total Assets held for sale</b>	<u><u>9,000</u></u>	<u><u>4,015,673</u></u>

#### (iv) Accounting policy – Assets held for sale

Non-current assets are classified as Assets held for sale if their carrying amount will be recovered principally through a sale transaction instead of use and the sale is highly probable to occur within twelve months of reporting date. They are measured as the lower of their carrying amount and fair value less costs to sell. Where a reversal of a previous revaluation is required to adjust the asset to fair value, the revaluation



adjustment against the Asset revaluation reserve is made immediately prior to the asset being reclassified to Held for sale. They are not depreciated.

An impairment loss is recognised for any initial or subsequent write-down of the asset to fair value less costs to sell. A gain is recognised for any subsequent increases in fair value less costs to sell of an asset, but not in excess of any cumulative impairment loss previously recognised. A gain or loss not previously recognised by the date of the sale of the non-current asset is recognised at the date of de-recognition.

(v) [Right of use assets and lease liabilities](#)

ACSQ has lease contracts for premises and motor vehicles used in its operations which are classified as Right-of-use assets and liabilities.

The following expenses in relation to leases have been recognised in the Statement of Comprehensive Income.

	2021	2020
	\$	\$
<b>Lease expenses</b>		
Depreciation - Right-of-use lease assets	536,915	554,774
Interest expense - Lease liabilities	44,038	64,529
	<u>580,953</u>	<u>619,303</u>

Right-of-use lease assets have been classified as part of property, plant and equipment in the Balance Sheet.

	2021	2020
	\$	\$
<b>Right-of-use lease assets</b>		
<b>Non-current</b>		
Premises	766,135	1,212,437
Motor Vehicles	75,459	134,914
	<u>841,594</u>	<u>1,347,351</u>

Lease liabilities have been classified into current and non-current liabilities.

	2021	2020
	\$	\$
<b>Lease liabilities</b>		
<b>Current</b>		
Premises	415,567	454,829
Motor Vehicles	55,311	82,527
	<u>470,878</u>	<u>537,356</u>
<b>Non-current</b>		
Premises	368,117	812,909
Motor Vehicles	22,420	52,372
	<u>390,537</u>	<u>865,281</u>
<b>Total lease liabilities</b>	<u>861,415</u>	<u>1,402,637</u>

Leases for premises are generally for 10 to 12-year terms, with the current premises having less than 2 years remaining in lease term. Leases for motor vehicles generally have lease terms between 3 and 5 years. ACSQ obligations under the motor vehicle leases are secured by the lessor's title to the leased assets.

ACSQ also has certain leases of office equipment with lease terms of 12 months or less, or with low value, however these leases qualify for an exemption from recognition as right-of-use assets and liabilities.



(vi) [Accounting policy - Right of use assets and liabilities](#)

ACSQ assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

ACSQ applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. ACSQ recognises right-of-use assets representing the right to use the underlying assets and lease liabilities to make lease payments.

[Right-of-use assets](#)

ACSQ recognises right-of-use assets at the commencement date of the lease (i.e., the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received.

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets. If ownership of the leased asset transfers to ACSQ at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

[Lease liabilities](#)

At the commencement date of the lease, ACSQ recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option or lease renewal reasonably certain to be exercised by ACSQ and payments of penalties for terminating the lease, if the lease term reflects ACSQ exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs

In calculating the present value of lease payments, ACSQ uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

[Short-term leases and leases of low-value assets](#)

ACSQ applies the short-term lease recognition exemption to its short-term leases of plant and equipment (i.e. those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of plant and equipment that are considered to be low value.

Lease payments on short-term leases and leases of low-value assets are recognised as expenses on a straight-line basis over the lease term.

[Corporation as a Lessor](#)

Leases in which ACSQ does not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases.



## B6 CASH

### (i) Cash and cash equivalents

	2021	2020
	\$	\$
Cash at banks and other financial intermediaries	162,275,819	130,808,516
Restricted cash	3,752,284	3,231,574
	<u>166,028,103</u>	<u>134,040,090</u>

Cash and cash equivalents include cash on hand, deposits held at call with banks and financial intermediaries, and other short-term cash investments (including longer term deposits that can be easily converted to cash with insignificant cost and on short notice). Bank overdrafts are shown within borrowings in liabilities on the Statement of Financial Position.

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.

### (ii) Reconciliation of operating surplus/(deficit) to net cash generated from operating activities

	2021	2020
	\$	\$
<b>Net surplus/(deficit) for the period</b>	3,116,357	(969,481)
<b>Adjustments for:</b>		
Non-cash items:		
Less: Non-cash distribution from Investments	(71,210)	(35,741)
Add: Impairment of Property plant and equipment	132,596	1,954,198
Less: Bequest property and investment received / disbursed	-	(405,043)
Add: Lease Adjustment	14,845	23,852
Add: Depreciation	36,242	162,491
Gain on sale of fixed assets	(2,114,976)	(497,474)
Gain on sale of investment	(433,083)	(68,548)
Decrease/(Increase) in receivables	12,337,986	(3,163,080)
Increase in payables	3,702,724	5,181,177
Increase in employee entitlements	41,547	181,996
Increase in provisions	2,794,842	4,198,737
Increase in interest bearing liabilities	4,996,522	39,302,836
<b>Net cash flows provided by operating activities</b>	<u>24,554,392</u>	<u>45,865,920</u>



## C OTHER SIGNIFICANT OPERATING ITEMS

### C1 SEGMENT REPORTING

Segment information is presented in respect of ACSQ's business streams. The primary business segments are based on the internal reporting structure of ACSQ. ACSQ primarily operates within one geographic segment being the state of Queensland. Segment revenue results include items directly attributable to a segment, including inter-entity transactions. The total of transactions eliminated on aggregation has been presented as Eliminations in both revenue and expenditure, with a final column presented which represents the total operating position of ACSQ which ties to the Statement of Comprehensive Income.

#### Business Segments

The following business segments are included in the segment reporting:

- Anglican Financial Services (ANFIN)
- The Anglican Schools Office (excluding schools) (ASC)
- Claim Settlements
- Finance and Diocesan Services Commission (FDSC)
- Ministry Education (MEC)
- Parish Services (excluding parishes) (PMC)
- The Episcopate and Leadership Team (Episcopate & Leadership)
- General Manager's Office (GMO)
- Corporate Overhead
- The Going for Growth Fund
- The Mission Alive Fund; and
- Trusts and Other Funds (including The Diocesan Insurance Funds).



Segment report  
For the year ended 31 December 2021

	AMFIN	ASC	Claim Settlements	Total other segments	FDSC	MEC	PMC	Episcopate & Leadership	General Managers Office	Corporate Overhead	Going For Growth	Mission Alive Fund	Trusts and other funds	Eliminations	TOTAL
<b>Investment income</b>															
Dividends and managed funds distributions	1,637,607	-	-	5,380,258	-	-	-	416,196	-	-	641,168	4,061,211	261,683	(3,555,168)	3,462,697
Interest income from loans and advances	2,718,460	-	-	14,784	-	-	-	-	-	-	-	14,784	-	(76,029)	2,657,219
Interest income from deposits with other financial institutions	708,051	2,712	-	248,379	-	1,188	99	(177)	-	-	3,263	192,516	51,490	(70,806)	888,336
<b>Operating income</b>															
<i>Business operations Income</i>															
Australian Government Funding for Schools	-	103,275,049	-	-	-	-	-	-	-	-	-	-	-	-	103,275,049
Reimbursement of claims	-	-	6,280,554	1,138,347	-	66,248	-	-	-	-	-	-	1,072,098	(62,267)	7,356,634
Insurance premiums received	-	-	-	6,385,476	-	-	-	-	-	-	-	-	6,385,476	-	6,385,476
School levies	-	2,949,330	-	-	-	-	-	-	-	-	-	-	-	-	2,949,330
Service fees	-	-	-	529,280	386,500	-	-	-	142,780	-	-	-	-	(486,500)	42,780
Other	1,461	134,426	-	8,631,576	446,109	671,183	151,124	235,347	74,307	66,478	2,215,405	-	4,771,623	(6,682,970)	2,084,493
<i>Donations, Fundraising and contributions</i>															
Anglican Belonging income	-	41,325	-	2,306,946	-	-	-	-	-	-	-	2,306,946	-	-	2,348,271
Diocese/ Parish contributions	-	-	-	1,352,555	-	-	-	-	-	-	-	1,352,555	-	-	1,352,555
Donations	-	-	-	678,407	1,739	7,300	13,600	-	-	-	1,581	500,000	154,187	(521,371)	157,036
Other gains from investment sales	-	-	-	433,083	-	-	-	-	-	-	-	433,083	-	-	433,083
Other income	19,425	-	-	7,124,976	-	-	-	-	-	2,838	10,000	5,000,000	2,112,138	-	7,144,407
<b>TOTAL INCOME</b>	<b>5,085,004</b>	<b>106,402,842</b>	<b>6,280,554</b>	<b>34,224,067</b>	<b>834,348</b>	<b>745,919</b>	<b>164,823</b>	<b>651,366</b>	<b>217,087</b>	<b>69,316</b>	<b>2,871,417</b>	<b>13,861,095</b>	<b>14,806,696</b>	<b>(11,455,111)</b>	<b>140,537,356</b>
<b>EXPENSES</b>															
<i>Investment expense</i>															
Interest expense	627,361	-	-	228,098	44,038	-	-	-	-	-	9,859	99,184	75,017	(134,491)	720,968
<i>Operating expense</i>															
Distribution of Australian Government Funding to Schools	-	103,086,940	-	-	-	-	-	-	-	-	-	-	-	-	103,086,940
Employee expenses	442,671	1,745,815	-	9,563,384	2,837,334	1,191,929	1,267,545	1,295,779	1,824,366	206,280	8,796	-	931,355	(24,999)	11,726,871
Claims Expense	-	-	7,859,736	1,680,613	-	-	-	-	-	-	-	-	1,680,613	(62,267)	9,478,082
Service delivery expenses	75,361	1,072,216	576	7,071,453	290,572	217,180	105,056	427,069	536,053	256,870	-	106,710	5,131,943	(475,307)	7,744,298
Grant and income distribution	-	-	-	8,994,060	-	542	227,697	100	71,728	-	500,000	31,620	8,162,373	(7,217,284)	1,776,776
Asset management expenses	253,364	91,528	-	1,406,866	78,878	423,871	28,305	180,870	43,985	314,697	-	-	336,250	(2,528)	1,749,230
Depreciation	-	264	-	572,894	535,748	2,852	-	4,061	485	29,691	-	-	57	-	573,158
Office operations expenses	17,564	233,086	17	286,577	46,663	48,229	58,811	59,895	54,387	10,129	9	-	8,554	(238,235)	299,109
Other (non-operating) expenses	-	-	-	265,566	2,628	-	-	-	-	-	-	-	262,938	-	265,566
Income distribution	3,300,000	-	-	-	-	-	-	-	-	-	-	-	-	(3,300,000)	-
<b>TOTAL EXPENSES</b>	<b>4,716,321</b>	<b>106,229,849</b>	<b>7,860,329</b>	<b>30,069,611</b>	<b>3,835,861</b>	<b>1,884,603</b>	<b>1,687,414</b>	<b>1,967,774</b>	<b>2,531,014</b>	<b>817,667</b>	<b>518,564</b>	<b>237,514</b>	<b>16,589,100</b>	<b>(11,455,111)</b>	<b>137,420,995</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>368,683</b>	<b>172,993</b>	<b>(1,579,775)</b>	<b>4,154,456</b>	<b>(3,001,513)</b>	<b>(1,138,684)</b>	<b>(1,522,591)</b>	<b>(1,316,408)</b>	<b>(2,313,927)</b>	<b>(748,351)</b>	<b>2,352,753</b>	<b>13,623,581</b>	<b>(1,780,404)</b>	<b>-</b>	<b>3,116,357</b>

Segment report  
For the year ended 31 December 2020

	ANFIN	AASC	Claim settlements	Total other segments	FDSC	MEC	PMC	Epicopate & Leadership	General Managers Office	Going For Growth	Mission Alive Fund	Trusts and Other funds	Eliminations	TOTAL
<b>Investment income</b>														
Interest income from deposits	1,521,322	11,262	-	187,192	-	5,337	241	38	-	8,298	104,132	69,146	(137,937)	1,581,839
Interest income from loans and advances	3,439,230	-	-	-	-	-	-	-	-	-	-	-	(73,906)	3,365,324
Dividends income and managed fund distributions	2,696,634	-	-	6,639,370	-	-	-	453,455	-	709,803	5,402,432	73,680	(5,058,626)	4,277,378
<b>Operating income</b>														
<i>Business operations Income</i>														
Australian Government Funding for Schools	-	98,482,593	-	-	-	-	-	-	-	-	-	-	-	98,482,593
Reimbursement of claims	-	-	13,489,130	182,292	-	6,979	-	-	-	-	-	175,313	(12,679)	13,658,743
Insurance premiums received	-	-	-	5,033,406	-	-	-	-	-	-	-	5,033,406	(108,695)	4,924,711
School levies	-	3,085,197	-	-	-	-	-	-	-	-	-	-	-	3,085,197
Service fees	-	-	-	1,094,337	951,557	-	-	-	142,780	-	-	-	(486,500)	607,837
Other	1,315	14,726	-	3,347,708	526,269	599,556	130,530	105,700	6,246	-	6,195	1,973,212	(518,860)	2,844,889
<i>Donations, Fundraising and contributions</i>														
Anglican Belonging income	-	40,950	-	2,304,696	-	-	-	-	-	-	2,304,696	-	-	2,345,646
Diocese/ Parish contributions	-	-	-	1,699,522	-	-	-	-	-	1,699,522	-	-	(700,000)	999,522
Donations	-	-	-	835,514	1,000	12,885	13,600	-	-	206,978	500	600,551	(667,094)	168,420
Other gains from investment sales	-	-	-	68,548	-	-	-	-	-	-	68,548	-	-	68,548
Other income	37,985	24,000	-	2,328,471	-	12,399	-	-	-	2,504	1,828,426	485,142	(61,984)	2,328,472
<b>TOTAL INCOME</b>	<b>7,696,486</b>	<b>101,658,728</b>	<b>13,489,130</b>	<b>23,721,056</b>	<b>1,478,826</b>	<b>637,156</b>	<b>144,371</b>	<b>559,193</b>	<b>149,026</b>	<b>927,583</b>	<b>11,414,451</b>	<b>8,410,450</b>	<b>(7,826,281)</b>	<b>138,739,119</b>
<b>EXPENSES</b>														
<i>Investment expense</i>														
Interest expense	1,578,812	-	-	389,148	64,529	-	-	-	-	8,284	236,776	79,559	(184,819)	1,783,141
<i>Operating expense</i>														
Distribution of Australian Government Funding to Schools	-	98,482,593	-	-	-	-	-	-	-	-	-	-	-	98,482,593
Claims Expense	-	-	12,687,023	705,763	-	-	-	-	(65)	-	-	705,828	(12,679)	13,380,107
Employee expenses	432,282	1,838,859	-	10,686,239	3,895,797	1,350,169	923,301	1,286,368	2,291,017	-	-	939,587	-	12,957,380
Grant and income distribution	-	710	100,000	2,487,832	-	4,326	411,617	5,000	50,913	700,000	151,005	1,164,971	(1,617,566)	970,976
Service delivery expenses	96,691	825,164	6,004	6,497,908	531,858	228,443	72,158	354,620	633,274	-	109,707	4,567,848	(502,929)	6,922,838
Office operations expenses	29,492	286,335	-	574,099	68,466	55,474	30,519	69,727	49,556	-	-	300,357	(505,368)	384,558
Asset management expenses	306,828	171,798	-	1,062,216	(165,946)	439,162	62,456	338,994	118,657	-	514	288,379	(2,920)	1,557,922
Depreciation	-	265	-	717,002	700,894	5,865	-	9,013	519	-	-	711	-	717,267
Other (non-operating) expenses	-	-	-	2,551,818	-	-	-	-	-	-	-	2,551,818	-	2,551,818
Income distribution	5,000,000	-	-	-	-	-	-	-	-	-	-	-	(5,000,000)	-
<b>TOTAL EXPENSES</b>	<b>7,444,105</b>	<b>101,605,724</b>	<b>12,793,027</b>	<b>25,692,025</b>	<b>5,095,598</b>	<b>2,083,439</b>	<b>1,500,051</b>	<b>2,063,722</b>	<b>3,143,871</b>	<b>708,284</b>	<b>498,002</b>	<b>10,599,058</b>	<b>(7,826,281)</b>	<b>139,708,600</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>252,381</b>	<b>53,004</b>	<b>696,103</b>	<b>(1,970,969)</b>	<b>(3,616,772)</b>	<b>(1,446,283)</b>	<b>(1,355,680)</b>	<b>(1,504,529)</b>	<b>(2,994,845)</b>	<b>219,299</b>	<b>10,916,449</b>	<b>(2,188,608)</b>	<b>-</b>	<b>(969,481)</b>



## C2 EMPLOYEE EXPENSES AND ENTITLEMENTS

### (i) Employee expenses

	2021	2020
	\$	\$
Salaries and wages	10,663,458	11,736,780
Superannuation	976,925	1,085,975
Termination benefits	86,488	134,625
	<b>11,726,871</b>	<b>12,957,380</b>

Included in the above are the employee expenses of \$442,671 for ANFIN and \$1,745,815 for ASC operations (2020: \$432,282 and \$1,838,859 respectively) also disclosed in Notes B1 ANFIN and B2 Anglican School Commission respectively above for the current year.

ACSQ qualified for the Australian Government's JobKeeper wage subsidy support payments of \$1,828,427 for the period April 2020 through to September 2020, which has been reported as Other income (see further Note E1 – Other income), but did not subsequently qualify in 2021.

### (ii) Employee entitlements

	2021	2020
	\$	\$
<b>Current</b>		
Annual leave	885,646	939,273
Long service leave	399,690	378,906
	<b>1,285,336</b>	<b>1,318,179</b>
<b>Non-Current</b>		
Long service leave	259,023	184,633
	<b>259,023</b>	<b>184,633</b>
<b>Total Employee entitlements</b>	<b>1,544,359</b>	<b>1,502,812</b>

### (iii) Accounting policy - Employee expenses and entitlements

#### Wages and salaries

Liability for wages and salaries (including non-monetary benefits) expected to be settled within twelve months of the end of the annual reporting period are recognised in respect of employee's services up to the end of the annual reporting period. They are carried at nominal value where the liability is expected to be settled within twelve months.

#### Employee entitlements

A liability is recognised for benefits accruing to employees in respect of annual leave and long service leave when it is probable that settlement will be required, and they are capable of being measured reliably.

Liabilities recognised in respect of short-term employee benefits, are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

Liabilities recognised in respect of long-term employee benefits are measured as the present value of the estimated future cash outflows to be made in respect of services provided by employees up to reporting date.

#### Superannuation

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



### C3 TRADE AND OTHER PAYABLES

	2021	2020
	\$	\$
Trade creditors	6,857,527	5,556,663
Fees in advance	5,741,055	3,584,756
Accrued and other expenses	377,892	318,948
Interest payable (ANFIN)	47,405	97,975
Superannuation payable	227,072	231,712
PAYG tax payable	126,938	5,987
Sundry current liabilities	302,667	135,628
GST payable	11,759	39,443
	<b>13,692,315</b>	<b>9,971,112</b>

Trade and other payables liabilities are recognised for amounts to be paid in the future for goods and services received. Trade accounts payable are normally settled within 30 days.

### C4 RESERVES

#### (i) Insurance reserves

	2021	2020
	\$	\$
Diocesan Insurance fund	2,319,829	1,799,763
Sickness & Accident fund and Maternity Leave fund	496,287	387,139
	<b>2,816,116</b>	<b>2,186,902</b>

The purpose of the net reserves in accumulated funds from insurance funds is to support the insurance programs namely the Diocesan Insurance Fund, Sickness and Accident Fund and Maternity Leave Fund.

#### (ii) Other reserves

	2021	2020
	\$	\$
Going for Growth fund	22,850,849	20,498,299
Parish Property proceeds	11,384,210	13,273,960
Parish Property recognition reserve	207,214,699	206,826,923
Other reserves and special accounts	20,330,817	17,353,001
	<b>261,780,575</b>	<b>257,952,184</b>

The Parish Property recognition reserve represents the value of Parish Property at the point of recognition prior to revaluation.



## C5 RELATED PARTY TRANSACTIONS

All related party transactions for included entities have been eliminated on the aggregation for these Financial Statements.

Relevant disclosures of the amounts involved have been included in the particular Notes disclosure above, however a summary narrative of the operational transactions between ACSQ and related parties is provided below for completeness:

(i) **Levies and contributions**

Levies and contributions are received from Parishes, Schools and Anglicare SQ.

(ii) **Insurance premium recovery**

ACSQ recovers insurance premiums and self-insurance levies from Parishes, Schools, Anglicare SQ and other related entities.

(iii) **Interest revenue and expense**

Interest revenue is received from Parishes, Schools and other related entities on loans advanced by ACSQ and ANFIN.

Interest expense is paid to Parishes, Schools, Anglicare SQ and other related entities on deposits held by ANFIN.

(iv) **School System revenue and expense**

ACSQ receives funding from the Federal Government for the Anglican School Queensland System. ACSQ reports the funding income and distribution to schools on a gross basis.

(v) **Fees for Service**

Where applicable, Parishes and the Anglicare SQ are charged fees for administrative services provided by ACSQ.

## C6 FINANCIAL RISK MANAGEMENT

### (i) Maturity analysis of financial liabilities and financial assets

The below sets out the exposure on a maturity basis of the financial liabilities and financial assets of ANFIN and the remainder of ACSQ as discussed in *Notes B1 ANFIN* and *B4 Other business operations revenue and expenses*.

	2021	2020
	\$	\$
<b>ANFIN Interest bearing liabilities</b>		
At call	226,677,960	175,529,178
Up to 3 months	56,053,007	46,635,114
3 months up to 1 year	-	54,657,963
1 year to 5 years	-	-
Later than 5 years	-	-
	<b>282,730,967</b>	<b>276,822,255</b>
<b>Other interest bearing liabilities</b>		
At call	1,564,332	1,380,528
Up to 3 months	-	-
3 months up to 1 year	100,000	-
1 year to 5 years	-	-
Later than 5 years	28,968,023	30,164,017
	<b>30,632,355</b>	<b>31,544,545</b>
<b>ANFIN loan receivables</b>		
Up to 3 months	4,099,352	3,956,157
3 months up to 1 year	12,026,496	12,082,040
1 year to 5 years	40,121,895	47,639,918
Later than 5 years	42,289,273	51,016,324
	<b>98,537,016</b>	<b>114,694,439</b>
<b>Other loan receivables</b>		
Up to 3 months	40,380	-
3 months up to 1 year	121,140	-
1 year to 5 years	524,957	-
Later than 5 years	-	5,807,617
	<b>686,477</b>	<b>5,807,617</b>
<b>Lease liabilities</b>		
At call	-	-
Up to 3 months	123,615	114,267
3 months up to 1 year	367,341	423,089
1 year to 5 years	370,459	865,281
Later than 5 years	-	-
	<b>861,415</b>	<b>1,402,637</b>



(ii) Management policies

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 ACSQ is unable to meet its financial obligations as they fall due as a consequence of 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 ACSQ, which are subject to ACSQ's constitution and canons.

Maximum term loans are set at 20 years, however, in practice loans are generally offered over shorter terms which reflect the unique cash flow and risk profile of borrowers. Forward loan commitments and funding are monitored daily through management reports as part of ANFIN's day-to-day cash flow management. Term investment maturities, cash levels, funding requirements and interest rates are also reviewed daily to form the basis of ANFIN's cash management processes. The liquidity portfolio is monitored in conjunction with these indicators and decisions made on the placement or shifting of investments based on this information.

The Finance & Diocesan Services Commission (FDSC) maintains oversight of the management of ACSQ's assets and liabilities, including the development and application of a financial risk appetite framework that aligns ACSQ's investments and tolerance of risk to its financial obligations and constraints.

Funding and liquidity management is the responsibility of the Group Manager Treasury & Investment, with oversight from the Chief Financial Officer and the FDSC. Liquidity management is supported by the Manager, ANFIN, who provides daily information to the Group Manager Treasury & Investment on expected cash flows. Cash flow planning throughout the year is supported by weekly forecasts from Diocesan entities, which is refreshed on an ongoing basis to reflect changes in forecasts. The Group Manager Treasury & Investment provides quarterly updates to the FDSC on the longer-term strategic liquidity position of ACSQ.

To facilitate the liquidity management process, investments are placed with approved deposit taking institutions (ADIs) regulated by APRA and approved within the ANFIN Policy. The extent to which ANFIN invests its liquidity in any one institution is based upon pre-determined exposure limits with reference to the ADIs independent credit rating.

Credit risk

Counterparty concentration risk is monitored daily by the Group Manager, Treasury & Investment. Limits are set by the FDSC based on credit ratings of the authorised deposit taking institutions (ADIs). The maximum exposure to individual approved ADIs and in total is limited by credit rating bands. Counterparties must have a short-term credit rating of at least A-2, and a long-term credit rating of at least BBB. The FDSC approved limits are as follows:

Short Term Credit Rating	Counterparty limit at time of investment %	Portfolio limit at time of Investment
A-1+	60%	100%
A-1	40%	70%
A-2	20%	50%
A-2 / BBB	5%	10%

The FDSC considers loans to Diocesan entities on the basis that they have been subject to several levels of due diligence: that of the local School Council (where applicable), the endorsement of the relevant Commission that oversees the borrowing entity (the ASC in the case of schools, CSC in the case of Anglicare SQ, the Regional Bishop in the case of Parishes); and subject to FDSC management's own review of the associated lending/business case. Lending is predominantly to Diocesan legal entities, which are subject to ongoing reporting requirements to ACSQ.

Market and Interest rate risk

Market risk is the risk that changes in market prices such as interest rates and equity prices will affect ACSQ income or value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

ANFIN is exposed to interest rate risk. As part of the financial risk management policy prescribed by the FDSC, ANFIN enters into Pay Fixed/Receive Floating interest rate swaps and caps to hedge the interest rate risk associated with offering longer term fixed rate loans funded by shorter term liabilities.

As at 31 December 2021 the Fund held fixed rate swap and cap agreements with a total notional value of \$6,486,359 (2020: \$7,568,429) for the benefit of clients. Counterparty agreements are held with the clients where they are responsible for the cost and exposure for the fixed rate swap and cap agreements. These agreements are held as agent and therefore do not form part of ACSQ's Financial Statements.

ANFIN holds no other derivative instruments. ANFIN's derivatives policy does not permit speculative hedging under any circumstances. All hedge contracts taken out by ANFIN must match to a corresponding fixed rate loan to an ANFIN client.

#### Equity price risk

Equity Price risk arises from fluctuations in the market values of securities. It should be noted that the full impact of movements in market value would not necessarily be immediately reflected in the Statement of Profit and Loss as these investments are held at Fair Value through Other Comprehensive Income (FVTOCI). The impact of market movements would be recognised in the income statement only if the investments were sold or if an impairment loss was recognised.



## D UNRECOGNISED ITEMS AND SUBSEQUENT EVENTS

### D1 CONTINGENT LIABILITIES AND COMMITMENTS

ACSQ through ANFIN has the following facilities available for bank guarantees:

	2021	2020
<b>Facilities available for bank guarantees</b>	<b>\$</b>	<b>\$</b>
Total facility	500,000	500,000
Used at balance date	278,678	261,715
Unused at balance date	<u>221,322</u>	<u>238,285</u>

The bank guarantees provided by ACSQ are all in relation to security provided for leases of various properties. There is \$ nil interest payable on the guarantees for 2021 (2020: \$ nil).

ACSQ has the following capital commitments with respect to capital expenditure contracted for at balance date but not yet incurred:

	2021	2020
<b>Capital Commitments</b>	<b>\$</b>	<b>\$</b>
Buildings	718,859	219,422

The capital commitments are in relation to four minor works contracts entered into in December 2021 predominantly for repair works, and one commitment to buy a motor vehicle.

Potential contingent liabilities with respect to the future exposure to Abuse claims and costs are discussed above in *Note B3 Abuse claims management*.

### D2 SUBSEQUENT EVENTS

There have been no material events post 31 December 2021 which would require adjustment of the Financial Statements as presented. However, on 24 February 2022 a major rain event occurred in south-eastern Queensland, particularly from Hervey Bay to the Gold Coast, which lasted 3-4 days and saw record levels of rain across many areas resulting in wide-spread flooding and associated property and land damage. At the time of reporting there was insufficient information available to determine the extent and impact of any damage to Diocesan land and building assets.

## E OTHER

### E1 OTHER INCOME

	2021	2020
	\$	\$
Bad debts recovered	5,019,425	-
Profit on sale of fixed assets	2,114,976	497,474
Other gains from investment share portfolio sales	433,083	68,548
JobKeeper	-	1,828,427
Other income	10,000	2,571
	<b>7,577,484</b>	<b>2,397,020</b>

A substantial recovery occurred in 2021 of a long term loan receivable of \$5.0 million (2020: \$nil) provided to a school which had been fully provided for in prior years.

Property sales are recorded as a profit or loss against book value and any related revaluations are reversed out of the Asset Revaluation Reserve.

ACSQ qualified for the Australian Government's JobKeeper wage subsidy support payments for the period April 2020 through to September 2020 only. The gross JobKeeper payments disclosed above exclude any payments associated with the excluded business streams in accordance with the basis of preparation of these Financial Statements (see *Note A2 Basis of preparation*).

### E2 OTHER EXPENSES

	2021	2020
	\$	\$
Withdrawals of Funds Held in Trust	132,970	597,620
Impairment of PPE	132,596	1,954,198
	<b>265,566</b>	<b>2,551,818</b>

### E3 OTHER CURRENT ASSETS

	2021	2020
	\$	\$
Prepayments	5,456,209	4,353,034
Trade debtors	2,650,667	3,476,640
Accrued income	673,811	828,876
Other receivables	1,479,270	1,375,589
	<b>10,259,957</b>	<b>10,034,139</b>

### E4 OTHER PROVISIONS

	2021	2020
Current	\$	\$
Property maintenance provision	226,186	198,893

Provisions are measured as management's best estimate of the net expenditure required to settle the present obligation at the reporting date.

Provisions for non-legal obligations are recognised when ACSQ 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.





## E5 OTHER ACCOUNTING POLICIES

### (i) Finance income and expenses

Dividends received from Investments in equity instruments are recognised in the operating surplus/deficit, unless the dividends clearly represent a recovery of part of the cost of the investment.

The effective interest method is used to calculate the amortised cost of a debt instrument and of allocating interest income or interest expense over the relevant period for the financial asset or financial liability respectively. The resulting interest income and interest expense are recognised in the operating surplus/deficit.

Interest expense in relation to Bills of exchange are recognised on an effective yield basis. Interest expense on bank and other liabilities is recognised on an accruals basis.

A realised gain or loss on disposal of Investments is recognised through the operating surplus/deficit when ACSQ has passed control of the asset to another 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).

Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in the operating surplus/deficit.

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

### (ii) Financial assets and liabilities

Financial assets and financial liabilities are recognised in ACSQ's Statement of Financial Position when ACSQ becomes a party to the contractual provisions of the instrument. Financial assets and financial liabilities are initially measured at fair value on a trade date basis. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities (other than those at fair value through profit or loss) are added to or deducted from the fair value of the financial assets or financial liabilities on initial recognition. Transaction costs that are directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in operating surplus/deficit.

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. Bank loans and other loans are recorded at an amount equal to the net proceeds received.

### Financial Assets

All recognised financial assets are measured subsequently in their entirety at either amortised cost or fair value, depending on the classification of the financial assets as either a Debt instrument or Equity instrument.

#### *Debt Instruments*

Debt instruments that meet the following conditions are measured at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest income over the relevant period. Interest income is recognised in the operating surplus/deficit (see above).

#### *Equity Instruments*

Investments in Equity instruments are valued at Fair Value Through Other Comprehensive Income (FVTOCI). Investments are initially measured at fair value plus transaction costs. Subsequently, they are measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive income and accumulated in the investment's revaluation reserve. A realised gain or loss on disposal of investments is recognised through the operating surplus/deficit. Dividends on these investments in equity instruments are recognised in the operating surplus/deficit, unless the dividends clearly represent a recovery of part of the cost of the investment.





## Financial Liabilities

### Debt Instruments

Debt instruments that meet the following conditions are measured at amortised cost:

- the financial liability is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial liability give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense over the relevant period. Interest expense is recognised in the operating surplus/deficit (see above).

### (iii) Income Tax

ACSQ and its related entities are exempt from income tax under section 50-5 of the *Income Tax Assessment Act 1997*.

### (iv) Goods and Services Tax

Goods and Services Tax (GST) is not charged or received where the transaction is between ACSQ 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.

### (v) 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, 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, ACSQ 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 measurement date. Refer to *Note B5 Property, Plant and Equipment* for the basis of determining fair value of property, plant and equipment.

In addition, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 inputs are based on unadjusted, quoted prices in an active market at the end of the reporting period;
- 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.



(vi) [Application of New and Revised Accounting Standards](#)

There have been no amendments to Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant for application in the Financial Statements for the first time in 2021.

In April 2021 the IFRS Interpretations Committee (IFRIC) published an agenda decision for configuration and customisation costs incurred related to Software-as-a-service (SaaS) arrangements. ACSQ has changed its accounting policy in relation to configuration and customisation costs incurred in implementing SaaS arrangements. SaaS arrangements are those in which ACSQ does not control the underlying software used in the arrangement.

Where costs incurred to configure or customise do not result in the recognition of an intangible software asset, then those costs that provide ACSQ with a distinct service (in addition to the SaaS access) are recognised as expenses when the supplier provides these services. When such costs incurred do not provide a distinct service, the costs are recognised as expenses over the duration of the SaaS contract. Previously \$170,784 in SaaS implementation costs had been capitalised and depreciated over its useful life. In accordance with the IFRIC agenda decision the impact of this change in accounting policy has resulted in this cost being recognised in retained earnings in the year ended 31 December 2021 (see further *Statement of Changes in Equity*).

There has not been any material impact on the disclosures or on the amounts reported in these Financial Statements.

# DIRECTORY

## MEMBERS OF THE DIOCESAN COUNCIL

### President

The Most Reverend Dr P Aspinall BSc GDip RE BD (Hons) PhD MBA

### Assistant Bishops

The Right Reverend C Venables BA (Hons) BTh (Western Region)

The Right Reverend J Greaves KSJ BTh (Northern Region)

The Right Reverend J Roundhill MA (Hons) BTh (Hons) (Southern Region)

### Chancellor

The Honourable Justice D Mullins AO LLM (Adv) LLB (Hons) BCom

### Members

Ms J Basham BA (Hons) , LLB, GDLP, GCertTh (Commenced 26 September 2021)

The Reverend Canon N Colledge BA, GradDipEd(Sec), MTh, MEd(Leadership) (Commenced 26 September 2021)

The Reverend G Hoyte BTh MA (Stud Rel)

Judge Kevin Laphorn LLB (Commenced 26 September 2021)

The Reverend A Lowe BBehSc BPsych (Hons) BTh MOrgPsych MA Theol&ReIn MAPS

Ms A Norman BE(Civil)(Hons) RPEng (Civil) RPEQ (Commenced 25 February 2021)

Mr D O'Connor DipTchg BEdSt(Qld) LLB (QUT) LLM (Qld) FAIM MAICD

Mr D Sneesby FCA FFin BBusAcc&Comp GDipAppFin&Inv

The Reverend Dr R Wolff BSc(Hons), DPhil, FQA (Commenced 26 September 2021)

The Reverend Dr C Wynne BSc (1<sup>st</sup>), PhD, BTh, MTh (Commenced 26 September 2021)

The Reverend Canon G Harch BSurv BA (Ended 26 September 2021)

Dr R Kerr OAM BA GDipLibSc PhD BLegSt (Ended 26 September 2021)

Mr J Kotzur BCOM FCA (Ended 26 September 2021)

The Reverend Canon L McWilliam BTh (Hons) MCouns Grad Cert Professional Supervision (Ended 26 September 2021)

The Reverend G Moses BA LLB (Hons) BTh (Hons) (Ended 26 September 2021)



## AUDITORS

Ernst & Young, Level 51, 111 Eagle St, Brisbane

Qld 4000 07 3011 3333

## ACSQ CONTACTS:

St Martin's House, 373 Ann Street, Brisbane Qld

4000 GPO Box 421, Brisbane, Qld 4001

07 3835 2222

## STATEMENT BY MEMBERS OF THE DIOCESAN COUNCIL

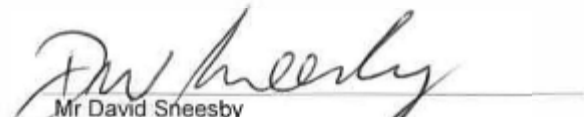
ACSQ is not a reporting entity and these special purpose financial statements are prepared in accordance with the accounting policies outlined in the notes to the Financial Statements.

In the opinion of Diocesan Council, the Financial Statements set out on pages 8 to 48:

1. present a true and fair view of the financial position of ACSQ as at 31 December 2021 and for those operations and its performance for the financial year ended on that date.
2. at the date of this statement there are reasonable grounds to believe ACSQ 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  
31 March 2022

  
Mr David Sneesby  
Chairman Diocesan Audit and Risk Committee  
31 March 2022





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working world

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## Independent auditor's report to the members of The Diocesan Council of the Corporation of the Synod of the Diocese of Brisbane

### Opinion

We have audited the financial report, being a special purpose financial report, of The Corporation of the Synod of the Diocese of Brisbane trading as Anglican Church Southern Queensland (the Corporation) which comprises the statement of financial position as at 31 December 2021, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the Diocesan Council.

In our opinion, the accompanying financial report of the Corporation is in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- a) giving a true and fair view of the financial position of the Corporation as at 31 December 2021 and of its financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards to the extent described in Note A, and the *Australian Charities and Not-for-Profits Commission Regulation 2013*.

### Basis for Opinion

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

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

### Emphasis of Matter - Basis of Accounting and Restriction on Distribution and Use

We draw attention to Note A to the financial statements, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Diocesan Council's financial reporting responsibilities under the *Australian Charities and Not-for-Profits Commission Act 2012*. Our report is intended solely for the members of the Synod of the Diocese of Brisbane (the Synod) and the Australian Charities and Not-for-Profits Commission and should not be distributed to or used by parties other than the Synod and the Australian Charities and Not-for-Profits Commission. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

## Information Other than the Financial Report and Auditor's Report Thereon

The Diocesan Council is responsible for the other information. The other information is the Diocesan Council Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the Members of the Diocesan Council for the Financial Report

The Diocesan Council of the Corporation is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note A to the financial statements is appropriate to meet the requirements of the *Australian Charities and Not-for-Profits Commission Act 2012* and is appropriate to meet the needs of the Diocesan Council. The Council's responsibility also includes such internal control as the Diocesan Council determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

## Auditor's Responsibilities for the Audit of the Financial Report

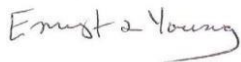
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- ▶ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- ▶ Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Diocesan Council.
- ▶ Conclude on the appropriateness of the Diocesan Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Corporation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Corporation to cease to continue as a going concern.
- ▶ Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Diocesan Council regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Ernst & Young



Brad Tozer  
Partner  
Brisbane  
31 March 2022





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## Auditor's Independence Declaration to the Diocesan Council of The Corporation of the Synod of the Diocese of Brisbane

In relation to our audit of the financial report of The Corporation of the Synod of the Diocese of Brisbane for the financial year ended 31 December 2021, and in accordance with the requirements of Subdivision 60-C of the Australian Charities and Not-for-profits Commission Act 2012, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of any applicable code of professional conduct.

Ernst & Young

Brad Tozer  
Partner  
31 March 2022

# The Corporation of the Synod of the Diocese of Brisbane

## Anglican Community Services Commission Trading as Anglicare Southern Queensland

Each heading on  
this page is a  
clickable link ↓

### Annual Financial Report for the Year Ended 30 June 2021

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#### **Head Office**

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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 2021.

### Anglicare Southern Queensland

Anglicare SQ is a consolidation of a number of Agencies of The Corporation of the Synod of the Diocese of Brisbane ("the Corporation") ABN 32 025 287 736. The following Agencies are involved in the delivery of community welfare, social justice, health, aged and community care programs or services that are under the supervision and governance of the Anglican Community Services Commission ("the Commission") and the transactions of these entities are consolidated in this annual financial report:

	ABN
St Luke's Nursing Service (Community)	39 906 010 979
Anglican Care of the Aged (Residential Aged Care)	41 516 471 810
Anglicare Southern Queensland (Social Services)	55 966 095 680
Employment Action Centre Limited (Community)	44 053 638 163
Kinections (Social Services)	70 443 739 070

This annual financial report also includes the transactions and assets held by the Corporation as Trustee, where the objects and purpose of the trusts relate to the community welfare, social justice, health, aged and community care activities governed by the Commission.

These transactions and those of the above Agencies are collectively described in the annual financial report as "Anglicare SQ".

All assets of Anglicare SQ are held in the name of the Corporation, including those held in trust.

The Corporation is a not-for-profit charitable organisation, which is not subject to income tax. A number of registered Agencies governed by the Commission are endorsed by the Australian Taxation Office as Public Benevolent Institutions.

### Commission Members

The names of each Commission member who has been a Commissioner during the year.

	Date Appointed	Cessation Date	A	B
Dr K Forrester	1 December 2015	-	9	10
The Most Rev'd Dr P J Aspinall	2 February 2005	-	1	10
The Right Rev'd C D Venables	1 June 2016	-	6	10
G Brady	1 January 2015	-	8	10
K Crouch	26 February 2013	10 September 2021	9	10
K Rayner	24 May 2018	-	9	10
K Healy	1 December 2018	-	8	10
K Thomson	1 October 2017	-	10	10
N Bunning	27 February 2020	-	9	10

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 6 of this report.

### Short and Long Term Objectives and Strategy

Anglicare SQ shares the vision of the Corporation, with an ambition to create a more loving, just and inclusive society, reflecting the life and teachings of Christ. As a charitable organisation, Anglicare SQ walks alongside those in need offering compassionate care, support and counselling:

- Advocating for the most vulnerable; and
- Seeking to transform lives through loving service.

Anglicare SQ's 2021-2025 Strategic Plan is focused on the delivery of six Strategic Goals:

- Families, Youth and Children - we will be purposeful and ambitious in improving the wellbeing of families, youth and children, to allow them to flourish.
- Seniors - we will actively shape and co-design the future of aged care services, for seniors to live their best life.
- Wellbeing for All - we will grow our investment in mental health and counselling services, for the wellbeing of individuals and communities.
- Our People - we will live our values in enabling a culture that attracts, retains and develops people who share in our mission and vision.
- Client Voice - we will champion the voice of clients and the most vulnerable through advocacy and research, for a more just and inclusive society for all.
- Excellence in Service - we will pursue organisational excellence for the benefit of the communities we serve and future generations and missionally aligned partnerships.

### Principal Activities

The principal activities of Anglicare SQ during the financial year have included providing services in:

- Community Care.
- Residential Aged Care and Retirement Villages.
- Mental Health and Wellbeing Services.
- Children and Family Services.
- Homelessness Services.
- Disability Care.

Throughout the 2020-2021 financial year, a number of changes have occurred in various areas of operation:

- The Department of Communities, Disability Services and Seniors commenced funding its Queensland Community Support Scheme ("QCSS") as the first year of two years of transition funding. The new QCSS program will continue assisting eligible clients under 65 years that are not eligible to be supported by the national NDIS program.
- Our Home Care Package service delivery increased with the release of packages announced in the Commonwealth budget.
- Our residential aged care property portfolio strategy to refurbish and extend our homes was substantially implemented.
- Our retirement village accommodation continued to deliver with a sense of community.
- Our aged care services continued to improve to ensure clients are supported to reach their own goals and experience greater choice, control and opportunities for wellness and re-enablement including the introduction of Hoarding and Squalor service offering through extension of our service agreement.
- Children and Family Services have continued to expand with seven additional grant funded services across multiple regions, three additional individual placement houses established during the year, entering South West Region to provide residential services, and increased funding in fostering services.
- The Mental Health and Family Wellbeing Department of Social Services extended the funding for all programs in response to Covid-19 and the need for increased support to families and individuals in crisis including increased emergency relief.
- The Queensland Drug and Alcohol Court continued funding for their programs for case management for women involved with the court.

### **Operating and Financial Review**

Anglicare SQ activities resulted in a loss from continuing operations of \$1,834,283 for the year ended 30 June 2021. This compares to a surplus from continuing operations in 2020 of \$4,194,000. There was an increase in the valuation of properties of \$2,360,000 that contributed to the Total Comprehensive Income of \$8,433,000 for the year ended 30 June 2021.

No income tax has been provided for in this financial report, as the income of Anglicare SQ is exempt from income tax.

Anglicare SQ strives to derive a surplus as part of the Commission's continuing strategy to generate sufficient funds to enable capital reinvestment and operational efficiency, to manage risks and to take advantage of opportunities as they arise.

### **Dividends**

Anglicare SQ is a not-for-profit entity and accordingly no dividends were paid or recommended during the 2021 year (2020: Nil).

### **Events Subsequent to Balance Date**

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event, of a material or unusual nature, likely in the opinion of the Commission Members, to significantly affect the operations of Anglicare SQ, the results of those operations, or the state of affairs of Anglicare SQ in future financial years. Antecedent operations of Anglicare SQ operated two orphanages in Brisbane which have been subject to claims from past occupants for abuse. Anglicare SQ has accrued its best estimate of the net costs of uninsured abuse claims yet to be settled (refer Note 17). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge from unknown claimants in the future. Accordingly, no additional liabilities or expenses have been recorded in relation to any potential future claims for yet unknown claimants (refer Note 22).

### **COVID-19**

The impact of the COVID-19 pandemic continues to evolve. Given the high degree of uncertainty surrounding the extent and duration of COVID-19, it is not currently possible to assess the full impact of COVID-19 on Anglicare SQ. There is also continued uncertainty as to further impacts of COVID-19 in relation to government, regulatory or health authority actions, lockdowns, work stoppages and the impact on global economies. If the duration of events surrounding COVID-19 are prolonged, Anglicare SQ may need to take additional measures in order to respond appropriately.

### **Environmental Regulations**

The Commission places a high priority on environmental issues and is satisfied that adequate systems are in place for the management of Anglicare SQ's compliance with applicable environmental regulations under the laws of the Commonwealth, States and Territories of Australia. Anglicare SQ is not aware of any pending prosecutions relating to environmental issues during the last year, nor is Anglicare SQ aware of any environmental issues, not provided for, which would materially affect the business as a whole.

### **Likely Developments**

Anglicare SQ will continue to pursue its vision and mission to improve the quality of life of the community by responding to identified social and welfare needs and seeking to transform unjust social and welfare structures and practices in our society.

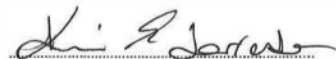
Throughout the 2018-2019 financial year the Governor-General of the Commonwealth of Australia established the Royal Commission into Aged Care Quality and Safety and the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with a Disability. The Aged Care Quality and Safety Commissioners delivered a special report on COVID-19 and aged care on 1 October 2020, and a final report on 26 February 2021 making 148 wide-ranging recommendations for the fundamental reform of the aged care system. The government provided a comprehensive response to the Royal Commission's final report in May 2021 with a new Aged Care Act to underpin ongoing reforms and policy changes. Anglicare SQ is positioned to respond to changes resulting from the reforms.

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability delivered its fourth report in August 2021 outlining the hearings and findings to date.

In addition, considerable government reforms are continuing in Children and Family Services. These reforms will require us to hold fast to our Anglican identity, our years of experience, and our strong connections in the community.

Dated: 8 October 2021

On behalf of the Commission Members



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**Dr Kim Forrester**  
Commissioner and CSC Chair  
Anglican Community Services Commission



---

**Gary Brady**  
Commissioner and ARC Chair  
Anglican Community Services Commission

## Commissioners' Qualifications, experience and special responsibilities

Name	Qualifications	Experience	Special Responsibilities
<b>The Most Rev'd Dr Phillip J Aspinall</b>	BSc; Grad Dip RE; BD (Hons); PhD; MBA	Archbishop of Brisbane from 2002 and held the position of Primate of the Anglican Church of Australia from 2005 to July 2014.	President
<b>The Right Rev'd Cameron D Venables</b>	BA; BTheology	Extensive ministry experience and wide community participation in Rockhampton, previously Bishop and Council Member at Diocese of Rockhampton from 2005 to 2014, currently Bishop of the Western Region and Diocesan Council member.	Chair - Nomination and Remuneration Committee
<b>Gary Brady</b>	BEcon; MBus (Mktg); GAICD	Senior management experience in ASX20 companies in marketing, sales and operations. Tertiary sector background in research funding and stakeholder engagement. Special interest in assistive technologies and fundraising for aged and community care.	Chair – Audit and Risk Committee Member – Diocesan Audit and Risk Committee-ex officio
<b>Karen Crouch</b>	RN; B App Science; Grad Dip CON; Cert IV TAA; Masters Nursing Nurse Practitioner (Advanced); PhD; MAICD	Extensive experience in private and public organisations in the areas of Community care, Tertiary Educator sector and Health Service delivery.	Executive Director
<b>Dr Kim Forrester</b>	RN; BA; LLB; LLM (Advanced); PhD; MAICD	Dr Kim Forrester is a registered nurse and barrister-at-law practising in Queensland. Board Member Metro North Hospital and Health Service, Chair- Board Safety and Quality Committee, Legal member of Mental Health Review Tribunal and honorary associate professor at Bond University	Chair – Community Services Commission Member – Audit and Risk Committee Member – Nomination and Remuneration Member – Clinical and Care Governance Committee
<b>Kim Rayner</b>	RN; GAICD; MSc; MNg (NPrac); Grad Dip Ng (Community); Grad Cert Ed & Training (Tertiary); Cert Ng (Sexual & Reproductive Health N.P); Dip. Social Science (D.D)	Senior healthcare manager and clinical leader with over 25 years' experience in healthcare and social services, possessing strong nursing and human services experience, leadership, clinical governance, corporate governance, strategic management, stakeholder engagement, financial management, contract management and risk management skills.	Member – Care Governance Committee
<b>Professor Karen Healy</b>	B Social Work; PhD; GAID; Member of Order of Australia	Professor Healy is the <i>National President of the Australian Association of Social Workers</i> . She is currently <i>Professor of Social Work at the University of Queensland</i> . Her leadership roles include her current post as Director for Social Work, Human Services and Counselling programs at the University of Queensland. She was previously Director of research from 2008-2015.	Chair – Care Governance Committee
<b>Ken Thomson</b>	MA; MEng; ACMA; CGMA	Extensive experience in business finance, e-commerce, management consultancy, external and internal audit functions and project work.	Member – Audit and Risk Committee
<b>Nicole Bunning</b>	MBA; Grad Dip Psych; BBehSc; GAICD	A long career in Human Resources including roles at the Sunshine Coast Council, Gold Coast Health Service, Qld University of Technology, Nous Group, Central Qld Hospital and Health Service, Transport and Main Roads	Member – Nomination & Remuneration Committee

**Anglicare Southern Queensland**  
**Consolidated Statement of Profit or Loss and Other Comprehensive Income**  
**for the Year Ended 30 June 2021**

	Note	2021 \$'000	2020 \$'000
<b>Revenue from continuing operations</b>			
Revenue from contracts with government		157,717	155,263
Revenue from contracts with clients		84,211	71,663
Interest revenue		551	1,331
Revenue from trust funds	19	597	1,731
Net gain on disposal of property, plant and equipment		2,844	3,274
Realised investment properties gain	7	2,276	1,803
Change in fair value of investment properties	7	0	5,380
Other revenue	2	12,775	10,316
<b>Total Revenue</b>		<b>260,972</b>	<b>250,761</b>
<b>Expenses from continuing operations</b>			
Employee expenses	3	(188,917)	(183,062)
Client services expenses and consumables		(46,690)	(42,360)
Depreciation expense - non Right of Use assets	11	(6,176)	(6,264)
Depreciation expense – Right of Use assets	11	(6,063)	(5,552)
Rates and service fees	5	(3,427)	(3,730)
Operating lease costs		(3)	(143)
Other expenses	4	(3,622)	(5,456)
Change in fair value of investment properties	7	(7,908)	-
Impairment of property, plant and equipment	11	-	-
<b>Total Expenses</b>		<b>(262,806)</b>	<b>(246,567)</b>
<b>Profit/(Loss) for the year from continuing operations</b>		<b>(1,834)</b>	<b>4,194</b>
<i>Items that will not be reclassified to profit and loss</i>			
Transfer net assets of common controlled entity		-	-
Revaluation of property, plant and equipment		10,268	-
<b>Total Comprehensive Income/(Loss) for the year</b>		<b>8,433</b>	<b>4,194</b>

The accompanying notes form part of these financial statements



**Anglicare Southern Queensland**  
**Consolidated Statement of Financial Position as at 30 June 2021**

	Note	2021 \$'000	2020 \$'000
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and cash equivalents (unrestricted)	8	57,828	62,956
Cash and cash equivalents (restricted)	8	99,035	74,719
Trade and other receivables	9	16,156	21,618
Other assets	10	1,869	1,519
<b>Total Current Assets</b>		<b>174,888</b>	<b>160,812</b>
<b>Non-Current Assets</b>			
Other receivables (unrestricted)	9	24,404	17,020
Other receivables (restricted)	9	4,920	13,102
Investment properties	7	153,990	136,505
Property, plant and equipment (restricted)	11	113,287	104,399
Property, plant and equipment (unrestricted)	11	41,063	36,299
Right of Use Property, plant and equipment	11	10,029	10,609
Financial assets at FV OCI (restricted)	12	1,277	1,016
Other assets	10	104	196
<b>Total Non-Current Assets</b>		<b>349,074</b>	<b>319,146</b>
<b>TOTAL ASSETS</b>		<b>523,961</b>	<b>479,958</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Trade and other payables	13	63,758	45,441
Employee entitlements	14	21,247	19,073
Interest bearing loans and borrowings	15	366	366
Other financial liabilities	16	197,165	179,242
Right of Use liabilities	16	4,130	3,880
Provisions	17	10,669	13,392
<b>Total Current Liabilities</b>		<b>297,335</b>	<b>261,394</b>
<b>Non-Current Liabilities</b>			
Employee entitlements	14	3,358	3,290
Interest bearing loans and borrowings	15	5,680	6,046
Right of Use liabilities	16	4,625	4,702
Provisions	17	595	453
<b>Total Non-Current Liabilities</b>		<b>14,258</b>	<b>14,491</b>
<b>TOTAL LIABILITIES</b>		<b>311,593</b>	<b>275,885</b>
<b>NET ASSETS</b>		<b>212,368</b>	<b>204,073</b>
<b>FUNDS</b>			
Retained earnings		172,056	165,643
General reserve	19	2,566	2,704
Trust reserve	19	14,959	23,207
Asset revaluation reserve	19	22,787	12,519
<b>TOTAL ACCUMULATED FUNDS &amp; RESERVES</b>		<b>212,368</b>	<b>204,073</b>

The accompanying notes form part of these financial statements

**Anglicare Southern Queensland  
Consolidated Statement of Changes in Accumulated Funds for the Year Ended 30 June 2021**

	Retained Earnings	General Reserve	Trust Reserve	Asset Revaluation Reserve	TOTAL
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Balance at 30 June 2019</b>	162,921	2,645	21,735	12,519	199,820
Net profit/(loss) for the year	4,194	-	-	-	4,194
Other comprehensive (expense)/income for the year	-	-	-	-	-
Transferred to/(from) retained earnings	(1,472)	-	1,472	-	-
Movement in reserves	-	59	-	-	59
<b>Balance at 30 June 2020</b>	165,643	2,704	23,207	12,519	204,073
Net profit/(loss) for the year	(1,834)	-	-	-	(1,834)
Restricted Funds Release to retained earnings	8,515	-	(8,515)	-	-
Transferred to/(from) retained earnings	(267)	-	267	-	-
Movement in reserves	0	(138)	-	10,268	10,129
<b>Balance at 30 June 2021</b>	172,056	2,566	14,959	22,787	212,368

The accompanying notes form part of these financial statements

**Anglicare Southern Queensland**  
**Consolidated Statement of Cash Flows for the Year Ended 30 June 2021**

	Note	2021 \$'000	2020 \$'000
<b>Cash flows from operating activities</b>			
Receipts from contracts with governments and clients		273,966	236,031
Payments to suppliers		(65,798)	(52,182)
Payments to employees		(167,176)	(162,029)
Interest received		682	3,061
Finance costs		(334)	(360)
<b>Net cash flows from/(used in) operating activities</b>	18	<u><u>41,340</u></u>	<u><u>24,521</u></u>
<b>Cash flows from investing activities</b>			
Proceeds from sale of property, plant & equipment		285	168
Payments for property, plant and equipment		(15,157)	(25,131)
Payments for investment properties		(25,410)	(22,244)
<b>Net cash used in investing activities</b>		<u><u>(40,282)</u></u>	<u><u>(47,207)</u></u>
<b>Cash flows from financing activities</b>			
Proceeds from refundable accommodation deposits/accommodation bonds and ILU entry contributions		47,728	69,461
Repayments for refundable accommodation deposits/accommodation bonds and ILU entry contributions		(23,862)	(22,217)
Payments for Lease Liabilities		(5,370)	(5,677)
Loans from / (paid to) Department of Social Services & Other		(366)	(366)
<b>Net cash flows from/(used in) financing activities</b>		<u><u>18,130</u></u>	<u><u>41,201</u></u>
Net increase/(decrease) in cash held		19,188	18,515
Cash at the beginning of the financial year		137,675	119,160
<b>Cash at the end of the financial year</b>	8	<u><u>156,863</u></u>	<u><u>137,675</u></u>

The accompanying notes form part of these financial statements

**1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

**(a) General Information**

Trading under the name of Anglicare SQ, the Commission is an unincorporated not-for-profit organisation which is part of the consolidation of a number of Agencies of The Corporation of the Synod of the Diocese of Brisbane ("the Corporation"). The Corporation has appointed the Commission to govern its aged care, community welfare and social services activities.

**Principal Activities**

The principal activities of Anglicare SQ during the financial year have included providing services in:

- Community Care.
- Residential Aged Care and Retirement Villages.
- Mental Health and Wellbeing Services.
- Children and Family Services.
- Homelessness Services.
- Disability Care.

The principal place of business is 439 Ann Street, Brisbane, Queensland 4000.

The Agencies consolidated in this annual financial report are endorsed as income tax exempt charities by the Australian Taxation Office ("ATO"). A number of the Agencies are also recognised as Public Benevolent Institutions.

**(b) Statement of Compliance**

These financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards (AAS), and Australian Accounting Interpretations, and comply with other requirements of the law. International Financial Reporting Standards (IFRS) form the basis of Australian Accounting Standards adopted by the Australian Accounting Standards Board (AASB) and for the purpose of this report are called Australian Equivalents to IFRS (AIFRS). In some circumstances, where permitted under the AAS, the entity has elected to apply certain exemptions available to not-for-profit entities.

The Commission approved the financial statements of Anglicare SQ for the financial year ended 30 June 2021 for issue on the 8th October 2021.

**(c) Basis of Preparation**

The consolidated financial statements have been prepared on the historical cost basis offset by any impairments, except for certain non-current assets that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on fair values of the consideration given when acquired. All amounts are presented in Australian Dollars (AUD), rounded to the nearest thousand (AUD '000), unless otherwise advised.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, Anglicare SQ takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at the measurement date. Fair value for measurement and/or disclosure purposes in these consolidated financial statements is determined on such a basis, except for leasing transactions that are within the scope of AASB 117, and measurements that have some similarities to fair value but are not fair value, such as value in use in AASB 136.

In addition, for financial reporting purposes, fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

- Level 1 inputs are based on unadjusted, quoted prices in an active market;
- Level 2 inputs are inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs for the asset or liability.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

**(c) Basis of Preparation (cont.)**

**Net Current Liability Position**

At year end Anglicare's balance sheet is in a Net Current Liability position (Note 27). This position is mainly due to the classification of all Refundable accommodation deposits/accommodation bonds (Note 16) as current liabilities, despite the expectation that only a portion of the liability is expected to be repaid within the next 12 months as residents change.

**(d) Critical Accounting Judgements and Key Sources of Estimation Uncertainty**

The preparation of financial statements in conformity with AAS requires the use of certain critical accounting estimates. It also requires the Commission and management to exercise judgements in the process of applying the accounting policies. The Commission and management are responsible for the development, selection and disclosure of critical accounting policies and estimates and their ongoing application. The estimates and judgements that have a significant risk of causing material adjustments to the carrying amount of assets and liabilities within the next financial year are:

**Estimated Useful Life of Property, Plant and Equipment**

The estimated useful lives of property, plant and equipment are assessed annually. This assessment takes into consideration legislative and safety requirements and plans to ensure continued compliance therewith. The estimated useful lives reflect existing redevelopment plans which are also subject to review based on requirements and cost. Future changes to the redevelopment program may impact on the assessment of useful lives with a corresponding impact on depreciation expense in future periods.

**Make Good Provisions**

Provisions for future costs to return certain leased premises to their original condition are based on Anglicare SQ's past experience with similar premises and estimates of likely restoration costs. These estimates may vary from the actual costs incurred as a result of conditions existing at the date the premises are vacated.

**Employee Benefits**

Management judgement is applied in determining the following key assumptions used in the calculation of annual leave and long service leave at the end of the reporting period:

- Future increases in wages and salaries;
- Future on-cost rates;
- Amounts remitted to the Qld Portable Long Service Scheme; and
- Experience of employee departures and period of service.

Refer to Note 1(u) for further details on the key management judgements used in the calculation of long service leave and annual leave.

**Claims Provision**

Anglicare SQ has potential future exposure to claims and costs associated with abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. Anglicare SQ has accrued its best estimate of the net costs of uninsured abuse claims yet to be settled (refer Note 17). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge in the future. Accordingly, no liabilities or expenses have been recorded in relation to unknown potential future claims from unknown claimants.

**Fair Value**

The market conditions around the investment properties and freehold land and buildings are assessed at each reporting date and if the Commission believes that there has been a material movement in the value of the assets then either an independent valuation or a Commission's valuation is obtained. The assessments are determined as described in Note 1 (q) and (r) below.

**Deferred Revenue Liability from Deferred Management Fees ("DMF") for Retirement Living**

Revenue from retirement village investment property is earned while residents occupy units and is recognised over the expected average length of stay of those residents which is inherently uncertain. The average length of stay for residents is based upon average life expectancy tables produced by the Australian Bureau of Statistics.

Refer to Note 1(h) for further details on the key management judgements used in the calculation of DMF.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(e) **Basis of Consolidation**

The consolidated financial statements incorporate the financial statements of the following agencies:

	ABN
St Luke's Nursing Service (Community)	39 906 010 979
Anglican Care of the Aged (Residential Aged Care)	41 516 471 810
Anglicare Southern Queensland (Social Services)	55 966 095 680
Employment Action Centre Limited (Community)	44 053 638 163
Kinectons (Social Services)	70 443 739 070

The consolidated financial statements also include the transactions and assets held by the Corporation as Trustee where the objects and purpose of the trusts relate to the community welfare, social justice, health and aged community care activities governed by the Commission. These transactions and those of the above agencies are collectively described in these financial statements as "Anglicare SQ".

All intra group transactions, balances, income and expenses are eliminated in full on consolidation of the above agencies. Legal title to property used in the provisions of its services by Anglicare SQ is held by the Corporation.

(f) **Comparatives**

Where necessary, comparative amounts have been amended for any changes to the current year presentation or classification of items in the financial statements that were made in order to enhance users' understanding of the financial statements, including the split between cash and cash equivalents (restricted) and (unrestricted) to conform to current year presentation and liquidity policy, and interest bearing loans and borrowings and other financial liabilities.

(g) **Current versus Non-Current Classification**

The Corporation presents assets and liabilities in the statement of financial position based on current / non-current classification. An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle;
- Held primarily for the purpose of trading;
- Expected to be realised within twelve months after the reporting period; or
- Cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is held primarily for the purpose of trading;
- It is due to be settled within twelve months after the reporting period; or
- There is no unconditional right to defer the settlement of the liability for at least twelve months after the reporting period.

The Corporation classifies all other liabilities as non-current.

(h) **Revenue Recognition**

Revenue is measured at the fair value of the consideration received or receivable when a service is delivered in accordance with contracts.

No revenue is recognised if there are significant uncertainties regarding recovery of the consideration due or the revenue received or to be received cannot be measured reliably. Fee revenue is recognised when the service is provided.

**Fees and Charges**

Fees and charges income is recognised on an accruals basis consistent with the provision of the relevant service.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(h) **Revenue Recognition (cont.)**

**Government Grants**

Government grants are not recognised until there is reasonable assurance that Anglicare SQ will comply with the conditions attaching to them and the grants will be received. Government grants that are reciprocal in nature are recognised when the service is provided. A reciprocal transfer generally arises when a return obligation exists to the funding provider. Where there is a return obligation, revenue is deferred in the consolidated statement of financial position and is recognised as deferred income and released to the consolidated statement of profit or loss and other comprehensive income as the obligations are satisfied. Grants that compensate for the cost of an asset are recognised in the consolidated statement of profit or loss and other comprehensive income immediately when control is obtained and can be measured reliably.

**Donations, Fund Raising and Bequests**

Income from donations and bequests is recognised in the year in which it is received.

Donation and fundraising monies are recognised as an asset and revenue when control of the contribution is gained. In instances where these monies are not able to be spent for the intended purpose and as a result, there arises an obligation to repay or defer until spent, a subsequent offsetting expense and liability are recorded.

**Deferred Management Fees (DMF)**

DMF revenue on retirement village investment property included under bond retentions and accommodation charges in Note 2 is earned while residents occupy units and is recognised over the expected average length of stay of those residents. DMF revenue that is contractually earned is deducted from the entry contribution liability. Any difference between the contract amount and revenue to be recognised using the average length of stay is reported as a deferred revenue liability.

**Interest Income**

Interest income is recognised as it accrues, using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate. This is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

**Rental Income**

Rental income is recognised on an accruals basis consistent with the terms of the rental or lease agreement.

**Recoveries and Services Income**

Recoveries and services income are recognised in proportion to the service provided.

(i) **Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO). In these circumstances, the GST is recognised as part of the cost of acquisition of an asset or as part of an item of expense.

Receivables and payable are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as part of the receivables or payables.

Cash flows are included in the consolidated statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities that are recoverable from, or payable to, the ATO are classified as operating cash flows.



**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(j) **Cash and cash equivalents**

Cash and cash equivalents in the Consolidated Statement of Financial Position comprise cash at bank and on hand and short-term deposits with a maturity of three months or less and investments held with the Corporation's investment arm Anglican Financial Services ("ANFIN"), which are subject to an insignificant risk of changes in value.

For the purposes of the Consolidated Statement of Cash Flows, cash and cash equivalents consist of short-term deposits, as defined above, net of outstanding bank overdrafts as they are considered an integral part of the Corporation's cash management.

Cash and cash equivalents is also comprised of Restricted (cash that is held for a specific purpose and thus not available for immediate use) and Unrestricted cash. (Refer Note 8).

(k) **Trade and Other Receivables**

Trade receivables, which comprise amounts due from sales of services provided to clients or funders, are recognised and carried at original invoice amount less an allowance for any expected credit losses ("ECL"s). Normal terms of settlement vary from 14 to 30 days. The carrying amount of the receivable is deemed to reflect fair value.

An allowance for ECLs is made when there is objective evidence that the collection risk has changed since initial recognition and that Anglicare SQ may not be able to collect the debts and they are considered to be impaired (refer note 1(n)). 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 was made in a previous year to a related party (refer Note 10) being The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane. This prepayment was made in December 2012 and will be amortised through to November 2023.

(m) **Trade and Other Payables**

Trade and other payables represent liabilities for goods and services provided to Anglicare SQ before the end of the financial year that are unpaid. These amounts are usually settled within 30 days.

(n) **Financial Instruments**

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. Anglicare SQ recognizes a financial instrument in the statement of financial position only when the entity becomes a party to the contractual provisions of the instrument.

Anglicare SQ classifies its financial assets and liabilities according to the categories described below. The classification depends on the purpose for which the financial assets and liabilities were acquired. Management determines the classification of its financial assets at initial recognition.

**Financial Assets**

Anglicare SQ classifies its financial assets in the following measurement categories: fair value through profit or loss (FVPL), fair value through other comprehensive income (FVOCI) and amortised cost. 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.



**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(n) **Financial Instruments (cont.)**

(i) Amortised cost

Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. Interest income from these financial assets is included in finance income using the effective interest rate method. Anglicare SQ's financial assets measured at amortised cost and are not quoted in an active market are classified as "trade and other receivables".

(ii) Fair value through other comprehensive income (FVOCI)

For assets measured at fair value, gains and losses will either be recorded in profit or loss or other comprehensive income. For investments in equity instruments that are not held for trading, this will depend on whether Anglicare SQ has made an irrevocable election at the time of initial recognition to account for the equity investment as FVOCI. Anglicare SQ's financial assets measured at FVOCI are listed shares on the Australia Stock Exchange (refer to Notes 1(o) and 12).

**Impairment of Financial Assets**

The Corporation recognises an allowance for ECLs for all debt instruments not held at fair value through the Consolidated Statement of Profit or Loss and Other Comprehensive Income. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Corporation expects to receive, discounted at an approximation of the original effective interest rate. The expected cash flows will include cash flows from the sale of collateral held or other credit enhancements that are integral to the contractual terms.

For trade receivables and contract assets, the Corporation applies a simplified approach in calculating ECLs. Therefore, the Corporation does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The Corporation has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

For financial assets carried at amortised cost, the amount of the impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the original effective interest rate.

The carrying amount of financial assets is reduced by the impairment loss directly for all financial assets.

When financial assets at FVOCI is considered to be impaired, cumulative gains or losses previously recognised in other comprehensive income are re-classified to surplus or deficit in the period.

For financial assets measured at amortised costs, if in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed through surplus or deficit to the extent that the carrying amount of the investment at the date the impairment is reversed does not exceed what the amortised cost would have been had the impairment not been recognised.

**Derecognition of Financial Assets**

Anglicare SQ derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If Anglicare SQ neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, it recognises its retained nature in the asset and its associated liability for amounts it may have to pay.

If Anglicare SQ retains substantially all the risks and rewards of ownership of a transferred financial asset, it continues to recognise the financial assets and also recognise a collateralised borrowing for the proceeds received.

On derecognition of a financial asset in its entirety, the difference between the asset's carrying amount and the sum of the consideration received and receivable and the cumulative gain or loss that had been recognised in other comprehensive income and accumulated in equity is recognised in surplus or deficit.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(n) **Financial Instruments (cont.)**

**Financial Liabilities**

A financial liability is derecognised when it is extinguished, discharged, cancelled or expires. Financial liabilities are classified as either financial liabilities “at fair value through the profit or loss” or “other financial liabilities”.

**Refund Liabilities**

A refund liability is the obligation to refund some or all of the consideration received (or receivable) from the client and is measured at the amount Anglicare SQ ultimately expects it will have to return to the client. The Anglicare SQ updates its estimates of refund liabilities (and the corresponding change in the transaction price) at the end of each reporting period.

**Other Financial Liabilities**

Other financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. Other financial liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability or, where appropriate, a shorter period.

**Refundable Accommodation Deposits/Accommodation Bonds and Entry Contributions**

Refundable accommodation deposits/accommodation bonds and entry contributions received from residents represent non-interest bearing deposits that are refundable in accordance with the relevant legislation and the individual resident agreement in the event the resident leaves an Anglicare SQ facility.

As these refundable accommodation deposits/accommodation bonds and entry contributions are considered to be repayable on demand, they are recorded at the amount initially received less any retentions or deferred management fees which Anglicare SQ is allowed to deduct in accordance with the relevant legislation and resident agreement and are not discounted.

(o) **Financial Assets at Fair Value through Other Comprehensive Income**

Financial Assets are recognised initially at fair value. Any 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 financial investments are measured at fair value with gains or losses being recognised in other comprehensive income until the investment is derecognised or until the investment is determined to be impaired, being either a significant or prolonged decline in value below cost, at which time the cumulative gain or loss previously recognised in other comprehensive income is reclassified to the consolidated statement of profit or loss and other comprehensive income. The fair value of investments that are actively traded in organised financial markets is determined by reference to quoted market bid prices at the close of business on the reporting date.

(p) **Provisions**

A provision is recognised when there is a legal, equitable or constructive obligation as a result of a past event and it is probable that an outflow of economic benefits will be required to settle the obligation, and a reliable estimate of the amount of the obligation can be made.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period, taking into account the risks and uncertainties surrounding the obligation. When a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows (where the time value of money is material).

When some or all of the economic benefits required to settle a provision are expected to be recovered from a third party, a receivable is recognised as an asset if it is virtually certain that reimbursement will be received and the amount of the receivable can be measured reliably.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(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 2021.

(r) **Property, Plant and Equipment**

All items of property for Residential Aged Care Facilities (RACs), plant and equipment are stated at cost less accumulated depreciation and impairment losses. The cost of constructed assets includes the cost of materials, direct labour and other relevant costs required to bring the asset to its current condition and location.

**Revaluation of land and buildings**

Land and buildings other than RACs are valued at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The highest and best use of the land and buildings are considered in determining the valuation. The effective date of the most recent independent valuation obtained by Anglicare SQ was 30 June 2021.

When the carrying amount of the class of assets held at fair value is increased as a result of the revaluation, the increase is credited directly to the Asset Revaluation Reserve, except where it reverses a revaluation decrement previously recognised in a Consolidated Statement of Profit or Loss and Other Comprehensive Income, in which case it is credited to that statement. When the carrying amount of land and buildings is decreased as a result of a revaluation, the decrease is recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income, except where a credit balance exists in the Asset Revaluation Reserve, in which case it is debited to that reserve.

At the date of revaluation, any depreciation accumulated on an asset is restated proportionately with the change in the gross carrying amount of the asset so that the net carrying amount of the asset after revaluation equals its revalued amount. The carrying amount is increased to the revalued amount by restating the cost and accumulated depreciation proportionally.

All items of property, plant and equipment are initially recorded at their cost of acquisition at the date of acquisition, being the fair value of the consideration provided plus incidental costs directly attributable to the acquisition.

Donated assets are initially recorded at their fair value in the Consolidated Statement of Financial Position with a corresponding credit to the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

**Subsequent Costs**

Costs incurred on assets subsequent to initial acquisition are capitalised when it is probable that future economic benefits in excess of the originally assessed standard of performance of the asset will flow to Anglicare SQ in future years; otherwise the costs are recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income as the expense is incurred.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

(r) **Depreciation**

Depreciation of property, plant and equipment is calculated such that the assets are written off over their expected useful lives using the straight-line basis with the expense being recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Estimates of remaining useful lives are reviewed annually for appropriateness. When changes are made, adjustments are reflected prospectively in current and future periods only. Assets are depreciated from the date of acquisition or, in respect of internally constructed assets, from the time the asset is completed and is ready for use.

Depreciation on revalued buildings is recognised in surplus or deficit. On the subsequent sale or retirement of a revalued property, the attributable revaluation surplus remaining in the property's Asset Revaluation Reserve is transferred directly to Retained earnings. No transfer is made from the Asset Revaluation Reserve to Retained Earnings except where an asset is derecognised.

RACs land and other land (restricted and unrestricted) is not depreciated.

The depreciation rates for each class of asset are as follows:

RAC Buildings and Other Buildings (restricted and unrestricted)	2.5% - 9%
Motor vehicles	10% - 33%
Office plant and equipment	10% - 33%
Intangible assets (Software)	10% - 33%

**Right-of-Use Assets**

Anglicare SQ recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are measured at present value, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. Right-of-use assets are depreciated on a straight-line basis over the term of the lease.

**Lease Liabilities**

At the commencement date of the lease, Anglicare SQ recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments less any lease incentives receivable. Month to month lease payments are recognised as expenses in the period in which the event or condition that triggers the payment occurs.

(s) **Non-current Assets Held for Sale**

Non-current assets and disposal groups are classified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and the non-current asset (or disposal group) is available for immediate sale in its present condition. Management must be committed to the sale, which should be expected to qualify for recognition as a completed sale within one year from the date of classification. Non-current assets (and disposal groups) classified as held for sale are measured at the lower of their previous carrying amount and fair value less costs to sell.

(t) **Impairment of Assets**

The carrying amounts of Anglicare SQ assets are reviewed at each reporting period to determine whether there is any indication of impairment. If any such indication exists, the assets recoverable amount is estimated. An impairment loss is recognised whenever the carrying amount of an asset or its cash generating unit exceeds its recoverable amount. Impairment losses are recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income, unless an asset has previously been revalued, in which case the impairment loss is recognised as a reversal to the extent of that previous revaluation with any excess expensed through the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

**Determination of Recoverable Amount**

The recoverable amount of assets is the greater of their fair value less costs to sell and value in use. In assessing the value in use the depreciated replacement cost is used.

(u) **Employee Benefits**

**Wages and salaries**

Liabilities for wages and salaries (including non-monetary benefits) expected to be settled within twelve months of the end of the annual reporting period, are recognised in respect of employees' services up to the end of the annual reporting period. They are carried at nominal value where the liability is expected to be settled within twelve months.

**Annual leave and long service leave**

A liability is recognised for benefits accruing to employees in respect of annual leave and long service leave, when it is probable that settlement will be required and they are capable of being measured reliably. Liabilities recognised in respect of short-term employee benefits, are measured at their nominal values using the remuneration rate expected to apply at the time of settlement. Liabilities recognised in respect of long term employee benefits are measured as the present value of the estimated future cash outflows to be made in respect of services provided by employees up to reporting date.

Portable Long Service Leave Scheme payments have reduced the long term liability to the extent of the payments made for current employees.

**Employee benefit on costs**

Employee benefit on costs are recognised and included in employee benefit liabilities and costs when the employee benefits to which they relate are recognised as liabilities.

**Sick Leave**

Sick leave does not vest and accumulate but is recognised as an expense when the leave is taken.

**Superannuation**

Anglicare SQ incurs expenditure in contributing to several defined contribution superannuation plans. Contributions are recognised in the consolidated statement of profit or loss and other comprehensive income as an expense when incurred. Anglicare SQ has no obligation to pay further contributions to these plans if the plans do not hold sufficient assets to pay all employee benefits relating to employee service in current and prior periods.

(v) **Taxation**

The Corporation and the Anglicare SQ Agencies are charitable institutions for the purposes of Australian Taxation legislation and therefore the activities of Anglicare SQ are exempt from income tax as a tax exempt charitable entity under Subdivision 50-B of the Income Tax Assessment Act 1997.

(w) **Business Streams**

A business stream is a distinguishable component of Anglicare SQ that is engaged in providing products or services (business information), or in providing products or services within a particular economic environment (geographic information), which is subject to risks and rewards that are different from those of other segments.

(x) **Related Party Transactions** (Refer Note 20 for more details)

Anglicare SQ receives income from, and pays for expenses to related parties as follows:

- Interest income is received from ANFIN and the Corporation;
- Insurance premiums are paid to the Corporation;
- Fees charged for administrative services provided by the Corporation;
- Anglican Belonging fees paid to the Corporation; and
- Office rent paid to The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane.

(y) **Reserves**

Anglicare SQ discloses three classifications of reserves:

- General Reserve;
- Asset Revaluation Reserve; and
- Trust Reserve.

**STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (cont.)**

**General Reserve**

**Reserves (cont.)**

This is the Capital Replacement Fund which represents the Quantity Surveyors estimate of future capital maintenance costs for Independent Living Units. The Retirement Villages Act requires scheme operators to ensure adequate provision is made for capital replacement. Consequently this reserve is in effect a "provision for capital maintenance". It is recognised as a reserve, as Australian Accounting Standards do not permit recognition of a provision unless there is a contractual obligation.

**Asset Revaluation Reserve**

These represent the difference between the revalued carrying amount and original cost of non-current assets. Revaluation increments and decrements (impairments) may be written to the Asset Revaluation Reserve. Refer to Note 19.

**Trust Reserve**

These represent funds held by the Corporation for specific purposes and beneficiaries as set out in the Bequest or Trust objects. Further details are in Note 19.

(z) **Standards and Interpretations affecting the reported results or financial position**

There are no new or revised Accounting Standards or Interpretations issued by the Australian Accounting Standards Board (the AASB) that are relevant to their operations effective for an accounting period that begins on or after 1 July 2020.

IFRIC has released agenda decisions in relation to SaaS (software as a service) arrangements and how it should be accounted for which may require ASQ to expense previously capitalised costs. This direction was issued in April 2021. Management is currently assessing the impact of the agenda decision on its current accounting policy and is expected to be completed in FY2022. The review is ongoing due to the effort required in obtaining the underlying information from historical records covering multiple projects and assessing the nature of each of the costs. At the date of this report, the impact of the IFRIC agenda decision on ASQ is not reasonably estimable.

At the date of authorisation of the financial report, the following Australian accounting standards and interpretations have been issued but were not yet effective as at 30 June 2021. None of these have been early adopted and their impacts on the financial report are not expected to be material.

<b>Standard/Interpretation</b>	<b>Application date</b>
AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities (Appendix C)	1 July 2021
AASB 2021-1 Amendments to Australian Accounting Standards – Transition to Tier 2: Simplified Disclosures for Not-for-Profit Entities	1 July 2021
AASB 2020-3 Amendments to Australian Accounting Standards – Annual Improvements 2018–2020 and Other Amendments	1 July 2022
AASB 2020-1 Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current	1 July 2023
AASB 2021-2 Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates	1 July 2023

Anglicare SQ applies standards and interpretations in accordance with their respective commencement dates.



**2 OTHER REVENUE**

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Rental Income	1,202	1,026
Recoveries of expenses and services	5,121	3,582
Donations and Bequests	509	625
Bond retentions and accommodation charges	5,943	5,083
	<u><b>12,775</b></u>	<u><b>10,316</b></u>

**3 EMPLOYEE EXPENSES**

Wages and salaries	165,797	160,468
Other associated personnel expenses	7,963	8,465
Contributions to superannuation funds	15,157	14,129
	<u><b>188,917</b></u>	<u><b>183,062</b></u>

**4 OTHER EXPENSES**

Audit fees (note 6)	179	174
Bank charges	93	90
Bad debts	475	95
Claims expense	(58)	4,715
Other	2,932	382
	<u><b>3,622</b></u>	<u><b>5,456</b></u>

**5 RATES AND SERVICE FEES**

Rates on property assets	1,070	1,030
Diocese shared services fee	298	614
Anglican Belonging Fee	2,059	2,086
	<u><b>3,427</b></u>	<u><b>3,730</b></u>

**6 REMUNERATION OF AUDITORS**

The auditors of Anglicare SQ	179	174
	<u><b>179</b></u>	<u><b>174</b></u>

Remuneration of Auditors Fee is also included within Note 4 Other Expenses, Other

**7 INVESTMENT PROPERTIES**

	Work in progress \$'000	At fair value Finished properties \$'000	Total \$'000
<b>2020</b>			
<b>Balance at 1 July</b>	<b>6,150</b>	<b>100,928</b>	<b>107,078</b>
Additions at cost	22,244	-	<b>22,244</b>
Transfer to finished properties	(23,983)	23,983	-
Realised investment properties gain/(loss)	-	1,803	<b>1,803</b>
Gain(loss) on fair valuation	(611)	5,991	<b>5,380</b>
<b>Balance at 30 June</b>	<b>3,800</b>	<b>132,705</b>	<b>136,505</b>
<b>2021</b>			
<b>Balance at 1 July</b>	<b>3,800</b>	<b>132,705</b>	<b>136,505</b>
Additions at cost	23,118	-	<b>23,118</b>
Transfer to finished properties	(26,918)	26,918	<b>0</b>
Realised investment properties gain/(loss)	-	2,275	<b>2,275</b>
Gain(loss) on fair valuation	-	(7,908)	<b>(7,908)</b>
<b>Balance at 30 June</b>	<b>(0)</b>	<b>153,990</b>	<b>153,990</b>

**Fair value**

The fair value of investment properties as at 30 June 2021 have been determined on the basis of a valuation performed by Knight Frank (a certified practising valuation firm who is independent of Anglicare SQ). The valuations, which conform to international Valuation Standards, were determined by discounted cash flow projections, and by reference to current market value taking into consideration observable sales and historical sales data in the relevant market for properties of similar nature and specification. The valuation methodology also assumes vacant property possession. Retirement villages are classified as level 2 in the fair value hierarchy. This means that key assumptions used in their valuations are not directly observable. These key assumptions are:

- The discount rate of between 13.5% to 18% dependent on market area (i.e. regional or metropolitan area).
- Property price growth rates of 2.38% to 3% in the medium and long term.
- Average subsequent tenure period of 9 to 11.9 years.

The external valuations undertaken by Knight Frank contain the statements that whilst there is less market uncertainty around some of the impacts of COVID 19 for the specific properties being valued for the valuation date, a reasonable degree of significant valuation uncertainty is considered to exist. As a result, whilst the valuations are current at the date of valuation, the assessed values could change significantly and unexpectedly over a short period time. It is therefore recommended that given this uncertainty noted, that the user(s) of the valuation report review this valuation periodically. Anglicare SQ note that whilst the financial impact of COVID-19 on the business has been minimal to date they will continue to assess their property valuations for significant market movements on an annual basis.

Investment properties under construction are initially measured at cost and subsequently stated at fair value at each balance date where fair value can be reliably determined. Fair value of investment properties under construction is primarily determined using direct comparison of active market prices, adjusted for any difference in the nature, location or stage of completion of the specific asset. Any gain or loss arising from a change in fair value is recognised in the consolidated statement of profit or loss and other comprehensive income.

Fair valuation of investment properties may in some cases be subjective and may depend on the inputs used in the calculations. To provide an indication about the reliability of the inputs used in determining fair value, Anglicare SQ has classified its investment properties into the three levels prescribed under the accounting standards. Refer to Note 1(q) for further details on the fair value methodology.



Details of investment properties and information about the fair value hierarchy are as follows:

	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
<b>30 June 2021</b>				
Retirement villages	-	153,990	0	<b>153,990</b>
<b>30 June 2020</b>				
Retirement villages	-	132,705	3,800	<b>136,505</b>

There were no transfers between Levels 1, 2 or 3 during the year apart from transfers in the ordinary course from Work in progress (level 3) to Finished properties (level 2) when units are complete and available for sale. Refer to Note 1(c) for further details on the fair value hierarchy.

## 8 CASH AND CASH EQUIVALENTS

	2021 \$'000	2020 \$'000
Cash at bank and other financial institutions	77,204	58,708
Deposits at call	1,204	1,225
Cash investments at cost	78,454	77,742
	<b>156,863</b>	<b>137,675</b>
<b>Restricted Cash</b>		
Residential Aged Care Bonds & Accommodation Deposits <sup>(i)</sup>		
Deposits <sup>(ii)</sup>	22,698	19,513
Retirement Villages entry contributions <sup>(ii)</sup>	15,415	10,709
Bequest Funds <sup>(iii)</sup>	8,135	8,098
Employment Action Centre Limited <sup>(iv)</sup>	3,005	2,982
Surplus refund liability and deferred income <sup>(iv)</sup>	47,045	30,719
Independent Living Units maintenance and capital reserves <sup>(iv)</sup>	2,737	2,663
Anglican Foundation for Aged Persons	0	35
	<b>99,035</b>	<b>74,719</b>
<b>Unrestricted Cash</b>	<b>57,828</b>	<b>62,956</b>
<b>Total Cash and Cash Equivalents</b>	<b>156,863</b>	<b>137,675</b>

- (i) Residential Aged Care Bonds & Residential Accommodation Deposits (RAD)  
Aged care bonds & refundable accommodation deposits of \$79.90m (2020: \$75.66m) (refer Note 16) are held on behalf of Residential Aged Care Residents across all facilities. The *Aged Care Act 1997* ("Aged Care Act") prescribes restrictions on what bond monies may be used for.

Funds with high level of restrictions:

The Aged Care Act also requires each aged care provider to have a Liquidity Management Strategy (LMS) in order to be able to repay bonds as and when required. For 2021, Anglicare SQ has determined to hold a minimum 30% based on the current year's balance (2021: 30%) liquidity against bonds and refundable accommodation deposits.

Funds with lower level of restrictions:

Refundable accommodation deposits/accommodation bond & deposits funds surplus to the minimum liquidity requirement may be invested in accordance with the Aged Care Act and as approved by the investment statement for refundable accommodation deposits/accommodation bonds. Other approved uses include capital expenditure in aged care facilities.

- (ii) Retirement Villages Entry Contributions:  
There are no legislative restrictions on the use of retirement village funds, so long as such investments are not contrary to the Corporations obligations as Trustee for those funds under the *Trusts Act 1973*. Anglicare SQ's policy is to refund entry contributions upon settlement of resale of the unit. For 2021, Anglicare SQ has determined to hold a minimum of 15% based on the current year's balance.
- (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 on underfunded contracts that are required to be repaid to the funder.
- (vi) Resident Trust Accounts – Capital and Maintenance Reserve Fund  
The Maintenance Reserve Fund represents contributions made by residents of independent living units and the Capital Replacement Fund represents contributions made by Anglicare SQ, also in respect of independent living units. Expenditure of these funds are subject to restrictions imposed by the *Retirement Villages Act 1999*.

**9 TRADE AND OTHER RECEIVABLES**

**- CURRENT**

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Fees receivable <sup>(i)</sup>	15,606	21,008
GST receivable	288	507
Sundry receivables <sup>(i)</sup>	923	606
Expected Credit Losses	(661)	(503)
	<u><b>16,156</b></u>	<u><b>21,618</b></u>

- (i) Anglicare SQ does not charge interest on fees or sundry receivables.

**- NON CURRENT**

<b>Restricted</b>		
Trust funds invested within the Corporation <sup>(ii)</sup>	4,920	13,102
Other bequest funds	-	-
	<u><b>4,920</b></u>	<u><b>13,102</b></u>
<b>Unrestricted</b>		
Amounts invested within Corporation <sup>(iii)</sup>	<u><b>24,404</b></u>	<u><b>17,020</b></u>
	<u><b>29,324</b></u>	<u><b>30,122</b></u>

- (ii) A portion of Trust Funds (detailed in the Statement of Changes in Accumulated Funds) are included in Other Receivables above. These are invested with the Corporation. The Corporation pays interest on these funds at variable rates. At 30 June 2021 the rate was 0.3% (2020: 0.8%).
- (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 2021 this rate was 0.3% (2020: 0.8%).

**10 OTHER ASSETS PREPAYMENTS**

**- CURRENT**

Other rentals	-	11
Insurance	396	339
Other – miscellaneous	<u>1,473</u>	<u>1,169</u>
	<u><b>1,869</b></u>	<u><b>1,519</b></u>

**- NON CURRENT**

Other - miscellaneous	<u>104</u>	<u>196</u>
	<u><b>104</b></u>	<u><b>196</b></u>

## 11 PROPERTY, PLANT AND EQUIPMENT

Anglicare SQ carries the following assets at costs:

- Residential Aged Care (RAC) land and buildings
- Plant and equipment
- Motor vehicles
- Intangible assets (software)
- Assets under construction

Anglicare SQ carries other land and buildings (excluding RAC land and buildings) at fair value.

### Other land & buildings held at fair value

Anglicare SQ's policy is to make revaluations with sufficient regularity to ensure that the carrying amount of land and buildings does not differ materially from that which would be determined using fair value at the end of the reporting period. Independent valuations are periodically obtained in the application of this policy. At 30 June 2021, all land and buildings held at fair value were valued by independent valuer, Herron Todd White.

The valuation for other land and buildings (excluding RAC land and buildings) is considered to be a level 2 or level 3 value in the hierarchy, i.e. based on unobservable inputs. The valuer used the market value methodology and also a direct comparison approach to support the valuation.

### Revaluation of other land and buildings held at fair value

The assessment of fair value as at 2021 has taken into account:-

- The most recent independent valuation obtained from Herron Todd White in 2021;
- Depreciation for the 2021 year; and
- The Commission's intention in relation to vacant land and other land and buildings.

The Commission is satisfied other land and buildings held at fair value are appropriately recorded as at 30 June 2021. The external valuations undertaken by Herron Todd White during the period note that due to Covid 19, there is a market uncertainty resulting in significant valuation uncertainty. As a result, whilst the valuations are current at the date of valuation, the assessed values could change significantly and unexpectedly over a short period time. It is therefore recommended that given this uncertainty noted, that the user(s) of the valuation report review this valuation periodically.

### Work in progress

The carrying value of work in progress relates to the The Village Manly development, the residential aged care facility development at Meilene, significant system implementation projects for Finance, Learning Management, Office 365 and Workforce Management, and other miscellaneous projects.

## 11 PROPERTY, PLANT AND EQUIPMENT (cont.)

	RAC Land & Buildings subject to restriction at cost	Other land & Buildings subject to restriction at fair value	RAC Land & Buildings unrestricted at cost	Other Land & Buildings unrestricted at fair value	Plant and Equipment at cost	Motor Vehicles at cost	Intangibles (software) at cost	Work in progress at cost	Total
<b>COST OR VALUATION</b>									
Balance at 30 June 2019	81,248	40,770	17,046	10,898	17,607	3,014	6,166	1,733	178,482
Additions	168	-	-	575	842	771	-	6,664	8,970
Impairment write down	-	-	-	-	-	-	-	-	-
Transfers	668	469	314	1,216	1,216	-	617	(3,284)	-
Revaluation	-	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	(372)	(587)	-	-	(959)
<b>Balance at 30 June 2020</b>	<b>82,084</b>	<b>41,239</b>	<b>17,046</b>	<b>11,787</b>	<b>19,293</b>	<b>3,148</b>	<b>6,783</b>	<b>5,113</b>	<b>186,493</b>
Additions	-	-	-	1,700	430	1,128	-	6,320	9,578
Impairment write down	-	-	-	-	-	-	-	-	-
Transfers	1,431	779	67	221	740	-	-	(3,738)	-
Revaluation	-	9,182	-	1,086	-	-	-	-	10,268
Disposals	-	-	-	(1,609)	(3,866)	(540)	-	-	(6,015)
<b>Balance at 30 June 2021</b>	<b>83,515</b>	<b>51,200</b>	<b>17,113</b>	<b>13,185</b>	<b>16,597</b>	<b>3,736</b>	<b>6,783</b>	<b>8,195</b>	<b>200,324</b>
<b>ACCUMULATED DEPRECIATION</b>									
Balance at 30 June 2019	(13,858)	(2,356)	(3,227)	(4,117)	(11,557)	(2,065)	(3,281)	-	(40,461)
Elimination on disposal of assets	-	-	-	-	371	559	-	-	930
Depreciation Expense	(2,400)	(310)	(506)	(88)	(2,246)	(261)	(453)	-	(6,264)
Impairment write down	-	-	-	-	-	-	-	-	-
<b>Balance at 30 June 2020</b>	<b>(16,258)</b>	<b>(2,666)</b>	<b>(3,733)</b>	<b>(4,205)</b>	<b>(13,432)</b>	<b>(1,767)</b>	<b>(3,734)</b>	<b>-</b>	<b>(45,795)</b>
Elimination on disposal of assets	-	-	-	1,609	2,448	533	1,407	-	5,997
Revaluation	-	-	-	-	(105)	-	105	-	-
Depreciation Expense	(2,288)	(216)	(507)	(124)	(2,115)	(342)	(584)	-	(6,176)
Impairment write down	-	-	-	-	-	-	-	-	-
<b>Balance at 30 June 2021</b>	<b>(18,546)</b>	<b>(2,882)</b>	<b>(4,240)</b>	<b>(2,720)</b>	<b>(13,204)</b>	<b>(1,576)</b>	<b>(2,806)</b>	<b>-</b>	<b>(45,974)</b>
<b>Carrying Value at 30 June 2021</b>	<b>64,969</b>	<b>48,318</b>	<b>12,873</b>	<b>10,465</b>	<b>3,393</b>	<b>2,160</b>	<b>3,977</b>	<b>8,195</b>	<b>154,350</b>
<b>Carrying Value at 30 June 2020</b>	<b>65,826</b>	<b>38,573</b>	<b>13,313</b>	<b>7,582</b>	<b>5,861</b>	<b>1,361</b>	<b>3,049</b>	<b>5,113</b>	<b>140,698</b>

Total Restricted Property, Plant and Equipment is \$113,287,000 and Total Unrestricted Property, Plant and Equipment is \$41,063,000. Non Right of Use Depreciation expense for Anglicare SQ activities for the 2021 year was \$6,088,000 (2020: \$6,264,000).

**11 PROPERTY, PLANT AND EQUIPMENT (cont.)  
Land and Buildings subject to restriction**

Land and Buildings subject to restrictions represents properties that have been donated or bequeathed to Anglicare SQ or which were purchased with funds donated or bequeathed to Anglicare SQ or its agencies where the objects of the bequest, trust or donation are activities of Anglicare SQ governed by the Commission.

Site Name	Address	Land Value \$'000	Building Value \$'000	Bequest/Trust Name	Broad purpose of Trust
Symes Grove & St Martins	333 Handford Road, Taigum	7,049	25,164	Request of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons
Symes Thorpe	161 Rowbotham Street, Rangeville	7,931	4,529	Request of Phillip James Symes	To provide facilities and convenience for the comfort of aged persons
St John's Home	15 Ermouth Street, Toowoong	3,898	539	Gift for charitable purpose	That the house be used for one of the welfare activities of the Church
EM Tooth	162 Oceana Terrace, Lota	2,770	14,203	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	6,330	1,094	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	11,000	-	Neilson Bequest	Land was gifted on condition that it 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	13,630	-	Tufnell Bequest	For the acquisition of land and improvements for use as an orphanage
Van Estate - Murgon	43 Krebs Street, Murgon	759	81	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 full time work - self-contained units for physically or mentally impaired people (whether retired or not).
Homelessness Services for Women & Children	24 Mount Street, Toowoong	4,011	5,519	Deed of Grant of Land	Upon trust for the erection of female refuge
Stanley Lane	47 Stanley Lane, Gympie	570	-	Beachmere Bequest	For the care of children
Tufnell	39 Dennis Road, Springwood	674	201	Tufnell Bequest	For charitable purpose of Tufnell Home
Milene	4 Mezger Street, Kalie	1,717	1,093	Baker & Lovell Bequests	For general charitable purposes
Calabash Street, Ormeau	5 Calabash Street, Ormeau	213	312	Miscellaneous	For the care of children
<b>Total Restricted</b>		<b>60,552</b>	<b>52,735</b>		
			<b>113,287</b>		

**Non-current assets held for sale**  
There are no Non-current assets held for sale at 30 June 2021.

**11 RIGHT OF USE ASSETS**

	Motor Vehicles	Building	Office Equipment	Total
<b>Balance at 30 June 2020</b>	<b>4,536</b>	<b>11,288</b>	<b>337</b>	<b>16,161</b>
Additions	1,832	3,529	127	5,488
Disposals	(1,058)	(2,087)	(129)	(3,273)
<b>Balance at 30 June 2021</b>	<b>5,310</b>	<b>12,730</b>	<b>335</b>	<b>18,376</b>
<b>ACCUMULATED</b>				
<b>DEPRECIATION Balance at 30</b>				
<b>June 2020</b>	<b>(1,898)</b>	<b>(3,510)</b>	<b>(144)</b>	<b>(5,552)</b>
Depreciation Expense	(1,796)	(4,107)	(160)	(6,063)
Disposals	1058	2081	129	3268
<b>Balance at 30 June 2021</b>	<b>(2,637)</b>	<b>(5,535)</b>	<b>(174)</b>	<b>(8,346)</b>
<b>Carrying Value at 30 June 2021</b>	<b>2,673</b>	<b>7,195</b>	<b>161</b>	<b>10,029</b>
<b>Carrying Value at 30 June 2020</b>	<b>2,638</b>	<b>7,778</b>	<b>193</b>	<b>10,609</b>

Right of Use Depreciation expense for Anglicare SQ activities for the 2021 year was \$6,063,000, (2020: \$5,552,000).

**12 FINANCIAL ASSETS AT FAIR VALUE THROUGH OTHER COMPREHENSIVE INCOME**

	2021 \$'000	2020 \$'000
Listed investments at fair value in:-		
Shares	1,277	1,016
	<u>1,277</u>	<u>1,016</u>

**Movement in Financial Assets at Fair Value through OCI**

<b>Balance at 1 July</b>	<b>1016</b>	<b>483</b>
Additions	0	662
Revaluation increment(decrement)	261	(129)
	<u>1,277</u>	<u>1,016</u>

All Financial Assets 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 financial assets at fair value through OCI is disclosed in Note 26.

**13 TRADE AND OTHER PAYABLES**

Trade payables <sup>(i)</sup>	5,061	2,538
Accrued expenses	5,606	4,431
Deferred income <sup>(ii)</sup>	47,045	30,719
Sundry accruals	6,046	7,753
	<u>63,758</u>	<u>45,441</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	11,814	11,215
Long service leave	9,433	7,858
	<u>21,247</u>	<u>19,073</u>

**- NON CURRENT**

Long service leave	3,358	3,290
	<u>3,358</u>	<u>3,290</u>

**15 INTEREST BEARING LOANS AND BORROWINGS****- CURRENT**

Loan repayable	366	366
	<u>366</u>	<u>366</u>

**- NON CURRENT**

Loans repayable	5,680	6,046
	<u>5,680</u>	<u>6,046</u>

**16 OTHER FINANCIAL LIABILITIES**

<b>- CURRENT</b>	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Maintenance reserve fund	957	812
Refundable accommodation deposits/accommodation bonds	79,909	75,660
Entry contributions	106,974	96,632
Deferred revenue liability	9,325	6,138
Right of use liability	4,130	3,880
	<u>201,294</u>	<u>183,122</u>
<b>- NON CURRENT</b>		
Right of use liability	4,625	4,702
<b>Total Other Financial Liabilities</b>	<u>205,920</u>	<u>187,824</u>

**17 PROVISIONS****- CURRENT**

Provision for lease make good (i)	665	920
Provision for claims (ii)	10,004	12,472
	<u>10,669</u>	<u>13,392</u>

**- NON CURRENT**

Provision for lease make good	595	453
	<u>595</u>	<u>453</u>
<b>Total Provisions</b>	<u>11,264</u>	<u>13,845</u>

**(i) Lease Make Good****Reconciliation of Carrying Value**

<b>Balance at 1 July</b>	<b>1,373</b>	<b>770</b>
Provision made during the year	(112)	603
Provision used during the year	-	-
<b>Balance at 30 June</b>	<u><b>1,261</b></u>	<u><b>1,373</b></u>

**(ii) Claims** (refer note 22 Contingent Liabilities)**Reconciliation of Carrying Value**

<b>Balance at 1 July</b>	<b>12,471</b>	<b>11,218</b>
Provision made during the year	(58)	4,715
Provision used during the year	(2,409)	(3,462)
<b>Balance at 30 June</b>	<u><b>10,004</b></u>	<u><b>12,471</b></u>



18 RECONCILIATION OF CASH FLOW FROM OPERATING ACTIVITIES TO SURPLUS	2021	2020
	\$'000	\$'000
<b>Net Surplus/(deficit) for the period</b>	<b>(1,834)</b>	<b>4,194</b>
Adjustments for non-cash and non-operating items:		
Depreciation	12,239	11,815
Change in fair value of investment properties	7,908	(1,803)
Realised investment properties (gain)/loss	(2,276)	(5,308)
Net (gains)/loss on disposal of assets	(172)	(139)
Receivable for disposal of assets	-	-
Bond retentions and deferred management fees	(5,942)	(5,083)
Transfers to reserves	(138)	58
Impairment of property, plant and equipment	-	-
<b>Operating cash flows before changes in working capital and provisions</b>	<b>9,785</b>	<b>3,734</b>
(Increase)/decrease in trade and other receivables	6,262	(7,576)
(Increase)/decrease in other assets	(260)	1,401
(Increase)/decrease in financial assets at FV OCI	(261)	(533)
(Decrease)/increase in trade and other payables	20,609	8,945
(Decrease)/increase in employee entitlements	2,241	2,509
(Decrease)/increase in provisions	(2,579)	1,855
(Decrease)/increase in reserve	-	-
(Decrease)/increase in liabilities	5,543	14,258
<b>Net cash flows from/(used in) operating activities</b>	<b>41,340</b>	<b>24,593</b>

**Movement in liabilities from financing activities**

The table below details changes in liabilities (refer Note 16) arising from financing activities including both cash and non-cash changes. Liabilities arising from financing activities are those for which cash flows were, or future cash flows will be classified in the consolidated statement of cash flows as cash flows from financing activities.

	2020	Cash flows	Other	2021
	\$'000	\$'000	changes	\$'000
Maintenance reserve fund	812	144	-	956
Refundable accommodation deposits/accommodation bonds	75,661	4,248	-	79,909
Entry contributions	96,632	16,285	(5,943)	106,974
Loan repayable (current and non-current)	6,413	(366)	-	6,047
Deferred revenue liability	6,137	3,188	-	9,325
<b>Total other financial liabilities</b>	<b>185,655</b>	<b>23,500</b>	<b>(5,943)</b>	<b>203,211</b>

Other changes for entry contributions and accommodation deposits/accommodation bonds include deferred management fee and retention revenue.

## 19 RESERVES

	2021 \$'000	2020 \$'000
<b>Asset Revaluation Reserve (ARR)</b>		
Balance at beginning of year	12,519	12,519
Increase/(decrease) arising on revaluation of properties	10,268	-
Transfers	-	-
<b>Balance at end of year</b>	<b>22,787</b>	<b>12,519</b>
<b>General Reserves</b>		
Balance at beginning of year	2,704	2,645
Transfers	(138)	59
<b>Balance at end of year</b>	<b>2,566</b>	<b>2,704</b>
<b>Trust Reserves (i, ii and iii)</b>		
Balance at beginning of year	23,207	21,736
Additions	267	1,471
Transfers	(8,515)	-
<b>Balance at end of year</b>	<b>14,959</b>	<b>23,207</b>
<b>Total Reserves</b>	<b>40,312</b>	<b>38,430</b>

Trust Reserves	Balance as at 30/06/2020 \$'000	Released to retained earnings \$'000	Trust funds received during year \$'000	Interest Accrued \$'000	Balance as at 30/06/2021 \$'000
(i) Invested with the Corporation (refer to Note 9)	13,102	(8,247)		65	4,920
(ii) Invested in Cash or Cash Equivalents (refer to Note 8)	8,098	(268)	267	38	8,135
(iii) Invested in financial investments (refer to Note 12)	1,016		261		1,277
Other Transfers	991	(127)	(238)	1	627
	<b>23,207</b>	<b>(8,642)</b>	<b>290</b>	<b>104</b>	<b>14,959</b>

**20 RELATED PARTY DISCLOSURES****Commissioners' Compensation**

Commission members act in an honorary capacity and receive no remuneration for their services to the Commission.

**Key Management Personnel Disclosures**

The following were key management personnel of Anglicare SQ at any time during the reporting period and unless otherwise indicated were key management personnel for the entire year.

Name	Title	Date Appointed	Date of Cessation
The Most Rev'd Dr PJ Aspinall <sup>(i)</sup>	Archbishop	-	-
K Crouch	Executive Director	-	-
S Cooke	Director of Services	-	-
A Davies	Director Governance, Risk & Assurance	-	-
Rev'd Canon L McWilliam	Director of Mission	-	-
D Barrie	Director Finance Property & Strategy	-	16 November 2020
W Linnell	Chief Financial Officer	16 November 2020	9 July 2021
L Davis	Chief Digital Officer	-	-
A Zilli	Director Organisational Development	-	-

(i) These personnel are employed under ABN 32 025 287 736 of The Corporation of the Synod of the Diocese of Brisbane.

The total key management personnel compensation included in 'Employee expenses' (Note 3) are as follows:

	<b>2021</b>	<b>2020</b>
	<b>\$'000</b>	<b>\$'000</b>
Short-term employee benefits	1,883	1,689
Post-employment benefits	186	146
<b>Balance at end of year</b>	<b>2,069</b>	<b>1,835</b>

**Key Management Personnel Compensation Disclosures**

Apart from the details disclosed in this note, no key management personnel have entered into a material contract with Anglicare SQ since the end of the previous financial year and there were no material contracts involving key management personnel interests existing at year-end.

**Loans to Key Management Personnel and their Related Parties**

There were no loans extended during the year to key management personnel or their related parties.

**20 RELATED PARTY DISCLOSURES (cont.)****Payments to Related Parties****Transactions with Other Related Parties**

Anglicare SQ is part of The Corporation of the Synod of the Diocese of Brisbane ("The Corporation") and has related party relationships with various agencies and departments of The Corporation, including Parishes, ANFIN and The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane.

**Transactions and Balances with Related Parties**

Transactions and balances with related parties are generally priced on an arm's length basis.

Significant Related Parties relationships are:-

		<b>2021</b>	<b>2020</b>
		<b>\$'000</b>	<b>\$'000</b>
Anglican Financial Services	Interest earned	449	1,090
	Interest paid	-	-
	Net balances held at year-end	74,463	74,026
The Corporation of the Lesser Chapter of the Cathedral Church of Brisbane	Rent prepaid in Dec 2012	5,213	5,213
	Net balance of prepaid rent at year-end	-	-
	Outgoings and car park charges per lease	434	313
Anglican Parishes	Rent paid for premises	420	467
The Corporation of the Synod of the Diocese of Brisbane	Insurance premium prepaid	396	339
	Shared services fee	2,357	2,673
	Trust funds invested	4,920	13,102

**21 COMMITMENTS**

<b>2021</b>	<b>&lt; 1 year</b>	<b>1-5 years</b>	<b>&gt; 5 Years</b>	<b>Total</b>
<b>Capital Commitments</b>				
Property, plant and equipment	55,402	-	-	55,402
<b>Total Capital Commitments</b>	<b>55,402</b>	<b>0</b>	<b>0</b>	<b>55,402</b>
<b>Finance Lease Commitments</b>				
Equipment				
<b>Total Finance Lease Commitments</b>	<b>912</b>	<b>222</b>	<b>-</b>	<b>1,134</b>
	<b>912</b>	<b>222</b>	<b>-</b>	<b>1,134</b>
<b>2020</b>	<b>&lt; 1 year</b>	<b>1-5 years</b>	<b>&gt; 5 Years</b>	<b>Total</b>
<b>Capital Commitments</b>				
Property, plant and equipment	54,957	-	-	54,957
<b>Total Capital Commitments</b>	<b>54,957</b>	<b>-</b>	<b>-</b>	<b>54,957</b>

## 22 CONTINGENT LIABILITIES

### **Compensation**

Anglicare SQ has potential future exposure to claims and costs associated with its response to abuse claims and the Royal Commission into Institutional Responses to Child Sexual Abuse. Anglicare SQ has accrued its best estimate of the net costs of uninsured abuse claims yet to be settled (refer Note 17). It is not possible at the date of this report for Anglicare SQ to reliably estimate any additional costs of this nature which might emerge in the future for unknown claimants. Accordingly, no liabilities or expenses have been recorded in relation to potential future claims for unknown claimants.

### **Capital Funding Agreement**

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. The liability associated with these agreements has been extinguished and replaced with a Capital Funding Agreement between Anglicare SQ and the Government in the amount of \$1,019,688.59. The capital funding agreement provides the Government with a 15% interest in the improvements on the land at 24 Mount St, Toowong where Anglicare operates a homelessness service. Should Anglicare SQ cease to offer the current service on this site, Anglicare SQ is liable to repay the amount.

### **Bank Guarantees**

Anglicare SQ has issued Bank Guarantees totalling \$258,466 (2020: \$258,466) to landlords in lieu of paying tenancy bonds on leased properties.

**23 BUSINESS STREAMS REPORTING**

Business stream information is presented in respect of Anglicare SQ main business components. Anglicare SQ operates primarily within one geographic area being Southern Queensland.

Inter-stream pricing is determined on an arm's length basis.

Business stream revenue results, assets and liabilities include items directly attributable to a business stream as well as those that can be allocated on a reasonable basis. Business stream capital expenditure is the total cost incurred during the period to acquire business stream assets that are expected to be used for more than one period.

**Business Streams**

Anglicare SQ comprises the following main business streams:

- Residential aged care and retirement living services (provided pursuant to the *Aged Care Act 1997* and *Retirement Villages Act 1999*); and
- Community Care Services.

Management has chosen to organise the entity around these two streams as Anglicare SQ's monthly results are reported on this basis.

<b>2021</b>	<b>Residential \$'000</b>	<b>Community Services \$'000</b>	<b>Total \$'000</b>
<b>Revenue from external parties</b>			
Governments	50,169	107,548	157,717
Clients and residents	13,505	70,706	84,211
Other sources	13,480	5,563	19,043
<b>Total revenue</b>	<b>77,154</b>	<b>183,817</b>	<b>260,972</b>
<b>Surplus/(deficit) for the year</b>			
Depreciation expense	4,777	7,462	12,239
Impairment loss	0	0	0
Capital expenditure	3,852	5,726	9,578
Business Stream Assets	398,563	125,398	523,961
Business Stream Liabilities	(243,224)	(68,369)	(311,593)
<b>2020</b>			
<b>Revenue from external parties</b>			
Governments	48,998	106,265	155,263
Clients and residents	13,319	58,344	71,663
Other sources	18,114	5,721	23,835
<b>Total revenue</b>	<b>80,431</b>	<b>170,330</b>	<b>250,761</b>
<b>Surplus/(deficit) for the year</b>			
Depreciation expense	5,124	6,691	11,815
Impairment loss	-	-	-
Capital expenditure	5,566	3,404	8,970
Business Stream Assets	366,520	113,438	479,958
Business Stream Liabilities	(216,414)	(59,470)	(275,884)

Revenue from contracts with government includes revenue for service delivery, capital grants and transitional or concessional income as shown in the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

Revenue from contracts with clients and residents includes income for service delivery and bond and accommodation charges as shown in the Consolidated Statement of Profit or Loss and Other Comprehensive Income.

**24 SUBSEQUENT EVENTS**

No other matters or occurrences have come to the attention of the Commission, which would materially affect the financial report or disclosures therein.

**25 ECONOMIC DEPENDENCY**

Anglicare SQ is dependent to a material extent upon the ongoing receipt of Federal and State Government grants to fund its operations. The continued support and funding of aged care, child safety and community services by the Federal and State Governments is subject to regular reviews and accreditation requirements.

As at the date of this report management has no reason to believe that this financial support will not continue.

**26 FINANCIAL RISK MANAGEMENT**

**Overview**

Anglicare SQ's financial instruments comprise cash and cash equivalents, interest bearing investments and a prepayment with a related party. In addition, Anglicare SQ has amounts receivable in respect of residents at its residential aged care facilities and also in relation to the provision of aged care and other community and welfare services. Anglicare SQ also has amounts payable to trade and other creditors and holds accommodation bonds that are repayable (after deduction for agreed retentions).

The main risks arising from the financial instruments are liquidity risk, credit risk and investment risk. Anglicare SQ does not use any derivative instruments to manage risks associated with its financial instruments.

The Commission has overall responsibility for risk management, including risks associated with financial instruments. Risk management policies are established to identify and analyse the risks associated with the Anglicare SQ's financial instruments, to set appropriate risk limits and controls and to monitor the risks and adherence to limits.

The Commission monitors the effectiveness of Anglicare SQ's risk management policies and processes and regularly reviews risk management policies and systems. The Commission is assisted in this role by Deloitte Touche Tohmatsu who provide internal audit services to the Corporation. The management of all banking, investment and treasury services is undertaken by the Finance and Diocesan Services Commission (FDSC) and this Commission is responsible for implementing risk management policies and systems in relation to Anglicare SQ's financial assets and liabilities. FDSC reviews the financial risk management of Anglicare SQ, taking into account changes in market conditions and activities. FDSC is also responsible for developing and monitoring the investment and policies approved by the Commission.

This note presents information about Anglicare SQ's exposure to liquidity, credit and investment risk and its objectives, policies and processes for measuring and managing risk. Further quantitative disclosures are included throughout these financial statements.

**Liquidity Risk**

Liquidity risk is the risk that Anglicare SQ entities and Agencies (being the Corporation) will not be able to fund its obligations as they fall due.

Anglicare SQ, assisted by the FDSC, manages liquidity risk by monitoring forecast cash flows and ensuring that adequate liquid funds are available to meet normal operating expenses.

**26 FINANCIAL RISK MANAGEMENT (cont.)**

The following are the contractual maturities of financial liabilities, including estimated interest payments.

	2021 \$'000	2020 \$'000
<b>Trade and other payables</b>		
less than 1 year	63,758	45,441
<b>Total Trade and other payables</b>	<u>63,758</u>	<u>45,441</u>
<b>Loan Repayable</b>		
less than 1 year	366	366
1-2 years	733	733
2-5 years	2,199	2,199
more than 5 years	2,748	3,114
<b>Total Loan Repayable</b>	<u>6,046</u>	<u>6,412</u>
<b>Lease Liability</b>		
less than 1 year	4,130	4,070
1-2 years	2,966	2,205
2-5 years	1,659	2,649
more than 5 years	-	-
<b>Total Lease Liability</b>	<u>8,755</u>	<u>8,924</u>
<b>Refundable accommodation deposits/accommodation bonds and entry contributions</b>		
less than 1 year	186,884	172,292
<b>Total refundable accommodation deposits/accommodation bonds and entry contributions</b>	<u>186,884</u>	<u>172,292</u>

**Credit Risk**

Credit Risk is the risk of financial loss to Anglicare SQ if a client or counterparty to a financial instrument fails to meet its contractual obligations. Anglicare SQ is exposed to two sorts of credit risk – amounts receivable from clients and from government funders in respect of services provided – and also counterparty risk in respect of funds invested with banks, other financial institutions and related parties. Anglicare SQ has in place a credit policy to assist in monitoring the risk of financial loss due to a customer or counterparty to a financial instrument failing to meet its contractual obligations.

The majority of amounts receivable in relation to service providers are due from Commonwealth and State Government departments. All service arrangements with funders and in relation to client contributions are subject to contractual arrangements, which include stated settlement terms. Any amounts outstanding beyond the contracted settlement period are followed up.

Credit is extended to clients under individual service agreement contracts. In some instances, financial hardship evaluations will reduce the amount of client fees being charged. Funds are deposited with banks and with the Corporation and its Financial Agency, ANFIN (ABN 51 925 884 864). The FDSC has responsibility for the investment of the Anglicare SQ funds via ANFIN and the funds that Anglicare SQ has invested with the Corporation.

The FDSC and the ANFIN Board includes members with legal, financial services, and investment management experience. They act in an honorary capacity only and are not paid for their services. ANFIN is an Agency of the Corporation that manages its cash investments, borrowings, internal loan portfolio and other treasury functions.

Cash investments made by Anglicare SQ are invested directly with banks and institutions, or via ANFIN into banks and institutions which have a S&P (or equivalent body) short term rating of A2 or higher, or a S&P (or equivalent body) long term rating of BBB+ or higher.

At the reporting date, Anglicare SQ did not have any material credit risk exposure to any single receivable or group of receivables or any bank or financial institution external to the Corporation.



**26 FINANCIAL RISK MANAGEMENT (cont.)****Property**

In June 2013 a strategy was approved to develop additional residential and aged care accommodation. All developments are assessed over a 25 year life cycle and they are required to have a positive net present value that meets the benchmark set by the Commission for the portfolio of developments. The models are then used for assessing each development accordingly. Each project is subjected to stress testing in relation to all key assumptions and the outcome of this sensitivity analysis is presented to the Commission prior to the approval of the project. A detailed maintenance program is followed for all properties.

**Market risk management**

Market risk is the risk that changes in market prices such as interest rates and equity prices will affect Anglicare SQ income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return.

**Interest rate risk**

Interest rate risks are managed with the aim of reducing the impact of short-term fluctuations in earnings. Over the longer-term, however, permanent changes in interest rates would have an impact on earnings. Anglicare SQ is not exposed to fluctuations in foreign exchange.

Anglicare SQ has a zero real interest loan from the Commonwealth of Australia as represented by the Department of Social Services to extend the Kirami residential aged care facility in Hervey Bay.

Anglicare SQ assesses its short term cash requirements and invests these at call. The balance of the cash may be invested in term deposits or other longer term fixed interest securities.

The following table illustrates sensitivities to Anglicare SQ exposures to changes in interest rates and equity prices. The table indicates the impact on how surplus and equity values reported at balance date would have been affected by changes in the relevant risk variable that management considers to be reasonably possible. These sensitivities assume that the movement in a particular variable is independent of other variables.

	Surplus \$'000	Equity \$'000
<b>Year Ended 30 June 2021</b>		
+/- 0.5% in interest rates	759	759
<b>Year Ended 30 June 2020</b>		
+/- 0.5% in interest rates	682	682

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 financial assets at FV OCI.

At the reporting date the market value of financial assets at FV OCI and the impact of a 10% movement in the market value of the investments was:

	Market value \$'000	+10% impact \$'000	-10% impact \$'000
Shares			
<b>Balance at 30 June 2021</b>	<b>1,277</b>	<b>128</b>	<b>(128)</b>
<b>Balance at 30 June 2020</b>	<b>1,016</b>	<b>102</b>	<b>(102)</b>

The impact of market movements would be recognised in the Consolidated Statement of Profit or Loss and Other Comprehensive Income and funds of the Corporation only if the investments were sold or if an impairment loss was recognised, as these investments are deemed to be financial assets at FV OCI.

**Fair Values**

Carrying amounts of financial assets and liabilities recorded in the financial statements represent their net fair values, as determined in accordance with the accounting policies disclosed in Note 1.

**26 FINANCIAL RISK MANAGEMENT (cont.)**

**Operational risk management**

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with Anglicare SQ processes, personnel, technology, infrastructure and other risks not covered above.

In addition to the risk management practices carried out by Anglicare SQ, the Commission manages operational risk through a variety of mechanisms:

- Accessing professional services through the Corporation shared service teams.
- A Care Governance Committee made up of current and former health care professionals who are responsible for the oversight of the delivery of care services.
- The recruitment and on-going training of suitably qualified and experienced staff and volunteers.
- Documented policies and procedures.
- A three year program of internal audit carried out by professional 3<sup>rd</sup> party auditors, supplemented by audits carried out by internal teams.
- Research into and monitoring of likely future market trends.
- Regular reviews of strategic and operational plans and delivery against those plans.
- The development of business continuity plans.
- Achievement of accreditation for all services where this is relevant
- An Audit and Risk Committee made up of qualified professionals who are responsible for the oversight of the areas of statutory and external financial reporting, internal control systems, risk management systems as they apply to operational and financial risk, compliance with applicable Laws and Regulations, and internal audit functions.

**27 FINANCIAL INSTRUMENTS COMPOSITION AND MATURITY ANALYSIS**

The following table summarises the interest rate profile of Angicare SQ's interest bearing financial instruments.

	Weight effective interest rate %	Fixed Interest Rate					Total
		Variable interest rate	Less than one year	1 – 2 years	2 – 5 years	More than 5 years	
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>2021</b>							
<b>Financial Assets</b>							
Cash and cash equivalents	0.43%	82,400	72,936	1,527	-	-	156,863
Receivables		82,400	72,936	1,527	-	-	16,156
							173,019
<b>Financial liabilities</b>							
Trade and other payables		-	-	-	-	-	(63,758)
Loan repayable		(6,046)	-	-	-	-	(6,046)
Refundable accommodation deposits/accommodation bonds and entry contributions		-	-	-	-	-	(186,884)
Lease Liabilities		-	(4,130)	(2,966)	(1,659)	-	(8,755)
		(6,046)	(4,130)	(2,966)	(1,659)	-	(250,641)
<b>Net financial assets/(liabilities)</b>		76,354	68,806	(1,439)	(1,659)	-	(234,486)

## Fixed Interest Rate

	Weight effective interest rate %	Fixed Interest Rate					Total
		Variable interest rate	Less than one year	1 – 2 years	2 – 5 years	More than 5 years	
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>2020</b>							
<b>Financial Assets</b>							
Cash and cash equivalents	1.33%	67,523	68,825	1,327	-	-	137,675
Receivables		67,523	68,825	1,327	-	-	21,618
							159,293
<b>Financial liabilities</b>							
Trade and other payables		-	-	-	-	-	(45,441)
Loan repayable		(6,412)	-	-	-	-	(6,412)
Refundable accommodation deposits/accommodation bonds and entry contributions		-	-	-	-	-	(172,292)
Lease Liabilities		-	(3,880)	(2,084)	(2,618)	-	(8,582)
		(6,412)	(3,880)	(2,084)	(2,618)	-	(217,733)
<b>Net financial assets/(liabilities)</b>		61,111	64,945	(757)	(2,618)	-	(196,115)
							(73,434)

**27 FINANCIAL INSTRUMENTS COMPOSITION AND MATURITY ANALYSIS (cont.)**

	Gross Amount	Within Initial Trade Terms	Past Due but Not Impaired (Days Overdue)				Past Due and Impaired
			<30	31-60	61-90	>90	
<b>2021</b>							
Trade and term receivables	14,945	13,361	519	269	283	1,174	(661)
Other receivables	1,210	1,210	-	-	-	-	-
<b>Total</b>	<b>16,156</b>	<b>14,571</b>	<b>519</b>	<b>269</b>	<b>283</b>	<b>1,174</b>	<b>(661)</b>
<b>2020</b>							
Trade and term receivables	20,505	18,763	519	269	283	1,174	(503)
Other receivables	1,113	1,113	-	-	-	-	-
<b>Total</b>	<b>21,618</b>	<b>19,876</b>	<b>519</b>	<b>269</b>	<b>283</b>	<b>1,174</b>	<b>(503)</b>

**Net Fair Values**

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the Consolidated Statement of Financial Position and in the notes to the Financial Statements.

Fair values are in line with carrying values.

**Capital Management**

Management controls the capital of Anglicare SQ to ensure that adequate cash flows are generated to fund its programs and that returns from investments are maximised.

Risk management policies are approved and reviewed by the Commission on a regular basis. These include credit risk policies and future cash flow requirements. The capital of Anglicare SQ consists of financial liabilities, supported by financial assets.

Anglicare SQ manages capital by assessing the financial risks and responding to changes in these risks and in the market. These responses may include the consideration of debt levels. There have been no changes to the strategy adopted by management to control the capital of Anglicare SQ since the previous year.

**Current Assets Ratio**

The current ratio for the years ended 30 June 2021 and 30 June 2020 are as follows:

	2021 \$'000	2020 \$'000
<b>Current Liabilities</b>	<b>297,335</b>	<b>261,394</b>
<b>Current Assets</b>	<b>174,888</b>	<b>160,812</b>
Current ratio	(58.82%)	(61.52%)

The current ratio shows that for the years ended 30 June 2021 and 30 June 2020, current liabilities are greater than current assets. The nature of funding for Residential Aged Care and Retirement Living results in large deposits paid by residents in the form of Refundable Accommodation Deposits (\$79.9m, 2020 \$75.6m) and Entry Contributions (\$106.9m, 2020 \$96.6m) respectively (collectively referred to as "resident deposits"). These resident deposits fall within the definition of a current liability in that they could be required to be repaid at any time. As residents leave, they are usually replaced with a new resident paying on average similar resident deposit amounts. In practice, resident deposits remain on average as liabilities for 3.0 years for residential aged care and 11.7 years for retirement living depending upon the length of stay for each resident. On average, if no new residents are admitted throughout the year the cash out flow is likely to be no higher than \$26.6 (2020 \$25.2m) for Refundable Accommodation Deposits and \$9.1 (2020 \$8.3m) for Entry Contributions or collectively \$33.7m (2020, \$33.5m). This would represent an expected maximum cash outflow of "resident deposits" no greater than \$35.7m (2020 \$33.5m) compared with the total collective "resident deposits" amount reported within the current liabilities above of \$186.8 (2020 \$172.2m).

## COMMISSION MEMBERS' DECLARATION

The Commission Members declare that:

- (a) the annual financial statements and notes set out on pages 6-42:
  - 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 2021 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 6-42:
  - 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 2021 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.

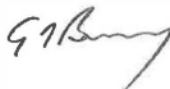
This declaration is made in accordance with a resolution of the Commission.

Dated this 8<sup>th</sup> day of October 2021.

On behalf of the Commission Members



**Dr Kim Forrester**  
Commissioner and CSC Chair  
Anglican Community Services Commission



**Gary Brady**  
Commissioner and ARC Chair  
Anglican Community Services Commission



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## Auditor's Independence Declaration

**To the Members of the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland**

In relation to our audit of the financial report of the Anglicare Southern Queensland for the financial year ended 30 June 2021, and in accordance with the requirements of Subdivision 60-C of the *Australian Charities and Not-for profits Commission Act 2012*, to the best of my knowledge and belief, there have been no contraventions of the auditor independence requirements of any applicable code of professional conduct.

A handwritten signature in blue ink that reads 'Ernst &amp; Young' is enclosed in a thin black rectangular border.

Ernst & Young

A handwritten signature in blue ink that reads 'Mike Reid' is enclosed in a thin black rectangular border.

Mike Reid  
Partner  
8 October 2021

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## Independent Auditor's Report

**To the Members of the Anglican Community Services Commission of The Corporation of the Synod of the Diocese of Brisbane trading as Anglicare Southern Queensland**

### Opinion

We have audited the financial report of Anglicare Southern Queensland (the Corporation) which comprises the consolidated statement of financial position as at 30 June 2021, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in accumulated funds and consolidated statement of cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the Community Services Commission (the Commission) members' declaration.

In our opinion, the accompanying financial report of the Corporation is in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- a) giving a true and fair view of the consolidated financial position of the Corporation as at 30 June 2021 and of its consolidated financial performance for the year ended on that date; and
- b) complying with Australian Accounting Standards and the *Australian Charities and Not-for-Profits Commission Regulation 2013*.

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Corporation in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (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 - Investment property and land & buildings fair value

We draw attention to Notes 7 and 11 of the financial report which describes the impact of the COVID-19 pandemic on the determination of fair value of investment properties and other land and buildings at fair value and how this has been considered by the Commission in the preparation of the financial report. Due to the degree of valuation uncertainty referred to in the external valuation reports during the period, the property values may change significantly and unexpectedly over a relatively short period of time. Our opinion is not modified in respect of this matter.

### **Information Other than the Financial Report and Auditor's Report Thereon**

The Commission is responsible for the other information. The other information is the Commission Members' Report accompanying the financial report.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Responsibilities of the Commission for the Financial Report**

The Commission of the Corporation is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Australian Charities and Not-for-Profits Commission Act 2012* and for such internal control as the Commission determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

### **Auditor's Responsibilities for the Audit of the Financial Report**

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

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting

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- Conclude on the appropriateness of the Commission’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Corporation to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Corporation’s audit. We remain solely responsible for our audit opinion.

We communicate with the Commission regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Ernst & Young



Mike Reid  
Partner  
Brisbane  
8 October 2021

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Volume I**

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